

2024 – 2027 COLLECTIVE AGREEMENT

BETWEEN

**THE CORPORATION
OF THE CITY OF BRAMPTON**



AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL #831 (PROFESSIONAL AND TECHNICAL UNIT)**

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL #831 (TEMPORARY UNIT)**



APRIL 1, 2024 – MARCH 31, 2027

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2024 – 2027 COLLECTIVE AGREEMENT

C.U.P.E. LOCAL #831 (PROFESSIONAL AND TECHNICAL UNIT)

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THIS AGREEMENT

Between:

THE CORPORATION OF THE CITY OF BRAMPTON
Hereinafter referred to as “the Corporation”

And

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 831 (Professional and Technical Unit)**
Hereinafter referred to as “the Union”

ARTICLE 1 – GENERAL PURPOSE

- 1.01 The City of Brampton is located on the traditional territories of the Mississaugas of the Credit, the Haudenosaunee (Hoh-dee-noh-shoh-nee) and the Wendat First Nations who have called this land home since time immemorial. We acknowledge the Treaty agreed to in the Ajetance Purchase of 1818 and we are committed to our ongoing role in reconciliation through meaningful action that is rooted in truth, justice and respect. We are grateful to the original caretakers of this land who have ensured we are able to work, play and live in Brampton now and in the future.**
- 1.02 The Corporation and the Union recognize that a Human Rights Policy is in place. The parties agree to comply with the terms and conditions of the Ontario Human Rights Code.**
- 1.03 The parties agree that there shall be no harassment, discrimination, violence, interference, restraint or coercion against any employee for reasons of age, sex, race, colour, religious affiliation, sexual orientation, gender identity, gender expression, place of origin, ancestry, ethnic origin, citizenship, creed, marital status, family status, disability or membership in or connection with the Union and that membership in the Union will not be discouraged.**
- 1.04 The Union agrees that there will be no intimidation, interference, restraint, or coercion exercised or practiced upon employees of the Corporation, or by any of its members or representatives, and that there will be no solicitation for membership or other Union activity at the place which an employee works during their working hours, except as is provided for under this agreement.**
- 1.05 It is the desire of both parties to this Agreement to maintain the existing harmonious relations and conditions of employment between the Corporation and the Union, to promote co-operation and understanding between the Corporation and its staff, to recognize**

ARTICLE 1 – GENERAL PURPOSE (continued)

1.05 cont'd

the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work and scale of wages, and to promote the morale, well-being and security of all employees within the bargaining unit.

Therefore, it is now thought desirable that methods of bargaining and all matters pertaining to the working condition of the employees be drawn up in this Agreement.

Now therefore, this Agreement witnesseth that the parties hereto, in consideration of the mutual covenants hereinafter contained, agree each with the other as follows:

ARTICLE 2 – RECOGNITION

- 2.01 a) The Corporation recognizes the Union as the exclusive collective bargaining agent of the professional and technical employees of the Corporation, as referred to in the wage classifications contained in Schedule "1 A", save and except persons regularly employed for not more than twenty-four (24) hours per week, students on a co-operative training program from any educational institute, students employed during the school vacation periods (April 15th through to September 15th) and the winter and spring school breaks.
- b) This language is not intended to expand or contract the bargaining rights of the Union and does not preclude the addition of classifications to Schedule 1 A.

ARTICLE 3 – DEFINITIONS

- 3.01 The term "employee", as used in this agreement, shall refer only to those employees covered by Article 2 - Recognition and Schedule "1A".
- 3.02 a) The term "temporary employee" shall be defined as an employee hired:
- i) to replace a regular employee who is on vacation, an approved leave of absence, a compensable or non-compensable sickness, accident, is temporarily transferred to another position with the Corporation for a period of up to two (2) years; or
 - ii) for a definite term or task to perform any extra work required by the Corporation, provided said term or task does not exceed six (6) months or longer with the agreement of the Union.

Such requests for extensions will not be unreasonably withheld.

- b) The Union may approve Longer Term Temporary employees, for specific terms or tasks, on a case-by-case basis. Such approval will not be unreasonably withheld.

ARTICLE 3 – DEFINITIONS (continued)

- 3.03 An employee hired as a temporary employee shall be advised at the time of their hiring of their temporary status and the estimated duration of their employment. The Corporation shall advise the Union of the hiring of temporary employees, the estimated duration of such employment and the actual termination date. Where an employee is hired for a definite term or task, the Union shall be advised of the tasks to be performed. The Corporation will make a monthly list accessible to the Union President indicating the number of temporary employees.
- 3.04 Temporary employees shall be paid according to the applicable classification as per Salary Schedule "1A" for their term of employment with the Corporation. Temporary employees will progress through the incremental system in Schedule 1A from the start date of a contract for as long as their service is continuous. Temporary employees whose contract ends and who return for a new contract will return to the start rate for the position upon the commencement of a new contract.

ARTICLE 4 - RESERVATION OF MANAGEMENT RIGHTS

- 4.01 The Union recognizes and acknowledges that the management of the operations and the direction of the working forces are fixed exclusively in the Corporation and without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Corporation to:
- a) maintain order, discipline and efficiency and in connection therewith to make, alter and enforce, from time to time, reasonable rules and regulations, policies and practices to be observed by its employees; discipline or discharge employees for just cause provided that a claim by an employee who has acquired seniority that they have been unjustly disciplined or discharged may be the subject matter of a grievance and dealt with as hereinafter provided;
 - b) select, hire, direct, transfer, assign to shifts, promote, demote, classify, lay off, recall or retire employees in accordance with the terms of the Collective Agreement.
- 4.02 The Corporation may discharge a probationary employee at any time. The discharge of a probationary employee shall not be the subject matter of a grievance or arbitration pursuant to this Agreement.
- 4.03 The foregoing enumeration of management's rights shall not be deemed to exclude other functions not specifically set forth, the Corporation, therefore, retaining all rights not otherwise specifically and expressly covered in this Agreement.
- 4.04 The Corporation agrees that it will not exercise its functions in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 5 - STRIKES AND LOCKOUTS

- 5.01 The Corporation agrees that it will not cause or direct any lock out of its employees during the term of this Agreement.
- 5.02 The Union agrees that there will be no strike, picketing, slowdown or stoppage of work, either complete or partial, that will interfere with service during the term of this Agreement.
- 5.03 Employees will not be required to cross a legal picket line while in the course of their duties if there is a danger to the health and safety of the employee or potential damage to corporate property.

ARTICLE 6 - UNION SECURITY / CHECK OFF

- 6.01 The Corporation shall deduct from each pay from the wages of employees in the bargaining unit as designated in Article 2 - Recognition, dues in accordance with the Constitution and By-Laws of the Canadian Union of Public Employees. The Union shall advise the Corporation, in writing, of the amount of said dues.
- 6.02 Following adequate notice, in writing by the Union, the Corporation agrees to deduct assessments and LTD premiums levied by the Union from its members, from the same pay as dues are deducted.
- 6.03 All sums deducted, together with a record of those from whom deductions have been made, and the amount shall be forwarded to the Treasurer of Local Union #831, not later than biweekly following such deduction.
- 6.04 The Union shall indemnify and save the Corporation harmless with respect to all amounts deducted and remitted under this Article.

ARTICLE 7 - UNION REPRESENTATION

- 7.01 The Corporation acknowledges the right of CUPE 831 to appoint or otherwise select four (4) Stewards and elect one (1) Chief Shop Steward from the Stewards, and one (1) Vice President. There may only be one (1) Steward/Chief Steward from a department or section. To be eligible to be a Steward, an employee must have at least completed their probationary period. The number of Stewards may be altered by agreement between the parties.
- 7.02 It shall be the Steward's duty to represent eligible employees in presenting grievances under Article 8 - Grievance Procedure.
- 7.03 The Union acknowledges that the Steward has regular duties to perform on behalf of the Corporation, therefore, except as otherwise provided in this Agreement, the Steward shall conduct their activities, if at all possible, outside regular working hours. In a situation

ARTICLE 7 - UNION REPRESENTATION (continued)

7.03 cont'd

that requires a Steward's attention during working hours, they shall not leave their regular duties without first obtaining permission to do so from the appropriate immediate supervisor. It is understood that the taking of such time away from regular duties shall be kept to a minimum and that permission will not, therefore, be unreasonably withheld. Stewards shall return to their regular duties as expeditiously as possible. The Corporation reserves the right to limit such time if the time requested is unreasonable.

- 7.04 The Corporation acknowledges the right of the Union to appoint or otherwise select up to **four (4)** employees, plus the President of Local #831, to form the Negotiating Committee. It shall be the Negotiating Committee's function to meet with the Corporation to negotiate the renewal of this Agreement.
- 7.05 The Union shall notify the Corporation, in writing, of the names of the Stewards, Chief Steward, Vice President and Negotiating Committee members. The Corporation shall not be required to recognize any of the above until such notification from the Union has been received.
- 7.06 a) Union Representatives shall receive their regular, straight time rate of pay for all hours spent during their normally scheduled hours of work in representing eligible employees in presenting grievances under Steps 1-3 in Article 8 - Grievance Procedure. Union Representatives shall not receive pay for any other Union activities subject to 7.06(b).
- b) The Negotiating Committee shall receive their regular straight time rate of pay for all hours spent during their normally scheduled hours of work meeting with representatives of the Corporation to negotiate a renewal of this Agreement up to and including mediation.
- c) The Corporation will make arrangements to facilitate a request for releasing a union representative, **including required travel time**, when required to attend a meeting that was requested by the Corporation.
- 7.07 The Union Representatives shall have the right at any time to have the assistance of a National Representative of the Union and/or Business Agent/Consultant in all matters covered by this Agreement. The assistance will not unreasonably delay union/management business.
- 7.08 The Union and the Corporation share a mutual interest in having a safe and healthy workplace. The parties agree to recognize a joint health and safety committee comprised of equal representation from both Union and Management.

ARTICLE 7 - UNION REPRESENTATION (continued)

- 7.09 The Union agrees that there shall be no solicitation of members or other Union activities on the premises of the Corporation or during working hours except as permitted by this Agreement. It is further understood that no meeting by the Union or its members will be held on the premises of the Corporation at any time without the prior approval of the Corporation.
- 7.10 Supervisory and Management personnel shall not work on jobs normally performed by bargaining unit personnel to such an extent that it will cause the lay-off or reduction of **regular hours of work** of persons within the bargaining unit **except in cases of emergency or when regular qualified employees are not immediately available.**
- 7.11 Union Bulletin Boards
The Corporation will provide bulletin boards for exclusive use of CUPE Local #831 in each of the following work areas:
- City Hall and West Tower – 1 on each floor
 - Williams Parkway Operations Centre #1
 - Williams Parkway Operations Centre #2
 - Sandalwood Parkway Admin Building
 - Sandalwood Parkway Parks Operations
 - Glidden Rd.
 - Operating Facilities
 - Satellite Yards
 - Animal Services
 - Enforcement and By-Law Services
 - Civic Centre
 - Theatres
 - Flower City Community Campus – Building 1 & 2, Seniors/Lawn Bowling and Sports Admin
 - Provincial Offences Administrative Building
 - 8 Nelson
 - **175 Sandalwood Parkway W**
 - All other facilities or yards
- 7.12 The Corporation and the Union will each appoint, from separate departments, up to two (2) persons, each to act as members of a labour-management discussion committee. Each party shall designate one of its appointees to act as a co-chairperson who, as such, will be the contact person for their nominee. Each party will advise the Corporation's Human Resources Division of the names of its appointees and co-chairpersons, which shall be communicated to all employees and senior management.

ARTICLE 7 - UNION REPRESENTATION (continued)

7.12 cont'd

Except in an emergency, the Committee will not meet more often than once every three (3) months. The co-chairpersons shall exchange agendas at least one week before regular meetings.

While it is understood that the Committee will determine its own procedures, it is agreed and understood that agenda items or any other matters will not include matters which could be processed as an employee or policy grievance under the provisions of the Collective Agreement. Nor will the committee have any authority to attempt to amend the Collective Agreement in any manner.

7.13 Orientation

A member of the Union executive will be provided a time period up to two (2) hours by Human Resources as part of the orientation process for the purpose of presenting a Union Orientation program to bargaining unit employees.

ARTICLE 8 - GRIEVANCE PROCEDURE

8.01 A grievance shall be defined as a complaint regarding the interpretation, application, administration or alleged violation of the terms of this Agreement, or in the case of an employee who has acquired seniority under this Agreement, a complaint that they have been discharged without just cause or where the employer has acted unjustly, improperly or unreasonably.

8.02 Step 1

If an employee has a complaint, they shall discuss it with their immediate manager or designate. In order to be considered a complaint/grievance, such discussion must take place within ten (10) working days from the time the employee(s) become aware of the event or circumstances giving rise to the complaint. The nature of the grievance, the Article(s) of the Agreement that has been allegedly violated, misapplied or misinterpreted and the relief or remedy sought shall be clearly set out in the grievance signed and dated on the appropriate complaint/grievance form with the assistance of a steward. The manager or designate shall give the member a written answer to the complainant within seven (7) working days after the initial discussion. Extensions will not be unreasonably withheld. Failing a resolution at Step 1, a grievance shall be processed in accordance with the following procedure:

(Note: In cases where the employee's immediate supervisor is the Division Head, the procedure shall commence at Step 2.)

Step 2

Within four (4) working days following receipt of the reply in Step 1, the employee, with the assistance of a Steward and the Chief Shop Steward or their designate may present the grievance to the employee's Division Head. The Division Head will discuss the grievance

ARTICLE 8 - GRIEVANCE PROCEDURE (continued)

8.02 cont'd

with the employee and the Steward. The Division Head or their designate shall give their decision, in writing, to the Steward within seven (7) working days from the date of the meeting.

Step 3

Failing settlement in Step 2, the Chairperson of the Union's Grievance committee may, within four (4) working days following receipt of the reply in Step 2, arrange for a meeting to review the matter in dispute. The meeting shall be attended by the Chief Administrative Officer or their designate, and other management representatives when deemed appropriate by the Corporation, the Grievor, a Chief Shop Steward, the Union

President or their designate and the Chairperson of the Union's Grievance Committee. In the event of a dispute of facts the Union will have the right to bring in the steward that filed the grievance. Such meeting will be held within seven (7) working days of the request by the Chairperson of the Grievance Committee. It is understood that a National Representative of the Union may be present at this meeting should their presence be requested by either party. The Chief Administrative Officer or their designate shall issue their written reply to the grievor and the Chairperson of the Union's Grievance committee within seven (7) working days of the meeting.

- 8.03 It is the intention of the parties that this Article shall provide a peaceful method of adjusting grievances; therefore, it is agreed that there shall be no suspension or interruption of normal operations as a result of any grievance.

It is expressly understood that an employee who has a complaint or a grievance shall follow the procedures as outlined in this Article and pending the investigation and determination of the validity of such claim shall continue to perform the duties assigned to them by management (unless they have been suspended or discharged), providing such duties do not jeopardize the life, health or safety of the employee.

8.04 Policy Grievance

- a) The Union may file a "Policy Grievance" at Step 3 of the grievance procedure. A "Policy Grievance" may not be used to bypass the regular grievance procedure. A policy grievance is defined as one which alleges a misinterpretation or violation of a provision of this Agreement and which, because of the nature or scope of the subject matter, could not otherwise be instituted as an individual employee grievance commencing at Step 1. Such policy grievance shall be filed, in writing, within ten (10) working days of the initial incident giving rise to the complaint. The grievance must be signed by the President and Vice President of the Local Union or their designates. A meeting shall be held between representatives of the Corporation and the Union within seven (7) working days of filing of the grievance.

ARTICLE 8 - GRIEVANCE PROCEDURE (continued)

8.04 a) cont'd

The grievance shall be answered, in writing, by the Corporation within ten (10) working days from the date of such meeting.

- b) The Corporation shall have the right to lodge a grievance with the Union concerning the meaning, application or interpretation of any provision of this Agreement or where the Union has acted unjustly, improperly or unreasonably commencing at Step 3 of the grievance procedure. The grievance shall be filed, in writing, with the Union by the Chief Administrative Officer or their designate within ten (10) working days of the initial incident giving rise to the complaint. A meeting shall be held between representatives of the Corporation and the Union within seven (7) working days of filing of the grievance. The grievance shall be answered, in writing, by the Union within ten (10) working days from the date of such meeting.

8.05 a) An employee, who has completed their probationary period claiming that they have been suspended from employment without just cause shall file a signed, dated, written statement of such grievance setting out the nature of the grievance and the specific remedy sought at Step 2 of the Grievance Procedure provided such grievance is lodged with the Division Head or their designate within four (4) working days of the suspension.

- b) An employee, who has completed their probationary period claiming that they have been discharged from employment without just cause shall file a signed, dated, written statement of such grievance setting out the nature of the grievance and the specific remedy sought at Step 3 of the Grievance Procedure provided such grievance is lodged with the Chief Administrative Officer or their designate within four (4) working days of the discharge.

8.06 The parties expressly agree that this Article does not apply in the case of the discharge for any reason whatsoever of a probationary employee as defined in Article 10 - Seniority, paragraph 10.03.

8.07 a) Saturdays, Sundays and holidays will not be counted in calculating time limits under this article.

- b) Any complaint or grievance which is not commenced or processed through the next stage of the Grievance Procedure within the time specified, shall be deemed to have been settled. However, time limits specified in the Grievance Procedure may be extended by mutual agreement, in writing, between the Corporation and the Union. If no written answer has been given to the grievance within the time limits specified, the employee shall be entitled to submit the grievance to the next stage including arbitration.

ARTICLE 8 - GRIEVANCE PROCEDURE (continued)

- 8.08 Any step of the Grievance Procedure may be waived by mutual agreement in writing between the Corporation and the Union.
- 8.09 Decisions arrived at between the Corporation and the Union on the disposition of any specific employee, Union or Corporation grievance shall be final and binding upon the Corporation, the Union and the employee or employees concerned.
- 8.10 If final settlement of the grievance is not reached at Step 3 or 8.04 then the grievance may be referred, in writing by either party, to arbitration as provided in Article 9 - Arbitration, at any time within ten (10) working days after the final decision is given in Step 3 or 8.04. If no such written request for arbitration is received within the time limits then the grievance shall be deemed to have been settled.
- 8.11 a) A grievance arising out of a job posting for a position in another department shall be submitted to the Human Resources Division to be directed to the appropriate supervisor for disposition at Step 3.
- b) A grievance arising from employees of the CUPE Outside & Office bargaining unit regarding a job posting for a position in Professional-Technical bargaining unit shall be submitted to Human Resources Division to be directed to the appropriate supervisor for disposition at Step 3.
- 8.12 The Corporation and the Union may utilize the services of a Grievance Mediator on a mutually agreed upon date a minimum of twice a year, satisfactory to the parties, to resolve outstanding grievances. The cost of the mediator's services will be shared on a fifty percent (50%) basis.

ARTICLE 9 – ARBITRATION

- 9.01 Both parties to this Agreement agree that a properly constituted grievance, as defined in Article 8 - Grievance Procedure, paragraphs 8.01 and 8.04, which has been properly carried through all the requisite steps of the grievance procedure outlined in Article 8, and which has not been settled, may be referred to a Board of Arbitration at the written request of either of the parties hereto.
- 9.02 The Board of Arbitration shall be composed of one (1) person appointed by the Corporation, one (1) person appointed by the Union and the third (3rd) person to act as Chairperson chosen by the other two members of the board.
- 9.03 Either party may notify the other party in writing of its desire to submit the difference or allegation to arbitration, and the notice shall contain the name of the first party's appointee to a Board of Arbitration.

ARTICLE 9 – ARBITRATION (continued)

9.03 cont'd

The recipient of the notice shall, within ten (10) working days, inform the other party of the name of its appointee to the Board of Arbitration. The two appointees shall, within a reasonable time period of the appointment of the second appointee, appoint a third person who shall be Chairperson.

- 9.04 Should the appointees fail to agree on a Chairperson, the Ministry of Labour of the Province of Ontario shall be asked to nominate a person to act as Chairperson in accordance with the provisions of the Ontario Labour Relations Act.
- 9.05 No person may be appointed as an arbitrator who has been involved in any attempt to negotiate or settle the grievance.
- 9.06 The decision of the Board of Arbitration, including any decision as to whether the matter is arbitrable, shall be final and binding upon the parties and upon any employee affected by it. In the absence of a unanimous decision, the majority decision shall be accepted as the decision of the Board. In the event there is no majority decision, the decision of the Chairperson will be final.
- 9.07 The Board of Arbitration shall not have jurisdiction to amend, alter, modify or add to any of the provisions of this Agreement, nor to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 9.08 The Board of Arbitration shall have no jurisdiction to hear a discharge grievance put forth by or on behalf of a probationary employee.
- 9.09 Each of the parties hereto will bear the fee and expenses of the nominee appointed by it and the parties will equally share the fee and expenses of the Chairperson of the Board of Arbitration.
- 9.10 Time limits fixed in this Article may be extended by mutual agreement in writing between the Corporation and the Union.
- 9.11 Where both parties agree a single Arbitrator with the same limitations and powers as a Board of Arbitrators may be substituted for a Board of Arbitration. In such case, the parties shall endeavour to agree on the selection of an Arbitrator. In the event the parties are unable to agree, a Board of Arbitration shall be constituted in accordance with paragraphs 9.02, 9.03 and 9.04.

ARTICLE 10 – SENIORITY

- 10.01 Seniority for each regular employee is based upon the length of continuous, full-time employment with the Corporation since the last date of hire.

ARTICLE 10 – SENIORITY (continued)

- 10.02 a) The Corporation agrees to supply the Union with a seniority list four (4) times yearly. The list will show the employees' current classification, department and seniority date. Such lists will be sent to the Union Stewards as well as the executive and posted on all job posting bulletin boards by January 15, April 15, July 15 and September 15 of each year.
- b) For the purpose of the preparation of the initial seniority list, the last date of hire of each employee shall be used in the seniority calculation.
- c) Employees who are a member of Local 831 Office/Outside Unit that are successful to a Professional & Technical unit job shall be permitted to integrate their seniority date into the Professional & Technical unit seniority list.
- 10.03 a) An employee shall be considered a probationary employee until they have worked for the Corporation for a period of six (6) calendar months from their last date of hire, or longer if mutually agreed upon by the parties and during this period he shall have no seniority rights. It is expressly understood by both parties that during the probationary period, an employee shall be considered as being employed on a trial basis and may be discharged at any time at the sole discretion of the Corporation. The discharge of a probationary employee shall not be the subject of a grievance and/or arbitration pursuant to this Agreement.
- b) On successful completion of the probationary period, an employee shall be placed on regular staff, their name shall be placed on the seniority list and their seniority shall date back to their last date of hire. Employees acquiring seniority on the same date shall be added to the seniority list in order of the date and time of receipt of their employment application. In the event that the date and time are identical seniority shall be based on alpha order according to the last name.
- 10.04 An employee's seniority shall be forfeited and their employment shall be deemed to be terminated and there shall be no obligation to rehire under the following conditions:
- a) They voluntary resign or quit. An employee shall be deemed to have resigned when:
- i) They give written notice of their desire to leave the Corporation's employment;
- ii) They are absent for more than two (2) days without having applied for and obtained leave of absence for a definite period from the Corporation, or in case of provable accident or sickness, unless the Corporation is properly notified of such condition by the employee or their agent within the third day of such absence unless in either of the aforementioned situations, an explanation is given that is satisfactory to the Corporation;

ARTICLE 10 – SENIORITY (continued)

10.04 a) cont'd

- iii) They fail to report for work at the expiration of a leave of absence or fails to provide an explanation satisfactory to the Corporation, or they use a leave of absence for a purpose other than that for which it was granted; or
- b) They retire or is retired; or
- c) They are discharged for just cause and not reinstated through the grievance procedure; or
- d) They are laid off for a period of twelve (12) months; or
- e) They fail to respond to a recall to work in accordance with paragraph 10.07(b).

10.05

No employee shall be transferred out of the bargaining unit without their consent. Any employee who is transferred outside the bargaining unit to another CUPE 831 bargaining unit and is subsequently returned to the bargaining unit shall be credited with all seniority previously acquired within any one of the Corporation's two (2) CUPE 831 bargaining units. **Employees will continue to pay union dues for the duration of the upgrade for the sole purpose of maintaining their Home Position.**

Employees returning to CUPE 831 who have remained an employee of the Corporation shall be treated in the following way. Their new seniority date shall be established by counting back from the date of re-entry into the bargaining unit, all of the previously credited bargaining unit seniority. The employee shall not use such seniority to displace another employee at the time of their return. The employee's total corporate service credits, union and non-union, shall be retained by them for the purpose of pension, vacation entitlement and any other related benefits.

Employees returning after 12 months will lose any previously acquired seniority rights. Seniority will not accumulate during the 12 months referenced.

10.06 In determining which employees are to be laid off and recalled from lay off, the Corporation shall consider:

- i) skill, ability, qualifications, efficiency and experience.
- ii) seniority (on a bargaining unit wide basis)

Where the factors in (i) are relatively equal, factor (ii) shall govern.

ARTICLE 10 – SENIORITY (continued)

- 10.07 a) New employees shall not be hired until those laid off have been given an opportunity of recall, provided they have the skill, ability and qualifications to perform the work available.
- b) When recalling an employee after lay-off, the Corporation shall notify the employee by telephone, if possible, and in any event send a registered letter or telegram to the last address of the employee known to the Corporation. The employee shall be allowed ten (10) working days to report for work, however, they must advise the Corporation, within two (2) working days of the receipt of notification of return to work, of their intention to return to work if they wish the Corporation to hold the job open for them for the full ten (10) working day period. If the employee is recalled and advises the Corporation that they are not immediately available for work, other qualified employees may be recalled but shall be temporarily employed until the employee reports within the ten (10) working day period.
- c) It shall be the employee's responsibility to keep the Corporation notified of their address or telephone number so that they can be reached at all times.
- 10.08 The Union shall be advised of all promotions, demotions, lay-offs and discharges in writing.

ARTICLE 11 - JOB POSTINGS

- 11.01 a) The term "vacancy", as used in this Agreement, shall be defined as an opening in one of the job classifications as set out in Schedule "1A" or a new position appropriate for this collective agreement.
- b) When a vacancy, or Longer Term Temporary Assignment / Secondment which comes within the scope of this agreement, occurs, and is one which the Corporation wishes to fill, notice of such vacancy shall be posted internally for a period of five (5) working days and qualified bargaining unit employees and employees from the CUPE Outside & Office bargaining unit shall have the opportunity to apply for any such vacancies. The notice shall include the nature of the position, the knowledge and education required for the position, the qualifications, ability and skills required, as per the job description, as well as the salary rate. In order to be eligible for the posted vacancy, an employee from the bargaining unit or from the CUPE Outside & Office bargaining unit must apply within the five (5) working day period.
- c) Temporary vacancies shall not be posted.
- d) If the position is not to be posted within thirty (30) working days, the Corporation shall advise the Union of their intention, (i.e. redundancy, etc).

ARTICLE 11 - JOB POSTINGS (continued)

11.02 Employees from the bargaining unit will be considered before employees from the CUPE Outside & Office bargaining unit. Only if there are no qualified applicants from the bargaining unit will employees from the CUPE Outside & Office bargaining unit be considered.

11.03 In selecting a candidate to fill such posted vacancies the Corporation shall consider:

- i) skills, ability, qualifications, efficiency and experience;
- ii) seniority (on a bargaining unit wide basis)

Where the factors in (i) are considered to be relatively equal, then factor (ii) shall be the determining factor.

11.04 The Corporation may fill any vacancy on a temporary basis pending the selection of a candidate to fill the position.

11.05 The Corporation may establish and administer tests for the purpose of assisting the Corporation in determining an employee's qualifications. At the time of testing, test instructions and a breakdown of marks assigned to each test question shall be provided to all candidates, including the provision of any tools required to complete the test (e.g. calculator). Tests shall not be used in an arbitrary manner and may be subject to the grievance procedure.

11.06 Upon request, an employee shall receive feedback in the event that they are unsuccessful for a posted job.

ARTICLE 12 - DISCIPLINE AND RECORDS

12.01 A copy of any written disciplinary action which is placed in the employee's file of reference will be given to the employee and the Union.

12.02 An employee who has completed their probationary period and is required to attend a meeting with their supervisor or other management person for the purpose of receiving a

- warning
- reprimand
- or a disciplinary action of any nature, including suspension or discharge shall be advised of the purpose of the meeting. The employee shall have the right to the presence of a Union representative at this meeting.

12.03 Employees shall be disciplined in private.

12.04 A copy of any written disciplinary action which is placed in the employee's file of reference will be given to the employee and the Union. Copies of any written disciplinary action

ARTICLE 12 - DISCIPLINE AND RECORDS (continued)

12.04 cont'd

which have been placed in an employee's file of reference shall be removed from the file when the employee has completed two (2) years with a clear disciplinary record.

12.05 It shall be the right of each employee to review the contents of their employee file of reference, which is housed in Human Resources on request, in the presence of an appropriate official of the Corporation. This file will contain all matters pertaining to the employee's employment and is the official employee file of reference. The employee may choose to have a Union representative present during the review. Expired documents will be destroyed in the presence of the employee by the appropriate official of the Corporation at the time of review.

12.06 Copies of any coaching letters and any non-disciplinary letters relating to employee performance which have been placed in an employee's file of reference shall be removed from the file when the employee has completed eighteen (18) months with a clear coaching record, from the date of the last occurrence.

Copies of Attendance Management Program (AMP) letters which have been placed in an employee's file of reference shall be removed from the file eighteen (18) months following the employee's exit from the Attendance Management Program (AMP).

12.07 Disciplinary action must be applied within sixty (60) business days after management first addresses the events that give rise to the discipline with the employee. The union and management may agree to extend this time line in circumstances where an investigation cannot be completed within sixty (60) days. Agreement of the union will not be unreasonably withheld.

ARTICLE 13 - HOURS OF WORK

13.01 a) The following paragraphs are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, nor of days of work per week, nor of overtime.

b) The normal work day shall consist of seven (7) hours exclusive of a meal break, except for the Fleet Technician (PWT186), Senior Operations Technician (PWT224, PWT200), Development/Construction Inspector (PWT126), Capital Works Inspector (PWT125), Construction Inspector – Chief (PPB341), Inspector, Operations Maintenance (PWT368) and Lot Grading Technician (PPB464), classifications, which shall have an eight (8) hour work day. It is understood that flexible working hours may be authorized by the Corporation such that staff can better meet the needs of the Corporation and use their own time more effectively.

ARTICLE 13 - HOURS OF WORK (continued)

13.01 cont'd

- c) The normal work week shall consist of thirty-five (35) hours, Monday through Friday, except for the Fleet Technician (PWT186), Senior Operations Technician (PWT224, PWT200), Development/Construction Inspector (PWT126), Capital Works Inspector (PWT125) and Construction Inspector – Chief (PPB341), Inspector, Operations Maintenance (PWT368) and Lot Grading Technician (PPB464), classifications, which shall have a forty (40) hour, Monday through Friday work week.

- 13.02 a) Employees required by the Corporation to work in excess of the hours specified in Clause 13.01 or on a Sunday, shall be compensated for such overtime work at the rate of one and one half (1 & 1/2) times regular rates for all authorized excess hours worked or for all time worked on a Sunday, and at the rate of two (2) times regular rates for all hours worked on the seventh consecutive day in a work week.

Employees may choose to take time off in lieu of overtime pay.

Lieu Time

- b)
 - i) If time off is granted, it may be taken at non-peak or slower work periods as determined by the Division Director or designate. Such time shall be calculated at appropriate overtime premiums.
 - ii) When an employee requests lieu time rather than overtime payment, it must be done no later than the end of the authorized overtime period. The employee may request to split overtime hours between lieu time off and paid overtime.
 - iii) Lieu time off work shall be paid for at the employee's regular rate of pay in effect at the time it is taken regardless of whether the employee was earning a higher or lower rate of pay when the overtime was actually worked.
 - iv) Lieu time is to be used in the lieu year (December 1 to November 30) it is accumulated. Lieu time carryover is limited to 7 days, additional carryover will only be granted under extenuating circumstances as approved by the Division Head or designate. Lieu time not used or carried over shall be paid out at the end of the lieu year.
- c) An employee recalled to perform overtime work after they have left work for the day will be paid a minimum of three (3) hours at time and one-half (1 1/2).

13.03 Phone-In

When unable to report for work at their normal time, employees are required to advise their immediate supervisor or such other person as may be designated by the division heads of

ARTICLE 13 - HOURS OF WORK (continued)

13.03 cont'd

such inability within one half (1/2) hours of the time of the commencement of the employee's shift. The employee will state the reason for an estimated duration of such absence. An employee returning to work after an absence of one (1) week or a longer period is required to advise their immediate supervisor at least 12:00 o'clock noon of the day prior to their estimated return.

Email or text messages may be allowed as a designated reporting system of communication.

13.04 Rest Periods

Coffee breaks and rest periods will be strictly controlled to prevent abuse. Coffee breaks or rest periods, in any case, will be limited to fifteen (15) minutes per half shift.

For every three (3) hours of authorized overtime scheduled, a fifteen (15) minute coffee break/rest period shall be available within that three (3) hour period.

13.05 Shift Premium

A shift premium shall be paid for the shift work starting after 12 noon and preceding 5:00 a.m. There shall be no shift premium where another premium applies. For Technical Stage Hands (PSC409), a shift premium shall be paid for the shift work starting after 6:00 pm and preceding 11:00 am.

The shift premium shall be \$1.50 per hour.

Effective January 1, 2025

The shift premium shall be \$1.75 per hour.

13.06 Shift Change

An employee should be given as much prior notice as possible before changing their shift hours of work. The minimum time of such notice must be twenty-four (24) hours. Failure to provide at least twelve (12) hours rest between regularly scheduled hours which are being changed shall result in payment of overtime at one and one-half (1 ½) times regular rates for all hours worked on that shift.

13.07 Temporary Upgrade

- a) An employee who is assigned to perform the work of another employee in a higher job grade for one (1) day or more shall be paid at the equivalent incremental step to their current job grade.
- b) An employee who is assigned to perform the work of another employee in a higher job grade for a continuous period of thirty (30) days or more, including weekends and paid holidays, shall be paid vacation pay entitlements, time off in lieu of

ARTICLE 13 - HOURS OF WORK (continued)

13.07 cont'd

overtime, bereavement leave, sick leave and paid holidays at the rate specified in (a) above provided that such time off is taken during the temporary upgrade.

13.08 Meal Allowance

- a) Employees **authorized** to work two (2) hours or more contiguous with their regular workday shall receive a meal allowance of **fourteen dollars (\$14)**.
- b) Employees **authorized** to work on any day that is not a regularly scheduled work day shall receive a meal allowance of **fourteen dollars (\$14)**, where the employee works more than four (4) hours.
- c) Meal allowance will be paid out by direct deposit on a monthly basis.

13.09 Technical Stage Hand (PCS409)

- Technical Stage Hand (PCS409) personnel may be assigned to work eighty (80) hours in each two (2) week period, (i.e. over one (1) pay period). The normal work week shall be Monday to Sunday.
- Technical Stage Hands shall be paid an overtime premium at the rate of one and one-half times (1 1/2) the regular rate for all authorized hours worked in excess of their scheduled daily hours and for all time worked on Sundays. An overtime premium at the rate of two (2) times regular rate will be paid for all hours worked on the seventh (7th) day in a work week where an employee works seven (7) consecutive days.
- The minimum work day shall consist of seven (7) hours. The maximum scheduled work day shall consist of ten (10) hours.

13.10 Enforcement Officer (PCP430)

- Enforcement Officer (PCP430) personnel will be assigned to work two hundred and ten (210) hours in a six (6) week period (i.e. over three (3) pay periods) within a twenty-four (24) hour, seven (7) day a week with an unpaid lunch period. The normal work week shall be Monday to Sunday;
- The normal work day for the Enforcement Officer shall consist of ten (10) hours exclusive of meal break; and
- Enforcement Officer personnel shall be paid an overtime premium at the rate of one and one-half times (1 1/2) the regular rate for all authorized hours worked in excess of the scheduled daily hours.
- Enforcement Officer personnel shall be paid an overtime premium at the rate of two (2) times regular rates for all hours worked on the seventh (7th) day where an employee works seven (7) consecutive days. If an employee is paid a seventh (7th) day then the next day worked will reset the cycle of consecutive days.

ARTICLE 13 - HOURS OF WORK (continued)

13.10 cont'd

- Two call-in lists will be compiled in order to determine overtime opportunities. Specifically, the first list will facilitate call-in overtime only and not extension of shift. As well, in situations where an employee has started an investigation and overtime is required the call-in list will not be used. The second list will be identical; however, will be used strictly for the purposes of offering call-in overtime on paid holidays. Both lists will contain the names of Enforcement Officers who have indicated a desire to be called, compiled in seniority order and will be used on a rotational basis. In the event that there are insufficient qualified volunteers, the Corporation shall have the right to have work performed in any manner it sees fit, including, but not limited to, assignment of work in reverse order of seniority to qualified bargaining unit employees.
- For Paid Holiday dates which are one-half (1/2) shift in length (last scheduled shift prior to Christmas Day and last scheduled shift prior to New Years Day) the regularly scheduled employees shall be consulted in advance and provided the opportunity to complete the overtime in seniority order by platoon on a rotational basis. The list will begin with the most senior person and rotate through the entire list before returning to the most senior person again. If in the event insufficient staff opt to complete the overtime, the Corporation will utilize the paid holiday seniority list in the same rotational basis to fulfill its operational need. In the event there is still insufficient staff the Corporation shall have the right to have the work performed in any matter it sees fit, including, but not limited to, assignment of work in reverse order of seniority to qualified bargaining unit employees.

13.11 In the event of time changes in the Spring and Fall employees will be paid on the basis of hours worked.

ARTICLE 14 - LEAVES OF ABSENCE

14.01 Personal Leave

- a) While it is the prerogative of the Corporation to grant a leave of absence, an employee who has completed their probationary period may apply to their Division Head for a leave of absence, without pay and without loss of seniority, for personal reasons. A request for such leave shall be made in writing, stating reasons, at least one (1) month prior to the desired commencement date of the leave unless the requested leave exceeds two (2) months, wherein a two (2) month written notification shall be required. If the Corporation grants such leave, it shall confirm the terms of the leave in writing and seniority shall continue to accumulate. The minimum time requirements for such leave requests may be waived in extenuating circumstances.
- b) If an employee's approved leave of absence exceeds one (1) month, they must arrange to prepay the premiums for all benefits in excess of one (1) month.

ARTICLE 14 - LEAVES OF ABSENCE (continued)

14.02 Bereavement Leave

- a) Full-time regular employees will be allowed a leave of absence with full pay for five (5) working days in the event of a death in their immediate family. Immediate family shall mean spouse, common-law spouse, parent, **sibling**, child, step-child, grandparent, grandchild, ward and legal guardian.
- b) A common-law spouse shall be defined as a relationship with a partner with whom the employee is living.
- c) Full-time regular employees will be allowed a leave of absence with full pay for three (3) working days in the event of a death of their parent-in-law, **step-sibling**, step-parent.
- d) Full-time regular employees will be allowed a leave of absence with full pay for one (1) working day in the event of a death of their spouse's grandparent, **sibling-in-law**, **child's spouse**, or **parent's siblings**.
- e) Additional leave without pay, without loss of seniority, may be granted at the discretion of the Corporation.

14.03 Jury and Witness Duty Leave

In the event that an employee is called for jury duty or witness in any court, except as a witness on their own behalf, the Corporation shall pay the employee their regular pay for each day the employee is required to be absent from work provided that they:

- i) notifies the Corporation immediately upon notification that they will be required to attend on jury or witness duty;
- ii) presents proof of service to the Corporation requiring such attendance;
- iii) promptly repays the amount (other than expenses paid to them) which they receive for such attendance;
- iv) reports to work when not required at court.

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

Where an employee is charged with a criminal or statutory offence directly related to their duties, while on duty, and is subsequently acquitted of such charges or the charges are withdrawn, the employee will be reimbursed for any loss of regular wages incurred as a result of such charges. Where an employee is acquitted of such charges, the employee will be reimbursed for any reasonable legal expenses provided the Corporation is given an itemized account of all time and expenses.

ARTICLE 14 - LEAVES OF ABSENCE (continued)

14.04 Union Or Safety Leave

- a) Leave of absence without pay and without loss of seniority will be granted to employees to attend functions of the Union, such as Union conventions and safety related functions, provided the CAO shall make the final decision as to whether an employee can be reasonably spared from their duties for this purpose. Such permission shall not be unreasonably withheld. The bargaining unit shall be provided an average of forty (40) days of leave per collective agreement year to be used anytime during the term of the collective agreement. The forty (40) day maximum does not apply to the Union President, Vice President or Secretary-Treasurer.
- b) The unpaid time off which is required for the purpose of preparing for and attending grievance mediation meetings and arbitration hearings shall not be counted as any of the days off provided for in the above clause 14.04(a).

14.05 Public Affairs - Leave

The Corporation recognizes the right of an employee to participate in public affairs. Therefore, upon written request, the Corporation shall allow leave of absence, without pay and without loss of benefits, so that the employee may be a candidate in federal, provincial or municipal elections.

14.06 Pregnancy, Parental & Adoption Leave

Pregnancy, Parental & Adoption leaves of absences shall be governed by the **Ontario Employment Standards Act as amended and/or** the Corporate Policy as amended/improved during the term of this collective agreement. During the period of these leaves the Corporation shall continue to maintain all Group Insurance Benefits and Service entitlements as stated in the Collective Agreement.

PREGNANCY/PARENTAL LEAVE SUPPLEMENTARY UNEMPLOYMENT BENEFIT (SUB) (Effective January 1, 2012 – Pregnancy leave or parental leave must begin January 1, 2012 or after for below to apply)

Effective the date of approval by Human Resources Services and Development Canada, an employee who is on pregnancy leave or parental leave as provided under Corporate Policy and who is in receipt of Employment Insurance pregnancy or parental leave benefits pursuant to the Employment Insurance Act, shall be paid a supplementary unemployment benefit. That benefit will be the equivalent to the difference between **eighty-one (81%)** of the employee's regular weekly earnings and the sum of the employee's weekly Employment Insurance entitlements.

All payments shall commence following receipt by Payroll of the employee's **proof of Employment Insurance benefit**. In the case of pregnancy benefits, SUB payments shall commence following the Employment Insurance "waiting period" and shall continue while the employee is in receipt of such benefits for a

ARTICLE 14 - LEAVES OF ABSENCE (continued)

14.06 cont'd

maximum period of fifteen (15) weeks. In the case of parental leave benefits, SUB payments shall continue while the employee is in receipt of such benefits for a maximum period of **eighteen (18) weeks**. Such SUB payments for pregnancy leave or parental leave do not include any waiting periods.

14.07 Reservist Leave

The Corporation recognizes the benefits that Reservists bring to the civilian workplace. Therefore, upon written request, the Corporation shall allow leave of absence according to the Corporation's Reservist Leave Policy.

14.08 Domestic or Sexual Violence Leave

The Employer and Union are committed to providing and maintaining a safe workplace, free from actual, attempted or threatened violence. The parties recognize that employees sometimes face situations of Domestic or Sexual Violence or abuse in their personal lives. Subject to the provisions of the City's Respectful Workplace Policy, Workplace Violence Prevention Policy and Workplace Harassment, Discrimination, and Violence Program, and the provisions of the *Employment Standards Act, 2000* and the *Occupational Health and Safety Act R.S.O., 1990*, employees may report such violence to their immediate Manager, Supervisor, or Human Resources.

The parties further acknowledge that when domestic or sexual violence occurs, it is a significant social problem that can affect the health and well-being of Employees and their families and their attendance or performance at work. By reporting a domestic or sexual violence situation the Employer can take reasonable preventative steps to make sure safety is maintained in the workplace and can also offer to provide employees with assistance as required including, but not limited to, leave provisions in accordance with the Ontario *Employment Standards Act, 2000*, as amended.

The Employer agrees to provide at minimum, leave provisions in accordance with the Ontario Employment Standards Act, 2000, as amended, and up to twenty-six (26) weeks of unpaid leave in each calendar year.

ARTICLE 15 – RATES OF PAY

15.01 The parties agree that the schedule of wages, as set forth in Schedule 1 A, B or C attached hereto, shall be maintained during the duration of this agreement.

15.02 Each new employee shall, at the time of hiring, receive a letter stating their salary and classification according to Schedule 1A, B or C.

ARTICLE 15 – RATES OF PAY (continued)

- 15.03 Employees shall have access to an electronic statement and be paid by direct deposit on alternate Thursdays no later than 4 p.m. The Union shall be consulted prior to any change to the payday or pay period. Employees may have the option of directly depositing a portion of their pay into each of up to three separate accounts, each of which can be at the same or different financial institutions, including Alterna Savings and Credit Union Ltd., as designated by the employee.
- 15.04 All current Out-of-Schedule rates are guaranteed for the duration of the agreement unless otherwise agreed between the parties.
- 15.05 When transferring between bargaining units, wages will increase by 10% or to the next highest step, whichever is greater. In the event of long-term upgrades, coverage will be as per 13.07 b). The home collective agreement will prevail for other terms and conditions.
- 15.06 The Corporation will normally commence a new employee at the lower starting level of the appropriate job grade. However, a new employee may, at the Corporation's discretion, be started at a higher pay level in the job title's appropriate job grade.

Progression from one level to a higher level within a job grade shall be automatic, in accordance with the time periods specified below. When an employee reaches the top pay level within their job grade, they will be entitled to future economic adjustments as negotiated between the Corporation and the Union.

i) Positions outlined in Grade 1 to Grade 5A

- Employees will normally commence at the first step rate. After six (6) months, employees will receive the second step rate. After eighteen (18) months, employees will receive the job rate.
- Employees commencing at second step in the job title's appropriate job grade shall progress to the job rate after twelve (12) months.

ii) Positions outlined in Grade 6 to Grade 14

- Employees will normally commence at the first step rate. After twelve (12) months, employees will receive the second step rate. After twenty-four (24) months, employees will receive the job rate.
- Employees commencing at second step in the job title's appropriate job grade shall progress to the job rate after twelve (12) months.

- 15.07 a) Any employee who voluntarily posts for, and is the successful candidate for a job in the same or lower rated job grade shall commence being paid at the same step that they had achieved in their current job grade.
- b) Any employee who is promoted from a lower rated job grade to a higher rated job grade shall have their wage rate increased to at least the start rate in the higher rated

ARTICLE 15 – RATES OF PAY (continued)

15.07 b) cont'd

classification. Such increase shall be a minimum of 5% of the employee's current rate or to the next incremental step of the higher classification, whichever is greater.

- c) Any employee who is demoted to a lower rated job grade shall commence being paid in the range of the lower rated job grade at the same step which **they** had achieved in the higher rated job grade prior to their demotion.
- d) Notwithstanding the above, no employee may earn more than the then existing job rate for any given job grade.

15.08 Negotiated across the board wage increases between the parties shall be calculated as defined below:

Straight Percentage Increase Formula:

Existing Hourly Rate X Negotiated Percentage = New Hourly Rate

All wage rates will be calculated based on the hourly rate of each job grade and step, rounded to the second decimal point.

Straight Percentage Increases will continue to be applied to all Out-of-Schedule Rates and Red Circled Rates.

Rate for the purposes of calculation is defined as the hourly wage.

ARTICLE 16 - JOINT JOB EVALUATION PROGRAMME

16.01 In accordance with the Memorandum of Agreement dated February 15, 1991, a new Joint Job Evaluation Programme, effective January 1, 1991, between the Corporation and the Union was established.

16.02 The Memorandum of Implementation of a Job Evaluation Programme between the Corporation of The City of Brampton and The Canadian Union of Public Employees and its Local 831 (Professional and Technical Unit) and the Job Evaluation Manual of Procedures for the Corporation of The City of Brampton and The Canadian Union of Public Employees and its Local 831 (Professional and Technical Unit), shall be printed in a separate booklet referred to as Schedule 2 and shall be part of the collective agreement.

ARTICLE 17 - PAID HOLIDAYS

17.01 The following paid holidays shall be granted to each eligible, active employee provided that the employee is at work on the required shift immediately prior to and subsequent to the holiday concerned unless the employee is absent on either of the required shifts or part

ARTICLE 17 - PAID HOLIDAYS (continued)

17.01 cont'd

thereof due to illness or approved leave of absence of thirty days or less, subject to the provisions set out herein:

New Year's Day	Thanksgiving Day
Family Day	Remembrance Day
Good Friday	The Employee's last
Easter Monday	scheduled ½ shift prior to Christmas Day
Canada Day	Christmas Day
Victoria Day	Boxing Day
Civic Holiday	The Employee's last
Labour Day	scheduled ½ shift prior to New Year's Day
National Day for Truth and Reconciliation	

If the Corporation proclaims or declares a holiday on a regular working day, such proclaimed or declared holiday will become a paid holiday in addition to the holidays set out above. Employees will receive no less than the provisions of the *Employment Standards Act*, as amended.

- 17.02 Where any of the above holidays fall on a Saturday or Sunday, another day shall be designated by the Corporation as a holiday in lieu of the holiday falling on these days. The Corporation shall notify the Union thirty (30) days in advance of the day designated as the holiday.
- 17.03 Eligible employees shall receive pay at their basic rate for their normally scheduled daily hours for each paid holiday unless otherwise provided for in the collective agreement.
- 17.04 Employees off work due to an unpaid leave of absence exceeding 30 days, or who have made a claim for Workplace Safety and Insurance benefits, or are on suspension, or on layoff, will not be entitled to receive pay for any paid holiday occurring within any such period.
- 17.05 Where the paid holiday occurs in the period in which the employee is on their scheduled vacation, or on a scheduled day off, the employee shall receive a day off with pay in lieu at a time to be mutually agreed upon.
- 17.06 An employee required to work on a paid holiday shall be paid at the rate of one and one-half (1 1/2) for all hours worked in addition to their normal holiday pay.
- 17.07 Enforcement Officer (PCP430)
An employee called into work on a paid holiday shall be paid at the rate of one and one-half (1 ½) for all hours worked on the designated holiday, in addition to holiday pay. A shift scheduled over midnight is considered to occur in its entirety in the day the shift begins.

ARTICLE 18 - VACATION

18.01 a) Vacations with pay for employees shall be granted based on length of continuous service as a full-time, regular employee of the Corporation as of December 31st in the vacation year as follows:

Years of Service	Vacation
Less than one (1) year of continuous service as of December 31st of any year.	One (1) day per month of service to a maximum of ten (10) days entitlement and shall be paid for such time at their regular daily rate of pay.
One (1) , but less than eight (8) years of continuous service as of December 31st of any year.	Fifteen (15) working days and shall be paid for such time at their regular daily rate of pay.
Eight (8), but less than fifteen (15) years of continuous service as of December 31st of any year.	Twenty (20) working days and shall be paid for such time at their regular daily rate of pay.
Fifteen (15) but less than twenty-three (23) years of continuous service as of December 31st of any year.	Twenty-five (25) working days and shall be paid for such time at their regular daily rate of pay.
Twenty-three (23) years or more of continuous service as of December 31st of any year.	Thirty (30) working days and shall be paid for such time at their regular daily rate of pay.

b) The employee’s regular daily rate of pay for vacation pay calculations shall not include shift premiums, overtime premiums, alternate pay, or any other premiums except as otherwise provided. Vacation usage shall be deducted hour for hour based on the employee’s schedule.

i) Enforcement Officer (PCP430)

- Vacation Accrual is based on 35 hours a week and 7 hour days. 70/105/140/175/210 (depending on years of service)
- Vacation scheduling will be based on section (Enforcement Officers)

ii) Technical Stage Hand (PCS409)

- Vacation – 80/120/160/200/240 (depending on years of service)

18.02 a) Vacation shall be scheduled during the period January 1st to December 31st each year. Employees shall not draw pay in lieu of vacation.

ARTICLE 18 – VACATION (continued)

- b) Both parties recognize the mutual benefits of employees taking vacation entitlement during the calendar year. Vacation carryover is not encouraged. Carryover will be granted under extenuating circumstances as approved by the Division Head or designate.

18.03 Employees are required to submit their preferred vacation time off to their foreperson or supervisor by March 15th (or next business day if March 15th falls on a Saturday or Sunday) of each year for the current year. Written confirmation will be given to the employee by April 15th (or next business day if April 15th falls on a Saturday or Sunday) of each year for the current year. In scheduling the vacation of employees, preference in the choice of dates of vacation will be given to employees having regard to their respective length of continuous service with the Corporation, provided that, in the opinion of the Corporation, it does not interfere with proper and efficient service and operation.

Employees are required to submit their preferred vacation time off to their foreperson or supervisor by the December 1st (or next business day if December 1st falls on a Saturday or Sunday) each year for requests for vacation time between January 1st and April 15th of

the next year. Written confirmation will be given to the employee by December 15th (or next business day if December 15th falls on a Saturday or Sunday).

Employees who submit their vacation requests to their foreperson or supervisor after March 15th shall have such requests placed at the bottom of the seniority list for consideration regardless of their seniority status with the Corporation.

For any vacation requests submitted outside of the two specified submission dates, written confirmation will be provided to the employee within ten (10) business days following the April 15th and December 15th dates.

An employee will not be permitted to use their seniority status for the purpose of bumping an employee with less seniority out of a vacation time period that was established on the March 15th or December 1st deadline

Vacation time off requested after the March 15th or December 1st deadline will be scheduled at the Corporation's discretion.

An employee shall not lose their scheduled vacation period if their job title and/or work location changes.

18.04 Employees leaving the employ of the Corporation during the vacation year shall have their vacation wages adjusted on a pro-rata basis in accordance with the employee's entitlement under this plan at the date of leaving.

ARTICLE 18 – VACATION (continued)

- 18.05 All deductions normally made from an employee's regular pay shall be deducted from the vacation pay.
- 18.06 Full annual vacation pay entitlement will not be paid out in advance. Employees will normally receive pay for time worked or pay for vacation earned on their regularly scheduled pay days.
- 18.07 Where an employee qualifies for sick leave or bereavement during their period of vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date, as may be mutually agreed upon. For the purpose of this paragraph, illness is defined as:
an illness where an employee has been ordered to bed for a period of three (3) days or more, or an illness requiring hospitalization.
Employees must provide a medical certificate subject to the discretion of the Corporation.
- 18.08 The third, fourth, fifth and sixth weeks of vacation entitlement referred to above may not necessarily be taken contiguous with an employee's first two weeks.
- 18.09 Vacation Accrual Period and Entitlement Period
This clarifies the accrual of vacation entitlement and the entitlement period.

Vacation Accrual (Earned) Period: Vacation is earned between July 1st (previous year) and June 30th of the vacation year.

Vacation Entitlement Period: Based on full years of service as of December 31st of the vacation year.

Vacation Scheduling Period: January 1st to December 31st of the vacation year.

Example: To calculate 2009 vacation entitlement

Seniority Date: Assume September 30, 1999 (therefore, entitlement is twenty days (20) based on 10 years of service)

Accrual Period: July 1st, 2008 to June 30th, 2009

Scheduling Period: January 1st, 2009 to December 31st, 2009

Full 2009 entitlement assumes the employee works to June 30th, 2009. If an employee resigns or retires prior to June 30, 2009, the vacation will be pro-rated for the period between June 30th, 2008 and the resignation/retirement date.

ARTICLE 18 – VACATION (continued)

18.09 cont'd

If the employee resigns or retires after June 30, 2009, they will receive a pro-rated amount for 2010 entitlement based on accrual between July 1st, 2009 and the resignation/retirement date.

ARTICLE 19 - INSURANCE

19.01 The Corporation shall pay, on behalf of all eligible, full time, regular employees, the full one hundred percent (100%) cost of the premiums of the following benefits, subject to the terms, conditions and regulations of the policy or plan:

- a) Ontario Health Insurance Plan (O.H.I.P.) (on behalf of the employee who is the principal wage earner of their family unit).
- b) Extended Health Care Plan (including emergency travel assistance) (Please refer to the current Group Benefit Plan for coverage details)
- c) Group Life Insurance for an amount equivalent to double (2 times) the employee's annual gross salary for normal death and an amount equivalent to four (4) times the employee's annual gross salary in the event of accidental death. The total payout in either situation will be to the higher \$1,000.
- d) A Dental Plan equivalent to the Blue Cross #9 Comprehensive Dental Plan, including space maintainers, Orthodontic services Rider #3 (50-50 co-insurance with \$3500 Lifetime maximum), Dentures (50-50 co-insurance with \$3500 per person annual limit, July 1 – June 30) and Major Restorative (50-50 co-insurance with \$3500 (effective January 1, 2020) per person annual limit, July 1 - June 30) based upon the O.D.A. Fee Schedule as follows:

The O.D.A. Fee Schedule shall be automatically updated by the Corporation every year on January 1st to provide the current year O.D.A. Fee Schedule.

- e) Effective January 1, 2020:
Vision Care Plan - equivalent to the Blue Cross Vision Care Plan.
\$500/24

Eye examinations and laser eye surgery included as eligible expenses.

Employees will be reimbursed 100% towards the cost of laser eye surgery to a maximum of up to \$500 (a one-time combined total of \$1,000.00) upon submission of original receipts. Please note further vision care claims will not be allowable for 48 month following the date of laser eye surgery.

ARTICLE 19 – INSURANCE (continued)

19.05 e) cont'd

Effective January 1, 2025:

Vision Care Plan - equivalent to the Blue Cross Vision Care Plan.

\$550/24

Eye examinations and laser eye surgery included as eligible expenses.

Employees will be reimbursed 100% towards the cost of laser eye surgery to a maximum of up to **\$550 (a one-time combined total of \$1,100)** upon submission of original receipts. Please note further vision care claims will not be allowable for 48 months following the date of laser eye surgery.

- f) Prescription Drug Plan - .35 cents per prescription drug plan.
- g)
 - i. **Effective March 31, 2027, full time, regular employees will have access to a Health Care Spending Account (HCSA) of \$700 per year subject to the terms, conditions and regulations of the policy or plan.**
 - ii. **The HCSA is \$700 per year and there is no carry over amount into the following year. Qualifying expenses will be reimbursed as per the requirements on the plan.**

19.02 Except as provided in Article 19.03, only regular, full time employees shall be entitled to any of the Corporation's paid benefits identified in this article and Article 21 below.

Retiree Benefits

19.03 Any member who retires prior to age 65 shall have their health benefits, per the current Collective Agreement 100% paid for by the Corporation provided they are 55 years of age or older, and retire after at least 10 years working for the Corporation directly preceding retirement, and are in receipt of an OMERS pension.

The 100% coverage of health benefits for spouses would continue after death of the qualifying Employee for spouses and dependents, to the end of the year in which the retired Employee would have turned 65, or the end of year in which the spouse turns 65, or immediately upon the spouse remarrying, whichever occurs first. Thereafter the spouse shall have the option of purchasing the Plan Direct (Comprehensive Plan) or any other mutually agreed to plan, at the same cost as a retired Employee.

The Corporation shall preserve Plan Direct (Comprehensive Plan), or any other mutually agreed to plan, for single, couple, or family coverage on behalf of Retirees over the age of 65. The retired Employee choosing to purchase Plan Direct (Comprehensive Plan), or any other mutually agreed to plan, after age 65, shall pay the full premium cost for this health benefit.

ARTICLE 19 – INSURANCE (continued)

19.04 If the Corporation changes carriers for health and medical benefits, coverage shall be equivalent to the coverage outlined in Article 19. The Corporation will provide the Union with a copy of the contract with carrier of benefits.

19.05 The Corporation will apply annually to Human Resources Development Canada for the Employment Insurance (E.I.) premium reduction to take effect. The Corporation will notify the Union of the outcome of such application.

Should the Corporation's application be approved, the parties agree to the following with regard to the disposition of the employees' share of the E.I. premium reduction:

As soon as practical, in the first quarter of each year, the Corporation shall calculate the total employee share of the Employment Insurance premium reduction for the previous year for employees of CUPE Local #831, Professional and Technical Unit. The Corporation shall then remit such amount to the Union.

ARTICLE 20 – INSURANCE

20.01 Illness/Disability Plan

Weekly illness/disability benefits will be provided via a benefit plan. Coverage in the event of a legitimate claim for illness/disability will be a "Short Term Disability Plan" described below.

An employee may request Union representation when discussing their short-term disability claim(s) with Human Resources staff. Upon request, an employee may review the contents of their medical file in the presence of an appropriate Human Resources staff member.

a) Short Term Disability Plan

i) A short term disability plan will be provided to eligible full time, regular employees who will not be required to pay any monthly premium costs.

ii) **A full-time, regular employee of the Corporation shall commence coverage under the plan on the first day of the fourth (4th) month after date of commencement of employment in the bargaining unit.**

iii) **An employee of the Corporation newly hired into the bargaining unit who has completed at least three (3) months of continuous full-time service with the Corporation immediately prior to transferring to the bargaining unit will not be required to serve an additional waiting period for coverage under this plan.**

iv) Benefits will be paid as follows:

Absences of **three (3) working days or less** in duration for an illness or injury will be regarded as "incidental absence" and will not require medical certification on Corporation medical forms. A qualified employee will receive full pay for

ARTICLE 20 – INSURANCE

20.01a) cont'd

incidental absences. However, an employee's attendance (and punctuality) is essential to the efficient operation of their department. If an employee's attendance record indicates an unsatisfactory number of these one (1), two (2), or three (3) working day absences, the Corporation may require medical verification on its medical forms and will follow-up appropriately as required.

All incidental absences shall be paid based on the scheduled daily hours for the day in which the absence is taken.

Absence for illness/injury which extend beyond three (3) working days will require medical verification on appropriate forms to be provided by the employee from their doctor.

These medical verification forms are to be obtained from the Human Resources office and must be returned there before weekly/daily benefits are authorized for payment. The Corporation will reimburse the employee for the first doctor's certificate in a calendar year.

An employee will receive pay as per the following service schedule from the first day of verified medical absence for the first three (3) absences of three (3) or more consecutive days within a twelve (12) calendar month period. If the frequency of absence is greater than the three (3) provided for here in a twelve (12) calendar month period, the employee will suffer loss of pay as follows:

- 4th absence in a 12 calendar month period - employee will not be paid for 1st day of absence.
- 5th and subsequent absences in a 12 calendar month period - employee will not be paid for the first two days of absence.

Benefits under this section for other than the whole week shall be paid on a basis of 1/5 of the weekly benefit for each working day the employee is disabled.

- v) Short Term Illness/Disability benefits are not payable:
 - i) during any period of paid holidays, vacation with pay, leave of absence, suspensions;
 - ii) for any disability covered under the Workplace Safety and Insurance Act or similar legislation; or
 - iii) at the date of layoff if the disability started within two months of the day of layoff and notice of layoff was given prior to the occurrence of the disability.

ARTICLE 20 – INSURANCE (continued)

20.01 a) v) cont'd

In all other cases, S.T.D. benefits will continue after layoff until the earlier of recovery or the end of the 15 weeks of entitlement under the S.T.D. plan.

Subject to 18.07, if an employee becomes injured or sick while on vacation, their vacation will be stopped at that point and a claim for weekly benefits will be allowed provided medical verification is provided on the appropriate forms. At the completion of the disability period the employee may request their immediate supervisor to re-schedule the unused vacation period at a mutually acceptable future time period.

Benefits will be applicable for up to fifteen (15) weeks for each separate period of illness/disability on a variable scale, time-wise, depending on length of service with the Corporation. The salary benefit is set out below.

Periods of absence separated by less than two (2) weeks of continuous full-time employment will be subject to the fifteen (15) week maximum benefit period. If subsequent absence arises from causes unrelated to the previous disability, the fifteen (15) week maximum benefit period is reinstated.

<u>Length of Service</u>	<u>Full Weekly Salary</u> (Shift Premiums, Overtime or any other bonuses not included)	<u>2/3 of Weekly Salary</u>
Less than 3 months	Nil	Nil
3 months but less than 1 yr	Nil	15 weeks
1 year but less than 2 yrs	2 weeks	13 weeks
2 years but less than 3 yrs	3 weeks	12 weeks
3 years but less than 4 yrs	4 weeks	11 weeks
4 years but less than 5 yrs	5 weeks	10 weeks
5 years but less than 6 yrs	6 weeks	9 weeks
6 years but less than 7 yrs	7 weeks	8 weeks
7 years but less than 8 yrs	8 weeks	7 weeks
8 years but less than 9 yrs	9 weeks	6 weeks
9 years but less than 10 yrs	10 weeks	5 weeks
10 years but less than 11 yrs	11 weeks	4 weeks
11 years but less than 12 yrs	12 weeks	3 weeks
12 years but less than 13 yrs	13 weeks	2 weeks
13 years but less than 14 yrs	14 weeks	1 week
14 years or more	15 weeks	Nil

- v) The Corporation will Reimburse employees to a maximum of \$30.00, upon proof of payment, for a requested doctor's certificate that confirms a maternity confinement date.

ARTICLE 20 – INSURANCE (continued)

- 20.02 (a) For illnesses/disabilities that extend beyond the Short Term Disability fifteen (15) week period, a Long Term Disability (LTD) plan will be arranged by the Union.
- (b) All employees will be required to participate in the LTD plan and pay premium.
- (c) Following adequate notice, in writing by the Union, the Corporation agrees to deduct monthly premiums payable for the LTD benefits from the employee over two pay periods in the month.
- (d) All sums deducted, together with a record of those from whom deductions have been made, and the amount shall be forwarded to the Financial Secretary of Local Union 831, not later than ten (10) working days following such deduction.
- (e) The Union shall indemnify and save the Corporation harmless with respect to all amounts deducted under this Article.
- (f) Information about LTD claims must be provided to the Corporation in a timely manner, upon request.**

20.03 Vacation Pay Entitlement For Employees On Extended Sick Leave

Employees who may be off work on one or more occasions on legitimate short term disability during the vacation qualifying year – January 1st to December 31st - shall be entitled to receive their full vacation pay as per Article 18.

Employees whose disability may be severe enough to extend beyond the Short Term Disability fifteen (15) week period during the vacation qualifying year,- but not severe enough to be classified as a permanent disability with an indefinite unknown return to work date, shall also be entitled to their full vacation pay as per this collective agreement.

Employees who become disabled and who use up their Short-Term Disability entitlement and continue to be disabled will receive their appropriate vacation pay credits for the period commencing with the previous January 1st and up to the expiration date of the short term disability period for the permanent disability. Thereafter, vacation pay as such is discontinued.

ARTICLE 21 - PENSION PLAN

- 21.01 The Ontario Municipal Employees' Retirement System (OMERS) and Canada Pension Plan shall apply to full-time, regular employees covered by this agreement. The Corporation shall contribute to the Canada Pension Plan in accordance with the Act and to OMERS, for full-time, regular employees as per the regulations of the plan.
- 21.02 Normal retirement is on the employee's sixty-fifth (65th) birthday.

ARTICLE 22 - INJURY ALLOWANCE

22.01 An employee who is injured while at work and, as a result of such injury, is certified as unfit to complete the working day or shift, shall receive pay at the regular rate for time lost on the day that such injury is sustained, as required by the Workplace Safety and Insurance Act.

ARTICLE 23 - PROTECTIVE CLOTHING

23.01 The Occupational Health and Safety Act of Ontario, as amended, requires that where a worker is exposed to injury to head, eyes and/or feet such worker shall wear protection appropriate in the circumstances.

23.02 Protective wear will be provided as required and without expense to employees, according to the hazards identified in the position. Said protective wear shall remain the property of the Corporation and must be returned to the Corporation on termination, or when an employee requests a replacement item. The protective wear will include, but is not limited to, the following:

- Hard Hats - to be supplied as required and replaced as specified by governmental standards – date for replacement shown inside brim of each hat;
- Hard Hat Liners – to be supplied as required, once per year under the supervisor’s control;
- Boots (Safety / Rubber) – to be supplied as required. The old boots must be presented for inspection prior to replacement;
- Eye Protection – Plano Safety Glasses will be supplied as required – C.S.A. Standard Z94.3-92.
- Appropriate gloves and rainwear as required.
- High visibility Parkas/coats/jackets, as required.
- Breathing apparatus, as required.
- High visibility coveralls or overalls, as required.

23.03 All safety footwear - rubber boots, safety boots or safety shoes shall be equivalent to or exceed the Grade 1 green patch standard as outlined in the Canadian Standard Association's Standard on protective Footwear Z195-M92 unless such other standards are established and published by the Joint Health and Safety Committee.

ARTICLE 24 – PARKING

24.01 Employees shall be entitled to purchase a Brampton Transit pass at 50% of the prevailing rate, or a parking pass at a Corporate parking facility, subject to availability at 50% of the prevailing monthly rate or 100% of the annual rate, whichever is the lesser. Any change to the prevailing parking rates will be preceded by thirty (30) days written notice. All employees will receive parking free while on training. Employees requiring their vehicle for work will receive free parking as per the corporate policy at a Corporate parking facility.

24.02 The parties acknowledge that CUPE local #831 employees are entitled to mileage reimbursement, according to the Corporate Mileage Expense Policy 13.3.2 as amended, and Administrative Procedures – Automobile Expense FP-01 as amended, which apply to all employees of the Corporation.

ARTICLE 25 – INFORMATION TO THE UNION

- 25.01 All correspondence between the parties hereto arising out of this agreement, or incidental thereto, shall pass to and from the Director of Human Resources or designate, of the Corporation and the President of the Union or their designate, or as otherwise set out in the collective agreement.
- 25.02 The Human Resources Division will provide the Collective Agreement in printed and/or electronic format upon request. The Collective Agreement and amendments will be provided to the Union to post on all Union bulletin boards.
- 25.03 The Corporation will make all Corporate Policies that affect CUPE members readily accessible.
- 25.04 The Corporation will make the terms of benefit coverage readily accessible to all employees in printed or electronic format upon request and amendments will be distributed to all employees with the pay stub.
- 25.05 The Corporation will provide access to the organization chart to the President of the Union indicating the Department and Division's supervisory structure. An electronic organization chart will be provided monthly.
- 25.06 a) The Union President or designate will be provided with electronic and hard copies of the following documents: Seniority Lists, Master JE Spreadsheet.
- b) Job Descriptions will be provided when required.
- c) The Union President or designate will be provided with current CUPE Job Postings electronically.
- d) The Corporation will make a monthly list accessible to the Union President indicating the employment status of employees.
- 25.07 Correspondence can be filed electronically between the parties.

ARTICLE 26 – DURATION

- 26.01 This Agreement shall be in effect from **April 1, 2024** until **March 31, 2027** and unless either party gives notice in writing to the other party to the terms of this Agreement, that amendments are required, or that the party intends terminating the Agreement, then it shall automatically continue in effect until **March 31, 2027** and from year to year thereafter.
- 26.02 Notice that amendments are required may only be given within the ninety (90) day period prior to the expiration date of the collective agreement or any succeeding anniversary date. The Agreement shall continue in operation, after giving notice, in accordance with the provisions of the Ontario Labour Relations Act.
- 26.03 The parties hereto agree to meet for the purpose of negotiations within fifteen (15) days or such time as may be agreed upon after the giving of such notice and shall negotiate in good faith.
- 26.04 It is understood that during the negotiations following upon notice of termination or notice of amendment, either party may bring forward counter-proposals arising out of or related to the original proposals.

ARTICLE 27 – INCLEMENT WEATHER

- 27.01 During inclement weather, work on inside projects may be carried on as designated by the foreperson or immediate supervisor. The decision as to what constitutes inclement weather will be made by the foreperson or immediate supervisor.

ARTICLE 28 – CLOTHING

- 28.01 The Corporation will meet with a committee of Union representatives for the purpose of discussing the clothing items, quality, allotment, method of procurement and distribution, delivery, and cost. The committee will be composed of three (3) Union and three (3) Corporate members. Such meeting shall occur at least three (3) months prior to the tendering of the contract.
- 28.02 Where the Corporation requires employees to wear clothing and/or uniforms in the performance of their duties, such clothing and/or uniforms will be provided at no cost to the employee in accordance with Schedule A by July 1.
- 28.03 Employees who received an issue of clothing and/or uniforms, which includes footwear must wear such clothing and/or uniforms while at work for the Corporation. However, any issued clothing or uniform which identifies the employee as an employee of the Corporation may be worn only when the employee is:
- a) going directly to work; or
 - b) at work; or
 - c) going directly home from work and at no other times or in other public places.

ARTICLE 28 – CLOTHING

28.04 cont'd

- 28.04 All clothing and/or uniforms issued shall remain the property of the Corporation and must be returned to the Corporation upon termination, transfer, or when an employee is issued a replacement as indicated above.

Employees wearing uniforms or clothing are to look professional, neat, clean and tidy;

Clothing will be repaired and/or replaced as required at the discretion of the immediate Supervisor at no cost to the employee;

Dry-cleaning allowance will be provided for uniforms only;

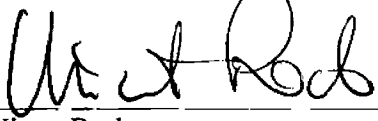
There shall be no unauthorized alterations/substitutions;

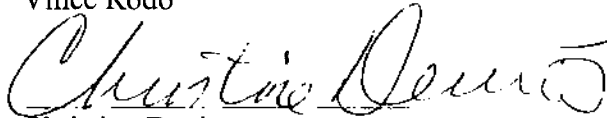
Employees must ensure they possess all the basic pieces of clothing or uniform in presentable condition before any additional selections can be made as per Schedule A.

- 28.05 a) For Positions Described in Schedule A
First Clothing/Uniform Issuance
Employees will be fitted as close as possible to their start date and shall be issued an initial allotment of clothing and/or uniforms as outlined in Schedule A, within a reasonable period after hire.
- b) New Employees/Replacement Schedule/Additional Clothing/Uniforms
Annually, by July 1st of each year, new employees who receive their first clothing issue less than six (6) months prior to the next July 1st issuance date shall not receive another clothing issue until July 1st in their second year of employment.
Annual clothing/uniform replacement and/or additions will be in accordance with Schedule A.

This agreement was reached between the following bargaining committees on November 12, 2024, and was ratified by City Council on November 20, 2024 and by the Union membership on November 15, 2024.

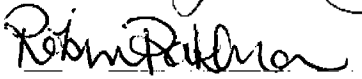
For the Corporation:

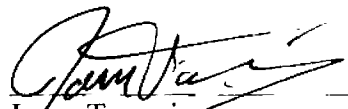

Vince Rodo


Christine Devine


Roseann Amelio



Kelley Terry



Robin Rakhra



Jason Tamming


Rajkaran Chhina

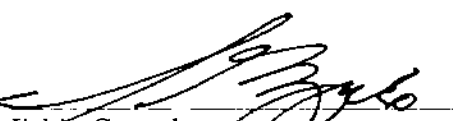

Mike Mulick



Kelly Stahl


Sean Morgan



Andria Olivera

For the Union:


Fabio Gazzola


Chris Sensicle

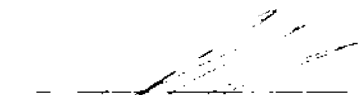

Mohit Dang

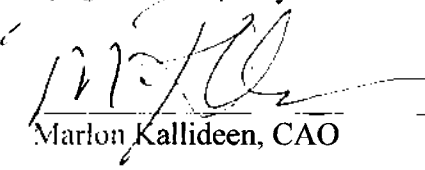

Eric Lister

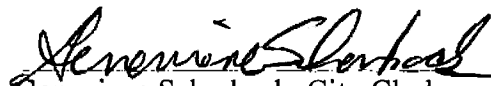

Bonnie Wong

Duly executed in the City of Brampton by the parties.

For the Corporation:

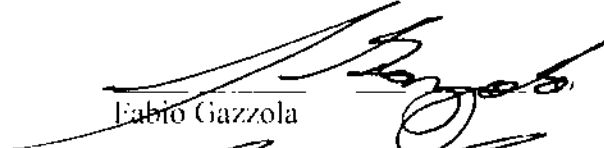

Patrick Brown, Mayor

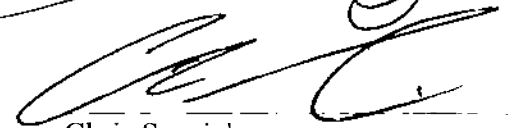

Marlon Kallideen, CAO

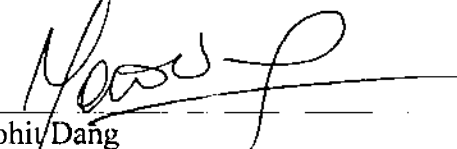

Genevieve Scharback, City Clerk

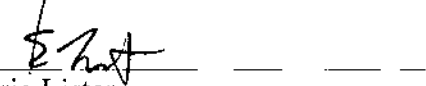
Document execution authorized
by By-Law 225-2024


For the Union:


Fabio Gazzola


Chris Sensicle


Mohit Dang


Eric Lister


Bonnie Wong

SCHEDULE "IA"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2024 to March 31, 2025			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
FOR GRADE 1 TO GRADE 5 - THE DURATION OF THE FIRST STEP IS 6 MONTHS AND THE SECOND STEP IS 12 MONTHS								
GRADE 1 351-380					\$27.26	\$28.69	\$30.19	\$54,945.80
GRADE 2 381-410					\$29.32	\$30.85	\$32.47	\$59,095.40
GRADE 3 411-440					\$31.35	\$33.00	\$34.75	\$63,245.00
GRADE 4 441-470					\$33.41	\$35.16	\$36.99	\$67,321.80
GRADE 5 471-500	Group Leader, Sr Enforcement	PCP017	Legislative Services	Enforcement & Bylaw Services	\$35.46	\$37.33	\$39.27	\$71,471.40
	POA Collector	PFN315	Corporate Support Services	Finance	\$35.46	\$37.33	\$39.27	\$71,471.40
	Technician, Planning	PPB557	Planning Building & Growth Management	Development Services & Design	\$35.46	\$37.33	\$39.27	\$71,471.40
	Project Coordinator, Asset Management	PWT585	Public Works & Engineering	Facilities Operations & Maintenance	\$35.46	\$37.33	\$39.27	\$71,471.40
	Technician, Program Planning	PWT270	Public Works & Engineering	Capital Works	\$35.46	\$37.33	\$39.27	\$71,471.40
FOR GRADE 6 TO GRADE 15 - THE DURATION OF THE FIRST STEP IS 12 MONTHS AND THE SECOND STEP IS 12 MONTHS								
GRADE 6 501-530	Associate, Digital Planning	PCS489	Community Services	Recreation	\$37.49	\$39.48	\$41.55	\$75,621.00
	Associate, Digital Planning	PWT540	Public Works & Engineering	Public Works & Engineering	\$37.49	\$39.48	\$41.55	\$75,621.00
	Analyst, Traffic Parking	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$37.49	\$39.48	\$41.55	\$75,621.00
	Specialist, Production & Digital Media	PBD444	Corporate Support Services	Strategic Communications - Tourism & Events	\$37.49	\$39.48	\$41.55	\$75,621.00
	Graphic Designer	PBD361	Corporate Support Services	Strategic Communications - Tourism & Events	\$37.49	\$39.48	\$41.55	\$75,621.00
	Group Leader, Rental Agreements	PCS403	Community Services	Recreation & Culture	\$37.49	\$39.48	\$41.55	\$75,621.00
	Technician, GIS	PPB460	Corporate Support Services	Information Technology	\$37.49	\$39.48	\$41.55	\$75,621.00
	Technician, Int Engineering	PWT276	Public Works & Engineering	Capital Works	\$37.49	\$39.48	\$41.55	\$75,621.00
	Technologist I, Traffic Op	PWT133	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$37.49	\$39.48	\$41.55	\$75,621.00
	Traffic Parking Analyst	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$37.49	\$39.48	\$41.55	\$75,621.00
	Specialist, Marketing	PBD563	Corporate Support Services	Strategic Communications - Tourism & Events	\$37.49	\$39.48	\$41.55	\$75,621.00
	Graphic Designer	PCS547	Corporate Support Services	Strategic Communications - Tourism & Events	\$37.49	\$39.48	\$41.55	\$75,621.00
	Associate, Digital Planning	PCS559	Community Services	Commissioner's Office	\$37.49	\$39.48	\$41.55	\$75,621.00
	Specialist, Perf Arts Mktg	PBD562	Corporate Support Services	Strategic Communications - Tourism & Events	\$37.49	\$39.48	\$41.55	\$75,621.00
	GRADE 6A 501-530	Inspector, Operations Maint	PWT368	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$37.49	\$39.48	\$41.55
Technician, Fleet		PWT186	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$37.49	\$39.48	\$41.55	\$86,424.00
GRADE 7 531-560	Analyst, Parks Business	PCS529	Community Services	Parks Maintenance & Forestry	\$39.55	\$41.61	\$43.82	\$79,752.40
	Analyst, Recreation Planning	PCS497	Community Services	Recreation	\$39.55	\$41.61	\$43.82	\$79,752.40
	Accountant	PWT365	Corporate Support Services	Finance	\$39.55	\$41.61	\$43.82	\$79,752.40
	Administrator, System	PWT428	Corporate Support Services	Information Technology	\$39.55	\$41.61	\$43.82	\$79,752.40
	Analyst, Construction Project	PMS481	Public Works & Engineering	Building Design & Construction	\$39.55	\$41.61	\$43.82	\$79,752.40
	IMS Business Analyst	PWT357	Corporate Support Services	Information Technology	\$39.55	\$41.61	\$43.82	\$79,752.40
	Records Coordinator	PWT323	Legislative Services	City Clerk	\$39.55	\$41.61	\$43.82	\$79,752.40

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE 7 531-560	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2024 to March 31, 2025			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Facility Scheduler. Sport Brampton	PCS371	Community Services	Recreation	\$39.55	\$41.61	\$43.82	\$79,752.40
	Coordinator, Court & Client Services	PMS429	Legislative Services	ASE & Court Administration	\$39.55	\$41.61	\$43.82	\$79,752.40
	Officer, Accessible Enforcement	PCP474	Legislative Services	ASE & Court Administration	\$39.55	\$41.61	\$43.82	\$79,752.40
	Planner, Assistant Development	PPB307	Planning Building & Growth	Development Services & Design	\$39.55	\$41.61	\$43.82	\$79,752.40
	Planner, Assistant Heritage	PPB480	Planning Building & Growth	Integrated City Planning	\$39.55	\$41.61	\$43.82	\$79,752.40
	Plans Examiner, Signs	PPB370	Planning Building & Growth	Building Design & Construction	\$39.55	\$41.61	\$43.82	\$79,752.40
	Plans Examiner, Cust Srvc Bldg	PPB321	Planning Building & Growth	Building Design & Construction	\$39.55	\$41.61	\$43.82	\$79,752.40
	Specialist, Client Support	PCS376	Corporate Support Services	Information Technology	\$39.55	\$41.61	\$43.82	\$79,752.40
	Specialist, Communications	PBD414	Corporate Support Services	Strategic Communications - Tourism &	\$39.55	\$41.61	\$43.82	\$79,752.40
	Specialist, Research Admin	PBD478	Corporate Support Services	Strategic Communications - Tourism &	\$39.55	\$41.61	\$43.82	\$79,752.40
	Specialist, Software	PWT354	Corporate Support Services	Information Technology	\$39.55	\$41.61	\$43.82	\$79,752.40
	Specialist, Systems	PMS089	Corporate Support Services	Information Technology	\$39.55	\$41.61	\$43.82	\$79,752.40
	Technologist I, Street Light	PWT380	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.55	\$41.61	\$43.82	\$79,752.40
	Technologist, Building Design and Construction	PMS338	Public Works & Engineering	Building Design & Construction	\$39.55	\$41.61	\$43.82	\$79,752.40
	Technologist, Traffic Signals	PWT335	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.55	\$41.61	\$43.82	\$79,752.40
	Technologist, Web Content	PCS435	Corporate Support Services	Information Technology	\$39.55	\$41.61	\$43.82	\$79,752.40
	Technologist, Web Content	PPB457	Planning Building & Growth	Building Design & Construction	\$39.55	\$41.61	\$43.82	\$79,752.40
	Specialist, Video & Production	PBD556	Corporate Support Services	Strategic Communications - Tourism &	\$39.55	\$41.61	\$43.82	\$79,752.40
	Technician, Parks Asset	PCS578	Community Services	Parks Maintenance & Forestry	\$39.55	\$41.61	\$43.82	\$79,752.40
	Analyst, Planning	PPB575	Planning Building & Growth	Development Services & Design	\$39.55	\$41.61	\$43.82	\$79,752.40
	Analyst, Asset & Work Ord Mgmt	PWT541	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.55	\$41.61	\$43.82	\$79,752.40
	Analyst, Maintenance - CMMS	PWT592	Public Works & Engineering	Facilities Operations & Mainte	\$39.55	\$41.61	\$43.82	\$79,752.40
GRADE 8 561-590	Accountant	PFN035	Corporate Support Services	Finance	\$41.58	\$43.78	\$46.08	\$83,865.60
	Administrator, Insurance	PFN482	Legislative Services	Insurance & Risk Management	\$41.58	\$43.78	\$46.08	\$83,865.60
	Administrator, Purchasing Card	PFN483	Office of the CAO	Purchasing	\$41.58	\$43.78	\$46.08	\$83,865.60
	Administrator, System	PCS360	Corporate Support Services	Information Technology	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Asset	PMS422	Corporate Support Services	Information Technology	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Contract Admin & Policy	PMS356	Public Works & Engineering	Facilities Operations & Maintenance	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Tax Policy	PFN500	Corporate Support Services	Finance	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Transport, Planning	PPB272	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$41.58	\$43.78	\$46.08	\$83,865.60
	Associate, Business	PBD366	Office of the CAO	Economic Development	\$41.58	\$43.78	\$46.08	\$83,865.60
	Group Leader, Court	PMS425	Legislative Services	ASE & Court Administration	\$41.58	\$43.78	\$46.08	\$83,865.60
	Property Tax Account Analyst	PFN094	Corporate Support Services	Finance	\$41.58	\$43.78	\$46.08	\$83,865.60
	Specialist, Events	PBD408	Corporate Support Services	Strategic Communications - Tourism &	\$41.58	\$43.78	\$46.08	\$83,865.60
	Specialist, Tax	PFN470	Corporate Support Services	Finance	\$41.58	\$43.78	\$46.08	\$83,865.60
	Systems Analyst, Building	PPB305	Planning Building & Growth	Building	\$41.58	\$43.78	\$46.08	\$83,865.60
	Technician, Capital Planning &	PPB333	Corporate Support Services	Finance	\$41.58	\$43.78	\$46.08	\$83,865.60
	Technologist Program Planning	PWT390	Public Works & Engineering	Capital Works	\$41.58	\$43.78	\$46.08	\$83,865.60
	Technologist, Web Content	PWT346	Corporate Support Services	Information Technology	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Automated Enforcement	PCP590	Legislative Services	ASE & Court Administration	\$41.58	\$43.78	\$46.08	\$83,865.60

SCHEDULE "IA"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2024 to March 31, 2025			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Coordinator, IT Service Management	PMS477	Corporate Support Services	Information Technology	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Maintenance & Operations	PWT577	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$41.58	\$43.78	\$46.08	\$83,865.60
	Analyst, Fleet	PWT591	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$41.58	\$43.78	\$46.08	\$83,865.60
GRADE 8A 561-590	Technologist, Maintenance Planning-Field	PWT352	Public Works & Engineering	Capital Works	\$41.58	\$43.78	\$46.08	\$95,846.40
GRADE 9 591-620	Analyst, Investment Services	PBD432	Office of the CAO	Economic Development	\$43.63	\$45.94	\$48.34	\$87,978.80
	Analyst, Financial Business Systems	PFN353	Corporate Support Services	Information Technology	\$43.63	\$45.94	\$48.34	\$87,978.80
	Analyst, Information	PMS314	Legislative Services	City Clerk	\$43.63	\$45.94	\$48.34	\$87,978.80
	Analyst, Insurance Claims	PFN445	Legislative Services	Insurance & Risk Management	\$43.63	\$45.94	\$48.34	\$87,978.80
	Application Developer	PMS209	Corporate Support Services	Information Technology	\$43.63	\$45.94	\$48.34	\$87,978.80
	Assistant Planner, Policy	PPB539	Planning Building & Growth	Downtown Revitalization	\$43.63	\$45.94	\$48.34	\$87,978.80
	Digital Marketing Specialist	PBD491	Corporate Support Services	Strategic Communications - Tourism &	\$43.63	\$45.94	\$48.34	\$87,978.80
	Group Leader, Collections	PFN295	Corporate Support Services	Finance	\$43.63	\$45.94	\$48.34	\$87,978.80
	Group Leader, Revenue Services	PFN453	Corporate Support Services	Finance	\$43.63	\$45.94	\$48.34	\$87,978.80
	Group Leader, Sr AP Associate	PFN442	Corporate Support Services	Finance	\$43.63	\$45.94	\$48.34	\$87,978.80
	Jr Building Inspector	PPB494	Planning Building & Growth	Building	\$43.63	\$45.94	\$48.34	\$87,978.80
	Officer, Enforcement	PCP430	Legislative Services	Enforcement & Bylaw Services	\$43.63	\$45.94	\$48.34	\$87,978.80
	Specialist, GIS	PCS439	Corporate Support Services	Information Technology	\$43.63	\$45.94	\$48.34	\$87,978.80
	System Administrator	PPB461	Corporate Support Services	Information Technology	\$43.63	\$45.94	\$48.34	\$87,978.80
	Technologist II, Street Light	PWT427	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$43.63	\$45.94	\$48.34	\$87,978.80
	Technologist II, Traffic Operations	PWT096	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$43.63	\$45.94	\$48.34	\$87,978.80
	Technologist II, Traffic Signals	PWT030	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$43.63	\$45.94	\$48.34	\$87,978.80
	Transportation Planner	PPB485	Planning Building & Growth	Integrated City Planning	\$43.63	\$45.94	\$48.34	\$87,978.80
	Sr Specialist, Marketing	PBD579	Corporate Support Services	Strategic Communications - Tourism &	\$43.63	\$45.94	\$48.34	\$87,978.80
	Analyst, Recr Business Systems	PCS558	Community Services	Recreation	\$43.63	\$45.94	\$48.34	\$87,978.80
Assoc, Procurement Business	PFN564	Office of the CAO	Purchasing	\$43.63	\$45.94	\$48.34	\$87,978.80	
Bldg Investigation Inspector	PPB598	Planning Building & Growth	Building	\$43.63	\$45.94	\$48.34	\$87,978.80	
GRADE 10 621-650	Analyst, Cash Management	PFN389	Corporate Support Services	Finance	\$45.68	\$48.09	\$50.61	\$92,110.20
	Analyst, Dev Achnin, Finance	PFN066	Corporate Support Services	Finance	\$45.68	\$48.09	\$50.61	\$92,110.20
	Analyst, GIS, Planning	PPB145	Corporate Support Services	Information Technology	\$45.68	\$48.09	\$50.61	\$92,110.20
	Analyst, Payroll	PFN462	Corporate Support Services	Finance	\$45.68	\$48.09	\$50.61	\$92,110.20
	Analyst, Portfolio	PMS241	Public Works & Engineering	Facilities Operations & Maintenance	\$45.68	\$48.09	\$50.61	\$92,110.20
	Analyst, Service Desk	PMS424	Corporate Support Services	Information Technology	\$45.68	\$48.09	\$50.61	\$92,110.20
	Inspector, Traffic Signal/Light	PWT385	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$45.68	\$48.09	\$50.61	\$92,110.20
	Interior Designer	PMS340	Public Works & Engineering	Building Design & Construction	\$45.68	\$48.09	\$50.61	\$92,110.20
	Officer, Property Standards & By Law	PCP061	Legislative Services	Enforcement & Bylaw Services	\$45.68	\$48.09	\$50.61	\$92,110.20
	Planner, Parks	PPB309	Planning Building & Growth	Parks Maintenance & Forestry	\$45.68	\$48.09	\$50.61	\$92,110.20
	Specialist, Film & Tourism	PBD279	Corporate Support Services	Strategic Communications - Tourism &	\$45.68	\$48.09	\$50.61	\$92,110.20
	Specialist, Portal Solutions Design	PMS359	Corporate Support Services	Information Technology	\$45.68	\$48.09	\$50.61	\$92,110.20
	Sr Graphic Designer	PBD417	Corporate Support Services	Strategic Communications - Tourism &	\$45.68	\$48.09	\$50.61	\$92,110.20
	Technician, Survey	PWT124	Public Works & Engineering	Capital Works	\$45.68	\$48.09	\$50.61	\$92,110.20
	Technician, Development Engineering	PPB441	Planning Building & Growth	Environment & Development	\$45.68	\$48.09	\$50.61	\$92,110.20
	Technologist, 3D Visualization	PPB398	Corporate Support Services	Information Technology	\$45.68	\$48.09	\$50.61	\$92,110.20

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2024 to March 31, 2025			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
GRADE 10A 621-650	Technician, Lot Grading	PPB464	Planning Building & Growth	Environment & Development	\$45.68	\$48.09	\$50.61	\$105,268.80
	Technician, Operations	PWT437	Public Works & Engineering	Capital Works	\$45.68	\$48.09	\$50.61	\$105,268.80
	Technician, Construction	PWT573	Public Works & Engineering	Capital Works	\$45.68	\$48.09	\$50.61	\$105,268.80
GRADE 11 651-680	Analyst, Assessment Review	PFN101	Corporate Support Services	Finance	\$47.75	\$50.26	\$52.89	\$96,259.80
	Analyst, Risk Management	PFN344	Legislative Services	Insurance & Risk Management	\$47.75	\$50.26	\$52.89	\$96,259.80
	Analyst, Technical	PMS312	Corporate Support Services	Information Technology	\$47.75	\$50.26	\$52.89	\$96,259.80
	Buyer	PFN455	Office of the CAO	Purchasing	\$47.75	\$50.26	\$52.89	\$96,259.80
	Coord. Park Planning	PPB290	Community Services	Parks Maintenance & Forestry	\$47.75	\$50.26	\$52.89	\$96,259.80
	Permit Expediter	PPB292	Planning Building & Growth	Building	\$47.75	\$50.26	\$52.89	\$96,259.80
	Planner I	PPBI75	Planning Building & Growth	Development Services & Design	\$47.75	\$50.26	\$52.89	\$96,259.80
	Plans Examiner, Building	PPB054	Planning Building & Growth	Building	\$47.75	\$50.26	\$52.89	\$96,259.80
	Plans Examiner, Building	PPB012	Planning Building & Growth	Building	\$47.75	\$50.26	\$52.89	\$96,259.80
	Plans Examiner, HVAC	PPB058	Planning Building & Growth	Building	\$47.75	\$50.26	\$52.89	\$96,259.80
	Plans Examiner, Plumbing	PPB077	Planning Building & Growth	Building	\$47.75	\$50.26	\$52.89	\$96,259.80
	Plans Examiner, Zoning	PPB015	Planning Building & Growth	Building	\$47.75	\$50.26	\$52.89	\$96,259.80
	Specialist, Technology	PMS304	Corporate Support Services	Information Technology	\$47.75	\$50.26	\$52.89	\$96,259.80
	Sr Specialist, Events	PBD465	Corporate Support Services	Strategic Communications - Tourism &	\$47.75	\$50.26	\$52.89	\$96,259.80
	Survey Party Chief	PWT165	Public Works & Engineering	Capital Works	\$47.75	\$50.26	\$52.89	\$96,259.80
	Technologist III, Traffic Op	PWT259	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$47.75	\$50.26	\$52.89	\$96,259.80
	Technologist, Environmental - Noise	PPB342	Planning Building & Growth	Environment & Development	\$47.75	\$50.26	\$52.89	\$96,259.80
	Technologist, Landscape	PPB092	Community Services	Parks Maintenance & Forestry	\$47.75	\$50.26	\$52.89	\$96,259.80
	Technologist, Transp Modeling	PPB343	Planning Building & Growth	Integrated City Planning	\$47.75	\$50.26	\$52.89	\$96,259.80
	Technologist, Traffic Planning	PPB047	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$47.75	\$50.26	\$52.89	\$96,259.80
Coordinator, Digital Compliance	PMS594	Legislative Services	City Clerk	\$47.75	\$50.26	\$52.89	\$96,259.80	
Analyst, IT Service Management	PMS595	Corporate Support Services	Information Technology	\$47.75	\$50.26	\$52.89	\$96,259.80	
Junior Expeditor	PPB596	Office of the CAO	Economic Development	\$47.75	\$50.26	\$52.89	\$96,259.80	
GRADE 12 681-710	Administrator, Enterprise Systems	PFN448	Corporate Support Services	Information Technology	\$49.78	\$52.41	\$55.17	\$100,409.40
	Analyst, Enterprise Systems	PFN447	Corporate Support Services	Information Technology	\$49.78	\$52.41	\$55.17	\$100,409.40
	Analyst, Procurement Business	PFN473	Office of the CAO	Purchasing	\$49.78	\$52.41	\$55.17	\$100,409.40
	Coordinator, Project	PWT387	Public Works & Engineering	Capital Works	\$49.78	\$52.41	\$55.17	\$100,409.40
	Coordinator, Regulatory	PPB369	Planning Building & Growth	Building	\$49.78	\$52.41	\$55.17	\$100,409.40
	Coordinator, Sign	PPB322	Planning Building & Growth	Building	\$49.78	\$52.41	\$55.17	\$100,409.40
	Inspector, Building	PPB042	Planning Building & Growth	Building	\$49.78	\$52.41	\$55.17	\$100,409.40
	Insurance Claims Adjuster	PFN367	Legislative Services	Insurance & Risk Management	\$49.78	\$52.41	\$55.17	\$100,409.40
	Mechanical Inspector, HVAC	PPB004	Planning Building & Growth	Building	\$49.78	\$52.41	\$55.17	\$100,409.40
	Mechanical Inspector, Plumbing	PPB057	Planning Building & Growth	Building	\$49.78	\$52.41	\$55.17	\$100,409.40
	Planner, Heritage	PPB337	Planning Building & Growth	Integrated City Planning	\$49.78	\$52.41	\$55.17	\$100,409.40
	Policy Planner II, Environ	PPB476	Planning Building & Growth	Environment & Development	\$49.78	\$52.41	\$55.17	\$100,409.40
	Specialist, GIS	PMS268	Corporate Support Services	Information Technology	\$49.78	\$52.41	\$55.17	\$100,409.40
	Sr Buyer	PFN045	Office of the CAO	Purchasing	\$49.78	\$52.41	\$55.17	\$100,409.40

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2024 to March 31, 2025			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Sr Developer	PFN446	Corporate Support Services	Information Technology	\$49.78	\$52.41	\$55.17	\$100,409.40
	Technologist III Street Light	PWT374	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$49.78	\$52.41	\$55.17	\$100,409.40
	Technologist, Design Eng	PWT178	Public Works & Engineering	Capital Works	\$49.78	\$52.41	\$55.17	\$100,409.40
	Technologist III, Traffic Signal	PWT043	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$49.78	\$52.41	\$55.17	\$100,409.40
	Building Inspector, Generalist	PPB549	Planning Building & Growth Management	Building	\$49.78	\$52.41	\$55.17	\$100,409.40
	Specialist, Environmental Project	PPB550	Planning Building & Growth Management	Environment & Development Engineering	\$49.78	\$52.41	\$55.17	\$100,409.40
	Inspector, Stormwater Infrastructure	PPB555	Planning Building & Growth Management	Environment & Development Engineering	\$49.78	\$52.41	\$55.17	\$100,409.40
GRADE 12A								
681-710	Technical Stage Hand	PCS409	Community Services	Cultural Services	\$49.78	\$52.41	\$55.17	\$114,753.60
	Technician, Sr Operations	PWT224	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$49.78	\$52.41	\$55.17	\$114,753.60
	Technician, Sr Operations	PWT200	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$49.78	\$52.41	\$55.17	\$114,753.60
	Technician, Sr Construction	PWT574	Public Works & Engineering	Capital Works	\$49.78	\$52.41	\$55.17	\$114,753.60
GRADE 13								
711-740	Coordinator, Accessibility	PMS375	Legislative Services	City Clerk	\$51.85	\$54.57	\$57.42	\$104,504.40
	Coordinator, Design	PWT282	Public Works & Engineering	Capital Works	\$51.85	\$54.57	\$57.42	\$104,504.40
	Coordinator, Survey	PWT345	Public Works & Engineering	Capital Works	\$51.85	\$54.57	\$57.42	\$104,504.40
	Planner, Land Use/Housing Policy	PPB242	Planning Building & Growth Management	Integrated City Planning	\$51.85	\$54.57	\$57.42	\$104,504.40
	Technologist, Engineering	PPB129	Planning Building & Growth Management	Environment & Development Engineering	\$51.85	\$54.57	\$57.42	\$104,504.40
GRADE 13A								
711-740	Inspector, Capital Works	PWT125	Planning Building & Growth Management	Downtown Revitalization	\$51.85	\$54.57	\$57.42	\$119,433.60
	Inspector, Development / Construction	PWT126	Planning Building & Growth Management	Environment & Development Engineering	\$51.85	\$54.57	\$57.42	\$119,433.60
GRADE 14								
741-770	Landscape Architect	PPB234	Community Services	Parks Maintenance & Forestry	\$53.91	\$56.74	\$59.69	\$108,635.80
	Sr Building Inspector	PPB501	Planning Building & Growth Management	Building	\$53.91	\$56.74	\$59.69	\$108,635.80
	Sr Mechanical Inspector	PPB502	Planning Building & Growth Management	Building	\$53.91	\$56.74	\$59.69	\$108,635.80
	Sr Plans Examiner-Building	PPB382	Planning Building & Growth Management	Building	\$53.91	\$56.74	\$59.69	\$108,635.80
	Strategic Project Coordinator, Community Innovation & Resilience	PPB533	Planning Building & Growth Management	Planning & Development Services	\$53.91	\$56.74	\$59.69	\$108,635.80
	Urban Designer	PPB233	Planning Building & Growth Management	Development Services & Design	\$53.91	\$56.74	\$59.69	\$108,635.80
	Sr Mechanical Inspector, Plumbing	PPB572	Planning Building & Growth Management	Building	\$53.91	\$56.74	\$59.69	\$108,635.80
	Transportation Policy Planner II	PPB597	Planning Building & Growth Management	Integrated City Planning	\$53.91	\$56.74	\$59.69	\$108,635.80

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2024 to March 31, 2025			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
GRADE 15	Planner III, Development	PPB180	Planning Building & Growth Management	Development Services & Design	\$55.91	\$58.89	\$61.98	\$112,803.60
771-800	Planner III, Policy	PPB176	Planning Building & Growth Management	Downtown Revitalization	\$55.91	\$58.89	\$61.98	\$112,803.60
	Planner IV, Central Area	PPB402	Planning Building & Growth Management	Development Services	\$55.91	\$58.89	\$61.98	\$112,803.60
	Planner IV, Environmental Policy	PPB179	Planning Building & Growth Management	Environment & Development Engineering	\$55.91	\$58.89	\$61.98	\$112,803.60
	Planner, Transportation/Infrastr Policy	PPB319	Planning Building & Growth Management	Integrated City Planning	\$55.91	\$58.89	\$61.98	\$112,803.60
	Sr Plans Examiner-HVAC	PPB565	Planning Building & Growth Management	Building	\$55.91	\$58.89	\$61.98	\$112,803.60
	Sr Plans Examiner-Plumbing	PPB566	Planning Building & Growth Management	Building	\$55.91	\$58.89	\$61.98	\$112,803.60

Note: In accordance with Article 13.01 b) and 13.01 c), rate for Job Grades 6a, 8a, 10a, 12a, 13a, are based on 40 hour work weeks.
 Annualized salary is for information purposes only.*
 Job descriptions are used for the purpose of describing the general nature of the employee's duties. The Corporation has the right to assign job related duties other than those specifically mentioned in such job description due to the nature and size of the operation

**SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831**

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2025 to March 31, 2026			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
FOR GRADE 1 TO GRADE 5 - THE DURATION OF THE FIRST STEP IS 6 MONTHS AND THE SECOND STEP IS 12 MONTHS								
GRADE 1 351-380					\$28.08	\$29.55	\$31.10	\$56,602.00
GRADE 2 381-410					\$30.20	\$31.78	\$33.44	\$60,860.80
GRADE 3 411-440					\$32.29	\$33.99	\$35.79	\$65,137.80
GRADE 4 441-470					\$34.41	\$36.21	\$38.10	\$69,342.00
GRADE 5 471-500	Group Leader, Sr Enforcement	PCP017	Legislative Services	Enforcement & Bylaw Services	\$36.52	\$38.45	\$40.45	\$73,619.00
	POA Collector	PFN315	Corporate Support Services	Finance	\$36.52	\$38.45	\$40.45	\$73,619.00
	Technician, Planning	PPB557	Planning Building & Growth Management	Development Services & Design	\$36.52	\$38.45	\$40.45	\$73,619.00
	Project Coordinator, Asset Management	PWT585	Public Works & Engineering	Facilities Operations & Maintenance	\$36.52	\$38.45	\$40.45	\$73,619.00
	Technician, Program Planning	PWT270	Public Works & Engineering	Capital Works	\$36.52	\$38.45	\$40.45	\$73,619.00
FOR GRADE 6 TO GRADE 15 - THE DURATION OF THE FIRST STEP IS 12 MONTHS AND THE SECOND STEP IS 12 MONTHS								
GRADE 6 501-530	Associate, Digital Planning	PCS489	Community Services	Recreation	\$38.61	\$40.66	\$42.80	\$77,896.00
	Associate, Digital Planning	PWT540	Public Works & Engineering	Public Works & Engineering	\$38.61	\$40.66	\$42.80	\$77,896.00
	Analyst, Traffic Parking	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$38.61	\$40.66	\$42.80	\$77,896.00
	Specialist, Production & Digital Media	PBD444	Corporate Support Services	Strategic Communications - Tourism & Events	\$38.61	\$40.66	\$42.80	\$77,896.00
	Graphic Designer	PBD361	Corporate Support Services	Strategic Communications - Tourism & Events	\$38.61	\$40.66	\$42.80	\$77,896.00
	Group Leader, Rental Agreements	PCS403	Community Services	Recreation & Culture	\$38.61	\$40.66	\$42.80	\$77,896.00
	Technician, GIS	PPB460	Corporate Support Services	Information Technology	\$38.61	\$40.66	\$42.80	\$77,896.00
	Technician, Int Engineering	PWT276	Public Works & Engineering	Capital Works	\$38.61	\$40.66	\$42.80	\$77,896.00
	Technologist I, Traffic Op	PWT133	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$38.61	\$40.66	\$42.80	\$77,896.00
	Traffic Parking Analyst	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$38.61	\$40.66	\$42.80	\$77,896.00
	Specialist, Marketing	PBD563	Corporate Support Services	Strategic Communications - Tourism & Events	\$38.61	\$40.66	\$42.80	\$77,896.00
	Graphic Designer	PCS547	Corporate Support Services	Strategic Communications - Tourism & Events	\$38.61	\$40.66	\$42.80	\$77,896.00
	Associate, Digital Planning	PCS559	Community Services	Commissioner's Office	\$38.61	\$40.66	\$42.80	\$77,896.00
	Specialist, Perf Arts Mktg	PBD562	Corporate Support Services	Strategic Communications - Tourism & Events	\$38.61	\$40.66	\$42.80	\$77,896.00
GRADE 6A 501-530	Inspector, Operations Maint	PWT368	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$38.61	\$40.66	\$42.80	\$89,024.00
	Technician, Fleet	PWT186	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$38.61	\$40.66	\$42.80	\$89,024.00
GRADE 7 531-560	Analyst, Parks Business	PCS529	Community Services	Parks Maintenance & Forestry	\$40.74	\$42.86	\$45.13	\$82,136.60
	Analyst, Recreation Planning	PCS497	Community Services	Recreation	\$40.74	\$42.86	\$45.13	\$82,136.60
	Accountant	PWT365	Corporate Support Services	Finance	\$40.74	\$42.86	\$45.13	\$82,136.60
	Administrator, System	PWT428	Corporate Support Services	Information Technology	\$40.74	\$42.86	\$45.13	\$82,136.60
	Analyst, Construction Project	PMS481	Public Works & Engineering	Building Design & Construction	\$40.74	\$42.86	\$45.13	\$82,136.60
	IMS Business Analyst	PWT357	Corporate Support Services	Information Technology	\$40.74	\$42.86	\$45.13	\$82,136.60
	Records Coordinator	PWT323	Legislative Services	City Clerk	\$40.74	\$42.86	\$45.13	\$82,136.60

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PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE 7 531-560	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2025 to March 31, 2026			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Facility Scheduler, Sport Brampton	PCS371	Community Services	Recreation	\$40.74	\$42.86	\$45.13	\$82,136.60
	Coordinator, Court & Client Services	PMS429	Legislative Services	ASE & Court Administration	\$40.74	\$42.86	\$45.13	\$82,136.60
	Officer, Accessible Enforcement	PCP474	Legislative Services	ASE & Court Administration	\$40.74	\$42.86	\$45.13	\$82,136.60
	Planner, Assistant Development	PPB307	Planning Building & Growth Management	Development Services & Design	\$40.74	\$42.86	\$45.13	\$82,136.60
	Planner, Assistant Heritage	PPB480	Planning Building & Growth Management	Integrated City Planning	\$40.74	\$42.86	\$45.13	\$82,136.60
	Plans Examiner, Signs	PPB370	Planning Building & Growth Management	Building Design & Construction	\$40.74	\$42.86	\$45.13	\$82,136.60
	Plans Examiner, Cust Srvc Bldg	PPB321	Planning Building & Growth Management	Building Design & Construction	\$40.74	\$42.86	\$45.13	\$82,136.60
	Specialist, Client Support	PCS376	Corporate Support Services	Information Technology	\$40.74	\$42.86	\$45.13	\$82,136.60
	Specialist, Communications	PBD414	Corporate Support Services	Strategic Communications - Tourism & Events	\$40.74	\$42.86	\$45.13	\$82,136.60
	Specialist, Research Admin	PBD478	Corporate Support Services	Strategic Communications - Tourism & Events	\$40.74	\$42.86	\$45.13	\$82,136.60
	Specialist, Software	PWT354	Corporate Support Services	Information Technology	\$40.74	\$42.86	\$45.13	\$82,136.60
	Specialist, Systems	PMS089	Corporate Support Services	Information Technology	\$40.74	\$42.86	\$45.13	\$82,136.60
	Technologist I, Street Light	PWT380	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$40.74	\$42.86	\$45.13	\$82,136.60
	Technologist, Building Design and Construction	PMS338	Public Works & Engineering	Building Design & Construction	\$40.74	\$42.86	\$45.13	\$82,136.60
	Technologist, Traffic Signals	PWT335	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$40.74	\$42.86	\$45.13	\$82,136.60
	Technologist, Web Content	PCS435	Corporate Support Services	Information Technology	\$40.74	\$42.86	\$45.13	\$82,136.60
	Technologist, Web Content	PPB457	Planning Building & Growth Management	Building Design & Construction	\$40.74	\$42.86	\$45.13	\$82,136.60
	Specialist, Video & Production	PBD556	Corporate Support Services	Strategic Communications - Tourism & Events	\$40.74	\$42.86	\$45.13	\$82,136.60
	Technician, Parks Asset	PCS578	Community Services	Parks Maintenance & Forestry	\$40.74	\$42.86	\$45.13	\$82,136.60
	Analyst, Planning	PPB575	Planning Building & Growth Management	Development Services & Design	\$40.74	\$42.86	\$45.13	\$82,136.60
	Analyst, Asset & Work Ord Mgmt	PWT541	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$40.74	\$42.86	\$45.13	\$82,136.60
	Analyst, Maintenance - CMMS	PWT592	Public Works & Engineering	Facilities Operations & Maintenance	\$40.74	\$42.86	\$45.13	\$82,136.60
GRADE 8 561-590	Accountant	PFN035	Corporate Support Services	Finance	\$42.83	\$45.09	\$47.46	\$86,377.20
	Administrator, Insurance	PFN482	Legislative Services	Insurance & Risk Management	\$42.83	\$45.09	\$47.46	\$86,377.20
	Administrator, Purchasing Card	PFN483	Office of the CAO	Purchasing	\$42.83	\$45.09	\$47.46	\$86,377.20
	Administrator, System	PCS360	Corporate Support Services	Information Technology	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Asset	PMS422	Corporate Support Services	Information Technology	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Contract Admin & Policy	PMS356	Public Works & Engineering	Facilities Operations & Maintenance	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Tax Policy	PFN500	Corporate Support Services	Finance	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Transport, Planning	PPB272	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$42.83	\$45.09	\$47.46	\$86,377.20
	Associate, Business	PBD366	Office of the CAO	Economic Development	\$42.83	\$45.09	\$47.46	\$86,377.20
	Group Leader, Court	PMS425	Legislative Services	ASE & Court Administration	\$42.83	\$45.09	\$47.46	\$86,377.20
	Property Tax Account Analyst	PFN094	Corporate Support Services	Finance	\$42.83	\$45.09	\$47.46	\$86,377.20
	Specialist, Events	PBD408	Corporate Support Services	Strategic Communications - Tourism & Events	\$42.83	\$45.09	\$47.46	\$86,377.20
	Specialist, Tax	PFN470	Corporate Support Services	Finance	\$42.83	\$45.09	\$47.46	\$86,377.20
	Systems Analyst, Building	PPB305	Planning Building & Growth Management	Building	\$42.83	\$45.09	\$47.46	\$86,377.20
	Technician, Capital Planning & Technologist Program Planning	PPB333 PWT390	Corporate Support Services Public Works & Engineering	Finance Capital Works	\$42.83 \$42.83	\$45.09 \$45.09	\$47.46 \$47.46	\$86,377.20 \$86,377.20
	Technologist, Web Content	PWT346	Corporate Support Services	Information Technology	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Automated Enforcement	PCP590	Legislative Services	ASE & Court Administration	\$42.83	\$45.09	\$47.46	\$86,377.20

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

April 1, 2025 to March 31, 2026

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Coordinator, IT Service Management	PMS477	Corporate Support Services	Information Technology	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Maintenance & Operations	PWT577	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$42.83	\$45.09	\$47.46	\$86,377.20
	Analyst, Fleet	PWT591	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$42.83	\$45.09	\$47.46	\$86,377.20
GRADE 8A 561-590	Technologist, Maintenance Planning-Field	PWT352	Public Works & Engineering	Capital Works	\$42.83	\$45.09	\$47.46	\$98,716.80
GRADE 9 591-620	Analyst, Investment Services	PBD432	Office of the CAO	Economic Development	\$44.94	\$47.32	\$49.79	\$90,617.80
	Analyst, Financial Business Systems	PFN353	Corporate Support Services	Information Technology	\$44.94	\$47.32	\$49.79	\$90,617.80
	Analyst, Information	PMS314	Legislative Services	City Clerk	\$44.94	\$47.32	\$49.79	\$90,617.80
	Analyst, Insurance Claims	PFN445	Legislative Services	Insurance & Risk Management	\$44.94	\$47.32	\$49.79	\$90,617.80
	Application Developer	PMS209	Corporate Support Services	Information Technology	\$44.94	\$47.32	\$49.79	\$90,617.80
	Assistant Planner, Policy	PPB539	Planning Building & Growth	Downtown Revitalization	\$44.94	\$47.32	\$49.79	\$90,617.80
	Digital Marketing Specialist	PBD491	Corporate Support Services	Strategic Communications - Tourism &	\$44.94	\$47.32	\$49.79	\$90,617.80
	Group Leader, Collections	PFN295	Corporate Support Services	Finance	\$44.94	\$47.32	\$49.79	\$90,617.80
	Group Leader, Revenue Services	PFN453	Corporate Support Services	Finance	\$44.94	\$47.32	\$49.79	\$90,617.80
	Group Leader, Sr AP Associate	PFN442	Corporate Support Services	Finance	\$44.94	\$47.32	\$49.79	\$90,617.80
	Jr Building Inspector	PPB494	Planning Building & Growth	Building	\$44.94	\$47.32	\$49.79	\$90,617.80
	Officer, Enforcement	PCP430	Legislative Services	Enforcement & Bylaw Services	\$44.94	\$47.32	\$49.79	\$90,617.80
	Specialist, GIS	PCS439	Corporate Support Services	Information Technology	\$44.94	\$47.32	\$49.79	\$90,617.80
	System Administrator	PPB461	Corporate Support Services	Information Technology	\$44.94	\$47.32	\$49.79	\$90,617.80
	Technologist II, Street Light	PWT427	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$44.94	\$47.32	\$49.79	\$90,617.80
	Technologist II, Traffic Operations	PWT096	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$44.94	\$47.32	\$49.79	\$90,617.80
	Technologist II, Traffic Signals	PWT030	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$44.94	\$47.32	\$49.79	\$90,617.80
	Transportation Planner	PPB485	Planning Building & Growth	Integrated City Planning	\$44.94	\$47.32	\$49.79	\$90,617.80
	Sr Specialist, Marketing	PBD579	Corporate Support Services	Strategic Communications - Tourism &	\$44.94	\$47.32	\$49.79	\$90,617.80
	Analyst, Recr Business Systems	PCS558	Community Services	Recreation	\$44.94	\$47.32	\$49.79	\$90,617.80
	Assoc, Procurement Business	PFN564	Office of the CAO	Purchasing	\$44.94	\$47.32	\$49.79	\$90,617.80
	Bldg Investigation Inspector	PPB598	Planning Building & Growth	Building	\$44.94	\$47.32	\$49.79	\$90,617.80
GRADE 10 621-650	Analyst, Cash Management	PFN389	Corporate Support Services	Finance	\$47.05	\$49.53	\$52.13	\$94,876.60
	Analyst, Dev Achnin, Finance	PFN066	Corporate Support Services	Finance	\$47.05	\$49.53	\$52.13	\$94,876.60
	Analyst, GIS, Planning	PPB145	Corporate Support Services	Information Technology	\$47.05	\$49.53	\$52.13	\$94,876.60
	Analyst, Payroll	PFN462	Corporate Support Services	Finance	\$47.05	\$49.53	\$52.13	\$94,876.60
	Analyst, Portfolio	PMS241	Public Works & Engineering	Facilities Operations & Maintenance	\$47.05	\$49.53	\$52.13	\$94,876.60
	Analyst, Service Desk	PMS424	Corporate Support Services	Information Technology	\$47.05	\$49.53	\$52.13	\$94,876.60
	Inspector, Traffic Signal/Light	PWT385	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$47.05	\$49.53	\$52.13	\$94,876.60
	Interior Designer	PMS340	Public Works & Engineering	Building Design & Construction	\$47.05	\$49.53	\$52.13	\$94,876.60
	Officer, Property Standards & By Law	PCP061	Legislative Services	Enforcement & Bylaw Services	\$47.05	\$49.53	\$52.13	\$94,876.60
	Planner, Parks	PPB309	Planning Building & Growth	Parks Maintenance & Forestry	\$47.05	\$49.53	\$52.13	\$94,876.60
	Specialist, Film & Tourism	PBD279	Corporate Support Services	Strategic Communications - Tourism &	\$47.05	\$49.53	\$52.13	\$94,876.60
	Specialist, Portal Solutions Design	PMS359	Corporate Support Services	Information Technology	\$47.05	\$49.53	\$52.13	\$94,876.60
	Sr Graphic Designer	PBD417	Corporate Support Services	Strategic Communications - Tourism &	\$47.05	\$49.53	\$52.13	\$94,876.60
	Technician, Survey	PWT124	Public Works & Engineering	Capital Works	\$47.05	\$49.53	\$52.13	\$94,876.60
	Technician, Development Engineering	PPB441	Planning Building & Growth	Environment & Development	\$47.05	\$49.53	\$52.13	\$94,876.60
	Technologist, 3D Visualization	PPB398	Corporate Support Services	Information Technology	\$47.05	\$49.53	\$52.13	\$94,876.60

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2025 to March 31, 2026			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
GRADE 10A 621-650	Technician, Lot Grading	PPB464	Planning Building & Growth	Environment & Development	\$47.05	\$49.53	\$52.13	\$108,430.40
	Technician, Operations	PWT437	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$47.05	\$49.53	\$52.13	\$108,430.40
	Technician, Construction	PWT573	Public Works & Engineering	Capital Works	\$47.05	\$49.53	\$52.13	\$108,430.40
GRADE 11 651-680	Analyst, Assessment Review	PFN101	Corporate Support Services	Finance	\$49.18	\$51.77	\$54.48	\$99,153.60
	Analyst, Risk Management	PFN344	Legislative Services	Insurance & Risk Management	\$49.18	\$51.77	\$54.48	\$99,153.60
	Analyst, Technical	PMS312	Corporate Support Services	Information Technology	\$49.18	\$51.77	\$54.48	\$99,153.60
	Buyer	PFN455	Office of the CAO	Purchasing	\$49.18	\$51.77	\$54.48	\$99,153.60
	Coord. Park Planning	PPB290	Community Services	Parks Maintenance & Forestry	\$49.18	\$51.77	\$54.48	\$99,153.60
	Permit Expediter	PPB292	Planning Building & Growth	Building	\$49.18	\$51.77	\$54.48	\$99,153.60
	Planner I	PPB175	Planning Building & Growth	Development Services & Design	\$49.18	\$51.77	\$54.48	\$99,153.60
	Plans Examiner, Building	PPB054	Planning Building & Growth	Building	\$49.18	\$51.77	\$54.48	\$99,153.60
	Plans Examiner, Building	PPB012	Planning Building & Growth	Building	\$49.18	\$51.77	\$54.48	\$99,153.60
	Plans Examiner, HVAC	PPB058	Planning Building & Growth	Building	\$49.18	\$51.77	\$54.48	\$99,153.60
	Plans Examiner, Plumbing	PPB077	Planning Building & Growth	Building	\$49.18	\$51.77	\$54.48	\$99,153.60
	Plans Examiner, Zoning	PPB015	Planning Building & Growth	Building	\$49.18	\$51.77	\$54.48	\$99,153.60
	Specialist, Technology	PMS304	Corporate Support Services	Information Technology	\$49.18	\$51.77	\$54.48	\$99,153.60
	Sr Specialist, Events	PBD465	Corporate Support Services	Strategic Communications - Tourism &	\$49.18	\$51.77	\$54.48	\$99,153.60
	Survey Party Chief	PWT165	Public Works & Engineering	Capital Works	\$49.18	\$51.77	\$54.48	\$99,153.60
	Technologist III, Traffic Op	PWT259	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$49.18	\$51.77	\$54.48	\$99,153.60
	Technologist, Environmental - Noise	PPB342	Planning Building & Growth	Environment & Development	\$49.18	\$51.77	\$54.48	\$99,153.60
	Technologist, Landscape	PPB092	Community Services	Parks Maintenance & Forestry	\$49.18	\$51.77	\$54.48	\$99,153.60
	Technologist, Transp Modeling	PPB343	Planning Building & Growth	Integrated City Planning	\$49.18	\$51.77	\$54.48	\$99,153.60
	Technologist, Traffic Planning	PPB047	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$49.18	\$51.77	\$54.48	\$99,153.60
Coordinator, Digital Compliance	PMS594	Legislative Services	City Clerk	\$49.18	\$51.77	\$54.48	\$99,153.60	
Analyst, IT Service Management	PMS595	Corporate Support Services	Information Technology	\$49.18	\$51.77	\$54.48	\$99,153.60	
Junior Expediter	PPB596	Office of the CAO	Economic Development	\$49.18	\$51.77	\$54.48	\$99,153.60	
GRADE 12 681-710	Administrator, Enterprise Systems	PFN448	Corporate Support Services	Information Technology	\$51.27	\$53.98	\$56.83	\$103,430.60
	Analyst, Enterprise Systems	PFN447	Corporate Support Services	Information Technology	\$51.27	\$53.98	\$56.83	\$103,430.60
	Analyst, Procurement Business	PFN473	Office of the CAO	Purchasing	\$51.27	\$53.98	\$56.83	\$103,430.60
	Coordinator, Project	PWT387	Public Works & Engineering	Capital Works	\$51.27	\$53.98	\$56.83	\$103,430.60
	Coordinator, Regulatory	PPB369	Planning Building & Growth	Building	\$51.27	\$53.98	\$56.83	\$103,430.60
	Coordinator, Sign	PPB322	Planning Building & Growth	Building	\$51.27	\$53.98	\$56.83	\$103,430.60
	Inspector, Building	PPB042	Planning Building & Growth	Building	\$51.27	\$53.98	\$56.83	\$103,430.60
	Insurance Claims Adjuster	PFN367	Legislative Services	Insurance & Risk Management	\$51.27	\$53.98	\$56.83	\$103,430.60
	Mechanical Inspector, HVAC	PPB004	Planning Building & Growth	Building	\$51.27	\$53.98	\$56.83	\$103,430.60
	Mechanical Inspector, Plumbing	PPB057	Planning Building & Growth	Building	\$51.27	\$53.98	\$56.83	\$103,430.60
	Planner, Heritage	PPB337	Planning Building & Growth	Integrated City Planning	\$51.27	\$53.98	\$56.83	\$103,430.60
	Policy Planner II, Environ	PPB476	Planning Building & Growth	Environment & Development	\$51.27	\$53.98	\$56.83	\$103,430.60
	Specialist, GIS	PMS268	Corporate Support Services	Information Technology	\$51.27	\$53.98	\$56.83	\$103,430.60
	Sr Buyer	PFN045	Office of the CAO	Purchasing	\$51.27	\$53.98	\$56.83	\$103,430.60

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

				April 1, 2025 to March 31, 2026				
TITLE	JOB CODE	DEPARTMENT	DIVISION	First Step	Second Step	Job Rate	Hourly Rate Annualized*	
Sr Developer	PFN446	Corporate Support Services	Information Technology	\$51.27	\$53.98	\$56.83	\$103,430.60	
Technologist III Street Light	PWT374	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$51.27	\$53.98	\$56.83	\$103,430.60	
Technologist, Design Eng	PWT178	Public Works & Engineering	Capital Works	\$51.27	\$53.98	\$56.83	\$103,430.60	
Technologist III, Traffic Signal	PWT043	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$51.27	\$53.98	\$56.83	\$103,430.60	
Building Inspector, Generalist	PPB549	Planning Building & Growth Management	Building	\$51.27	\$53.98	\$56.83	\$103,430.60	
Specialist, Environmental Project	PPB550	Planning Building & Growth Management	Environment & Development Engineering	\$51.27	\$53.98	\$56.83	\$103,430.60	
Inspector, Stormwater Infrastructure	PPB555	Planning Building & Growth Management	Environment & Development Engineering	\$51.27	\$53.98	\$56.83	\$103,430.60	
GRADE 12A 681-710	Technical Stage Hand	PCS409	Community Services	Cultural Services	\$51.27	\$53.98	\$56.83	\$118,206.40
	Technician, Sr Operations	PWT224	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$51.27	\$53.98	\$56.83	\$118,206.40
	Technician, Sr Operations	PWT200	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$51.27	\$53.98	\$56.83	\$118,206.40
	Technician, Sr Construction	PWT574	Public Works & Engineering	Capital Works	\$51.27	\$53.98	\$56.83	\$118,206.40
GRADE 13 711-740	Coordinator, Accessibility	PMS375	Legislative Services	City Clerk	\$53.41	\$56.21	\$59.14	\$107,634.80
	Coordinator, Design	PWT282	Public Works & Engineering	Capital Works	\$53.41	\$56.21	\$59.14	\$107,634.80
	Coordinator, Survey	PWT345	Public Works & Engineering	Capital Works	\$53.41	\$56.21	\$59.14	\$107,634.80
	Planner, Land Use/Housing Policy	PPB242	Planning Building & Growth Management	Integrated City Planning	\$53.41	\$56.21	\$59.14	\$107,634.80
	Technologist, Engineering	PPB129	Planning Building & Growth Management	Environment & Development Engineering	\$53.41	\$56.21	\$59.14	\$107,634.80
GRADE 13A 711-740	Inspector, Capital Works	PWT125	Planning Building & Growth Management	Downtown Revitalization	\$53.41	\$56.21	\$59.14	\$123,011.20
	Inspector, Development / Construction	PWT126	Planning Building & Growth Management	Environment & Development Engineering	\$53.41	\$56.21	\$59.14	\$123,011.20
GRADE 14 741-770	Landscape Architect	PPB234	Community Services	Parks Maintenance & Forestry	\$55.53	\$58.44	\$61.48	\$111,893.60
	Sr Building Inspector	PPB501	Planning Building & Growth Management	Building	\$55.53	\$58.44	\$61.48	\$111,893.60
	Sr Mechanical Inspector	PPB502	Planning Building & Growth Management	Building	\$55.53	\$58.44	\$61.48	\$111,893.60
	Sr Plans Examiner-Building	PPB382	Planning Building & Growth Management	Building	\$55.53	\$58.44	\$61.48	\$111,893.60
	Strategic Project Coordinator, Community Innovation & Resilience	PPB533	Planning Building & Growth Management	Planning & Development Services	\$55.53	\$58.44	\$61.48	\$111,893.60
	Urban Designer	PPB233	Planning Building & Growth Management	Development Services & Design	\$55.53	\$58.44	\$61.48	\$111,893.60
	Sr Mechanical Inspector, Plumbing	PPB572	Planning Building & Growth Management	Building	\$55.53	\$58.44	\$61.48	\$111,893.60
	Transportation Policy Planner II	PPB597	Planning Building & Growth Management	Integrated City Planning	\$55.53	\$58.44	\$61.48	\$111,893.60

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2025 to March 31, 2026			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
GRADE 15	Planner III, Development	PPB180	Planning Building & Growth Management	Development Services & Design	\$57.59	\$60.66	\$63.84	\$116,188.80
771-800	Planner III, Policy	PPB176	Planning Building & Growth Management	Downtown Revitalization	\$57.59	\$60.66	\$63.84	\$116,188.80
	Planner IV, Central Area	PPB402	Planning Building & Growth Management	Development Services	\$57.59	\$60.66	\$63.84	\$116,188.80
	Planner IV, Environmental Policy	PPB179	Planning Building & Growth Management	Environment & Development Engineering	\$57.59	\$60.66	\$63.84	\$116,188.80
	Planner, Transportation/Infrastr Policy	PPB319	Planning Building & Growth Management	Integrated City Planning	\$57.59	\$60.66	\$63.84	\$116,188.80
	Sr Plans Examiner-HVAC	PPB565	Planning Building & Growth Management	Building	\$57.59	\$60.66	\$63.84	\$116,188.80
	Sr Plans Examiner-Plumbing	PPB566	Planning Building & Growth Management	Building	\$57.59	\$60.66	\$63.84	\$116,188.80

Note: In accordance with Article 13.01 b) and 13.01 c), rate for Job Grades 6a, 8a, 10a, 12a, 13a, are based on 40 hour work weeks.

Annualized salary is for information purposes only.*

Job descriptions are used for the purpose of describing the general nature of the employee's duties. The Corporation has the right to assign job related duties other than those specifically mentioned in such job description due to the nature and size of the operation.

**SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831**

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2026 to March 31, 2027			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
FOR GRADE 1 TO GRADE 5 - THE DURATION OF THE FIRST STEP IS 6 MONTHS AND THE SECOND STEP IS 12 MONTHS								
GRADE 1 351-380					\$28.92	\$30.44	\$32.03	\$58,294.60
GRADE 2 381-410					\$31.11	\$32.73	\$34.44	\$62,680.80
GRADE 3 411-440					\$33.26	\$35.01	\$36.86	\$67,085.20
GRADE 4 441-470					\$35.44	\$37.30	\$39.24	\$71,416.80
GRADE 5 471-500	Group Leader, Sr Enforcement	PCP017	Legislative Services	Enforcement & Bylaw Services	\$37.62	\$39.60	\$41.66	\$75,821.20
	POA Collector	PFN315	Corporate Support Services	Finance	\$37.62	\$39.60	\$41.66	\$75,821.20
	Technician, Planning	PPB557	Planning Building & Growth Management	Development Services & Design	\$37.62	\$39.60	\$41.66	\$75,821.20
	Project Coordinator, Asset Management	PWT585	Public Works & Engineering	Facilities Operations & Maintenance	\$37.62	\$39.60	\$41.66	\$75,821.20
	Technician, Program Planning	PWT270	Public Works & Engineering	Capital Works	\$37.62	\$39.60	\$41.66	\$75,821.20
FOR GRADE 6 TO GRADE 15 - THE DURATION OF THE FIRST STEP IS 12 MONTHS AND THE SECOND STEP IS 12 MONTHS								
GRADE 6 501-530	Associate, Digital Planning	PCS489	Community Services	Recreation	\$39.77	\$41.88	\$44.08	\$80,225.60
	Associate, Digital Planning	PWT540	Public Works & Engineering	Public Works & Engineering	\$39.77	\$41.88	\$44.08	\$80,225.60
	Analyst, Traffic Parking	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.77	\$41.88	\$44.08	\$80,225.60
	Specialist, Production & Digital Media	PBD444	Corporate Support Services	Strategic Communications - Tourism & Events	\$39.77	\$41.88	\$44.08	\$80,225.60
	Graphic Designer	PBD361	Corporate Support Services	Strategic Communications - Tourism & Events	\$39.77	\$41.88	\$44.08	\$80,225.60
	Group Leader, Rental Agreements	PCS403	Community Services	Recreation & Culture	\$39.77	\$41.88	\$44.08	\$80,225.60
	Technician, GIS	PPB460	Corporate Support Services	Information Technology	\$39.77	\$41.88	\$44.08	\$80,225.60
	Technician, Int Engineering	PWT276	Public Works & Engineering	Capital Works	\$39.77	\$41.88	\$44.08	\$80,225.60
	Technologist I, Traffic Op	PWT133	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.77	\$41.88	\$44.08	\$80,225.60
	Traffic Parking Analyst	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.77	\$41.88	\$44.08	\$80,225.60
	Specialist, Marketing	PBD563	Corporate Support Services	Strategic Communications - Tourism & Events	\$39.77	\$41.88	\$44.08	\$80,225.60
	Graphic Designer	PCS547	Corporate Support Services	Strategic Communications - Tourism & Events	\$39.77	\$41.88	\$44.08	\$80,225.60
	Associate, Digital Planning	PCS559	Community Services	Commissioner's Office	\$39.77	\$41.88	\$44.08	\$80,225.60
	Specialist, Perf Arts Mktg	PBD562	Corporate Support Services	Strategic Communications - Tourism & Events	\$39.77	\$41.88	\$44.08	\$80,225.60
GRADE 6A 501-530	Inspector, Operations Maint	PWT368	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.77	\$41.88	\$44.08	\$91,686.40
	Technician, Fleet	PWT186	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$39.77	\$41.88	\$44.08	\$91,686.40
GRADE 7 531-560	Analyst, Parks Business	PCS529	Community Services	Parks Maintenance & Forestry	\$41.96	\$44.15	\$46.48	\$84,593.60
	Analyst, Recreation Planning	PCS497	Community Services	Recreation	\$41.96	\$44.15	\$46.48	\$84,593.60
	Accountant	PWT365	Corporate Support Services	Finance	\$41.96	\$44.15	\$46.48	\$84,593.60
	Administrator, System	PWT428	Corporate Support Services	Information Technology	\$41.96	\$44.15	\$46.48	\$84,593.60
	Analyst, Construction Project	PMS481	Public Works & Engineering	Building Design & Construction	\$41.96	\$44.15	\$46.48	\$84,593.60
	IMS Business Analyst	PWT357	Corporate Support Services	Information Technology	\$41.96	\$44.15	\$46.48	\$84,593.60
	Records Coordinator	PWT323	Legislative Services	City Clerk	\$41.96	\$44.15	\$46.48	\$84,593.60

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE 7 531-560	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2026 to March 31, 2027			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Facility Scheduler, Sport Brampton	PCS371	Community Services	Recreation	\$41.96	\$44.15	\$46.48	\$84,593.60
	Coordinator, Court & Client Services	PMS429	Legislative Services	ASE & Court Administration	\$41.96	\$44.15	\$46.48	\$84,593.60
	Officer, Accessible Enforcement	PCP474	Legislative Services	ASE & Court Administration	\$41.96	\$44.15	\$46.48	\$84,593.60
	Planner, Assistant Development	PPB307	Planning Building & Growth	Development Services & Design	\$41.96	\$44.15	\$46.48	\$84,593.60
	Planner, Assistant Heritage	PPB480	Planning Building & Growth	Integrated City Planning	\$41.96	\$44.15	\$46.48	\$84,593.60
	Plans Examiner, Signs	PPB370	Planning Building & Growth	Building Design & Construction	\$41.96	\$44.15	\$46.48	\$84,593.60
	Plans Examiner, Cust Srvc Bldg	PPB321	Planning Building & Growth	Building Design & Construction	\$41.96	\$44.15	\$46.48	\$84,593.60
	Specialist, Client Support	PCS376	Corporate Support Services	Information Technology	\$41.96	\$44.15	\$46.48	\$84,593.60
	Specialist, Communications	PBD414	Corporate Support Services	Strategic Communications - Tourism &	\$41.96	\$44.15	\$46.48	\$84,593.60
	Specialist, Research Admin	PBD478	Corporate Support Services	Strategic Communications - Tourism &	\$41.96	\$44.15	\$46.48	\$84,593.60
	Specialist, Software	PWT354	Corporate Support Services	Information Technology	\$41.96	\$44.15	\$46.48	\$84,593.60
	Specialist, Systems	PMS089	Corporate Support Services	Information Technology	\$41.96	\$44.15	\$46.48	\$84,593.60
	Technologist I, Street Light	PWT380	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$41.96	\$44.15	\$46.48	\$84,593.60
	Technologist, Building Design and Construction	PMS338	Public Works & Engineering	Building Design & Construction	\$41.96	\$44.15	\$46.48	\$84,593.60
	Technologist, Traffic Signals	PWT335	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$41.96	\$44.15	\$46.48	\$84,593.60
	Technologist, Web Content	PCS435	Corporate Support Services	Information Technology	\$41.96	\$44.15	\$46.48	\$84,593.60
	Technologist, Web Content	PPB457	Planning Building & Growth	Building Design & Construction	\$41.96	\$44.15	\$46.48	\$84,593.60
	Specialist, Video & Production	PBD556	Corporate Support Services	Strategic Communications - Tourism &	\$41.96	\$44.15	\$46.48	\$84,593.60
	Technician, Parks Asset	PCS578	Community Services	Parks Maintenance & Forestry	\$41.96	\$44.15	\$46.48	\$84,593.60
	Analyst, Planning	PPB575	Planning Building & Growth	Development Services & Design	\$41.96	\$44.15	\$46.48	\$84,593.60
	Analyst, Asset & Work Ord Mgmt	PWT541	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$41.96	\$44.15	\$46.48	\$84,593.60
	Analyst, Maintenance - CMMS	PWT592	Public Works & Engineering	Facilities Operations & Mainte	\$41.96	\$44.15	\$46.48	\$84,593.60
GRADE 8 561-590	Accountant	PFN035	Corporate Support Services	Finance	\$44.11	\$46.44	\$48.88	\$88,961.60
	Administrator, Insurance	PFN482	Legislative Services	Insurance & Risk Management	\$44.11	\$46.44	\$48.88	\$88,961.60
	Administrator, Purchasing Card	PFN483	Office of the CAO	Purchasing	\$44.11	\$46.44	\$48.88	\$88,961.60
	Administrator, System	PCS360	Corporate Support Services	Information Technology	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Asset	PMS422	Corporate Support Services	Information Technology	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Contract Admin & Policy	PMS356	Public Works & Engineering	Facilities Operations & Maintenance	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Tax Policy	PFN500	Corporate Support Services	Finance	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Transport, Planning	PPB272	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$44.11	\$46.44	\$48.88	\$88,961.60
	Associate, Business	PBD366	Office of the CAO	Economic Development	\$44.11	\$46.44	\$48.88	\$88,961.60
	Group Leader, Court	PMS425	Legislative Services	ASE & Court Administration	\$44.11	\$46.44	\$48.88	\$88,961.60
	Property Tax Account Analyst	PFN094	Corporate Support Services	Finance	\$44.11	\$46.44	\$48.88	\$88,961.60
	Specialist, Events	PBD408	Corporate Support Services	Strategic Communications - Tourism &	\$44.11	\$46.44	\$48.88	\$88,961.60
	Specialist, Tax	PFN470	Corporate Support Services	Finance	\$44.11	\$46.44	\$48.88	\$88,961.60
	Systems Analyst, Building	PPB305	Planning Building & Growth	Building	\$44.11	\$46.44	\$48.88	\$88,961.60
	Technician, Capital Planning &	PPB333	Corporate Support Services	Finance	\$44.11	\$46.44	\$48.88	\$88,961.60
	Technologist Program Planning	PWT390	Public Works & Engineering	Capital Works	\$44.11	\$46.44	\$48.88	\$88,961.60
	Technologist, Web Content	PWT346	Corporate Support Services	Information Technology	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Automated Enforcement	PCP590	Legislative Services	ASE & Court Administration	\$44.11	\$46.44	\$48.88	\$88,961.60

**SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831**

April 1, 2026 to March 31, 2027

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Coordinator, IT Service Management	PMS477	Corporate Support Services	Information Technology	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Maintenance & Operations	PWT577	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$44.11	\$46.44	\$48.88	\$88,961.60
	Analyst, Fleet	PWT591	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$44.11	\$46.44	\$48.88	\$88,961.60
GRADE 8A 561-590	Technologist, Maintenance Planning-Field	PWT352	Public Works & Engineering	Capital Works	\$44.11	\$46.44	\$48.88	\$101,670.40
GRADE 9 591-620	Analyst, Investment Services	PBD432	Office of the CAO	Economic Development	\$46.29	\$48.74	\$51.28	\$93,329.60
	Analyst, Financial Business Systems	PFN353	Corporate Support Services	Information Technology	\$46.29	\$48.74	\$51.28	\$93,329.60
	Analyst, Information	PMS314	Legislative Services	City Clerk	\$46.29	\$48.74	\$51.28	\$93,329.60
	Analyst, Insurance Claims	PFN445	Legislative Services	Insurance & Risk Management	\$46.29	\$48.74	\$51.28	\$93,329.60
	Application Developer	PMS209	Corporate Support Services	Information Technology	\$46.29	\$48.74	\$51.28	\$93,329.60
	Assistant Planner, Policy	PPB539	Planning Building & Growth	Downtown Revitalization	\$46.29	\$48.74	\$51.28	\$93,329.60
	Digital Marketing Specialist	PBD491	Corporate Support Services	Strategic Communications - Tourism &	\$46.29	\$48.74	\$51.28	\$93,329.60
	Group Leader, Collections	PFN295	Corporate Support Services	Finance	\$46.29	\$48.74	\$51.28	\$93,329.60
	Group Leader, Revenue Services	PFN453	Corporate Support Services	Finance	\$46.29	\$48.74	\$51.28	\$93,329.60
	Group Leader, Sr AP Associate	PFN442	Corporate Support Services	Finance	\$46.29	\$48.74	\$51.28	\$93,329.60
	Jr Building Inspector	PPB494	Planning Building & Growth	Building	\$46.29	\$48.74	\$51.28	\$93,329.60
	Officer, Enforcement	PCP430	Legislative Services	Enforcement & Bylaw Services	\$46.29	\$48.74	\$51.28	\$93,329.60
	Specialist, GIS	PCS439	Corporate Support Services	Information Technology	\$46.29	\$48.74	\$51.28	\$93,329.60
	System Administrator	PPB461	Corporate Support Services	Information Technology	\$46.29	\$48.74	\$51.28	\$93,329.60
	Technologist II, Street Light	PWT427	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$46.29	\$48.74	\$51.28	\$93,329.60
	Technologist II, Traffic Operations	PWT096	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$46.29	\$48.74	\$51.28	\$93,329.60
	Technologist II, Traffic Signals	PWT030	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$46.29	\$48.74	\$51.28	\$93,329.60
	Transportation Planner	PPB485	Planning Building & Growth	Integrated City Planning	\$46.29	\$48.74	\$51.28	\$93,329.60
	Sr Specialist, Marketing	PBD579	Corporate Support Services	Strategic Communications - Tourism &	\$46.29	\$48.74	\$51.28	\$93,329.60
	Analyst, Recr Business Systems	PCS558	Community Services	Recreation	\$46.29	\$48.74	\$51.28	\$93,329.60
	Assoc, Procurement Business	PFN564	Office of the CAO	Purchasing	\$46.29	\$48.74	\$51.28	\$93,329.60
	Bldg Investigation Inspector	PPB598	Planning Building & Growth	Building	\$46.29	\$48.74	\$51.28	\$93,329.60
GRADE 10 621-650	Analyst, Cash Management	PFN389	Corporate Support Services	Finance	\$48.46	\$51.02	\$53.69	\$97,715.80
	Analyst, Dev Achnin, Finance	PFN066	Corporate Support Services	Finance	\$48.46	\$51.02	\$53.69	\$97,715.80
	Analyst, GIS, Planning	PPB145	Corporate Support Services	Information Technology	\$48.46	\$51.02	\$53.69	\$97,715.80
	Analyst, Payroll	PFN462	Corporate Support Services	Finance	\$48.46	\$51.02	\$53.69	\$97,715.80
	Analyst, Portfolio	PMS241	Public Works & Engineering	Facilities Operations & Maintenance	\$48.46	\$51.02	\$53.69	\$97,715.80
	Analyst, Service Desk	PMS424	Corporate Support Services	Information Technology	\$48.46	\$51.02	\$53.69	\$97,715.80
	Inspector, Traffic Signal/Light	PWT385	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$48.46	\$51.02	\$53.69	\$97,715.80
	Interior Designer	PMS340	Public Works & Engineering	Building Design & Construction	\$48.46	\$51.02	\$53.69	\$97,715.80
	Officer, Property Standards & By Law	PCP061	Legislative Services	Enforcement & Bylaw Services	\$48.46	\$51.02	\$53.69	\$97,715.80
	Planner, Parks	PPB309	Planning Building & Growth	Parks Maintenance & Forestry	\$48.46	\$51.02	\$53.69	\$97,715.80
	Specialist, Film & Tourism	PBD279	Corporate Support Services	Strategic Communications - Tourism &	\$48.46	\$51.02	\$53.69	\$97,715.80
	Specialist, Portal Solutions Design	PMS359	Corporate Support Services	Information Technology	\$48.46	\$51.02	\$53.69	\$97,715.80
	Sr Graphic Designer	PBD417	Corporate Support Services	Strategic Communications - Tourism &	\$48.46	\$51.02	\$53.69	\$97,715.80
	Technician, Survey	PWT124	Public Works & Engineering	Capital Works	\$48.46	\$51.02	\$53.69	\$97,715.80
	Technician, Development Engineering	PPB441	Planning Building & Growth	Environment & Development	\$48.46	\$51.02	\$53.69	\$97,715.80
	Technologist, 3D Visualization	PPB398	Corporate Support Services	Information Technology	\$48.46	\$51.02	\$53.69	\$97,715.80

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2026 to March 31, 2027			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
GRADE 10A 621-650	Technician, Lot Grading	PPB464	Planning Building & Growth	Environment & Development	\$48.46	\$51.02	\$53.69	\$111,675.20
	Technician, Operations	PWT437	Public Works & Engineering	Capital Works	\$48.46	\$51.02	\$53.69	\$111,675.20
	Technician, Construction	PWT573	Public Works & Engineering	Capital Works	\$48.46	\$51.02	\$53.69	\$111,675.20
GRADE 11 651-680	Analyst, Assessment Review	PFN101	Corporate Support Services	Finance	\$50.66	\$53.32	\$56.11	\$102,120.20
	Analyst, Risk Management	PFN344	Legislative Services	Insurance & Risk Management	\$50.66	\$53.32	\$56.11	\$102,120.20
	Analyst, Technical	PMS312	Corporate Support Services	Information Technology	\$50.66	\$53.32	\$56.11	\$102,120.20
	Buyer	PFN455	Office of the CAO	Purchasing	\$50.66	\$53.32	\$56.11	\$102,120.20
	Coord. Park Planning	PPB290	Community Services	Parks Maintenance & Forestry	\$50.66	\$53.32	\$56.11	\$102,120.20
	Permit Expediter	PPB292	Planning Building & Growth	Building	\$50.66	\$53.32	\$56.11	\$102,120.20
	Planner I	PPB175	Planning Building & Growth	Development Services & Design	\$50.66	\$53.32	\$56.11	\$102,120.20
	Plans Examiner, Building	PPB054	Planning Building & Growth	Building	\$50.66	\$53.32	\$56.11	\$102,120.20
	Plans Examiner, Building	PPB012	Planning Building & Growth	Building	\$50.66	\$53.32	\$56.11	\$102,120.20
	Plans Examiner, HVAC	PPB058	Planning Building & Growth	Building	\$50.66	\$53.32	\$56.11	\$102,120.20
	Plans Examiner, Plumbing	PPB077	Planning Building & Growth	Building	\$50.66	\$53.32	\$56.11	\$102,120.20
	Plans Examiner, Zoning	PPB015	Planning Building & Growth	Building	\$50.66	\$53.32	\$56.11	\$102,120.20
	Specialist, Technology	PMS304	Corporate Support Services	Information Technology	\$50.66	\$53.32	\$56.11	\$102,120.20
	Sr Specialist, Events	PBD465	Corporate Support Services	Strategic Communications - Tourism &	\$50.66	\$53.32	\$56.11	\$102,120.20
	Survey Party Chief	PWT165	Public Works & Engineering	Capital Works	\$50.66	\$53.32	\$56.11	\$102,120.20
	Technologist III, Traffic Op	PWT259	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$50.66	\$53.32	\$56.11	\$102,120.20
	Technologist, Environmental - Noise	PPB342	Planning Building & Growth	Environment & Development	\$50.66	\$53.32	\$56.11	\$102,120.20
	Technologist, Landscape	PPB092	Community Services	Parks Maintenance & Forestry	\$50.66	\$53.32	\$56.11	\$102,120.20
	Technologist, Transp Modeling	PPB343	Planning Building & Growth	Integrated City Planning	\$50.66	\$53.32	\$56.11	\$102,120.20
	Technologist, Traffic Planning	PPB047	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$50.66	\$53.32	\$56.11	\$102,120.20
Coordinator, Digital Compliance	PMS594	Legislative Services	City Clerk	\$50.66	\$53.32	\$56.11	\$102,120.20	
Analyst, IT Service Management	PMS595	Corporate Support Services	Information Technology	\$50.66	\$53.32	\$56.11	\$102,120.20	
Junior Expediter	PPB596	Office of the CAO	Economic Development	\$50.66	\$53.32	\$56.11	\$102,120.20	
GRADE 12 681-710	Administrator, Enterprise Systems	PFN448	Corporate Support Services	Information Technology	\$52.81	\$55.60	\$58.53	\$106,524.60
	Analyst, Enterprise Systems	PFN447	Corporate Support Services	Information Technology	\$52.81	\$55.60	\$58.53	\$106,524.60
	Analyst, Procurement Business	PFN473	Office of the CAO	Purchasing	\$52.81	\$55.60	\$58.53	\$106,524.60
	Coordinator, Project	PWT387	Public Works & Engineering	Capital Works	\$52.81	\$55.60	\$58.53	\$106,524.60
	Coordinator, Regulatory	PPB369	Planning Building & Growth	Building	\$52.81	\$55.60	\$58.53	\$106,524.60
	Coordinator, Sign	PPB322	Planning Building & Growth	Building	\$52.81	\$55.60	\$58.53	\$106,524.60
	Inspector, Building	PPB042	Planning Building & Growth	Building	\$52.81	\$55.60	\$58.53	\$106,524.60
	Insurance Claims Adjuster	PFN367	Legislative Services	Insurance & Risk Management	\$52.81	\$55.60	\$58.53	\$106,524.60
	Mechanical Inspector, HVAC	PPB004	Planning Building & Growth	Building	\$52.81	\$55.60	\$58.53	\$106,524.60
	Mechanical Inspector, Plumbing	PPB057	Planning Building & Growth	Building	\$52.81	\$55.60	\$58.53	\$106,524.60
	Planner, Heritage	PPB337	Planning Building & Growth	Integrated City Planning	\$52.81	\$55.60	\$58.53	\$106,524.60
	Policy Planner II, Environ	PPB476	Planning Building & Growth	Environment & Development	\$52.81	\$55.60	\$58.53	\$106,524.60
	Specialist, GIS	PMS268	Corporate Support Services	Information Technology	\$52.81	\$55.60	\$58.53	\$106,524.60
	Sr Buyer	PFN045	Office of the CAO	Purchasing	\$52.81	\$55.60	\$58.53	\$106,524.60

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

					April 1, 2026 to March 31, 2027			
	TITLE	JOB CODE	DEPARTMENT	DIVISION	First Step	Second Step	Job Rate	Hourly Rate Annualized*
	Sr Developer	PFN446	Corporate Support Services	Information Technology	\$52.81	\$55.60	\$58.53	\$106,524.60
	Technologist III Street Light	PWT374	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$52.81	\$55.60	\$58.53	\$106,524.60
	Technologist, Design Eng	PWT178	Public Works & Engineering	Capital Works	\$52.81	\$55.60	\$58.53	\$106,524.60
	Technologist III, Traffic Signal	PWT043	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$52.81	\$55.60	\$58.53	\$106,524.60
	Building Inspector, Generalist	PPB549	Planning Building & Growth Management	Building	\$52.81	\$55.60	\$58.53	\$106,524.60
	Specialist, Environmental Project	PPB550	Planning Building & Growth Management	Environment & Development Engineering	\$52.81	\$55.60	\$58.53	\$106,524.60
	Inspector, Stormwater Infrastructure	PPB555	Planning Building & Growth Management	Environment & Development Engineering	\$52.81	\$55.60	\$58.53	\$106,524.60
GRADE 12A 681-710	Technical Stage Hand	PCS409	Community Services	Cultural Services	\$52.81	\$55.60	\$58.53	\$121,742.40
	Technician, Sr Operations	PWT224	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$52.81	\$55.60	\$58.53	\$121,742.40
	Technician, Sr Operations	PWT200	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$52.81	\$55.60	\$58.53	\$121,742.40
	Technician, Sr Construction	PWT574	Public Works & Engineering	Capital Works	\$52.81	\$55.60	\$58.53	\$121,742.40
GRADE 13 711-740	Coordinator, Accessibility	PMS375	Legislative Services	City Clerk	\$55.01	\$57.90	\$60.91	\$110,856.20
	Coordinator, Design	PWT282	Public Works & Engineering	Capital Works	\$55.01	\$57.90	\$60.91	\$110,856.20
	Coordinator, Survey	PWT345	Public Works & Engineering	Capital Works	\$55.01	\$57.90	\$60.91	\$110,856.20
	Planner, Land Use/Housing Policy	PPB242	Planning Building & Growth Management	Integrated City Planning	\$55.01	\$57.90	\$60.91	\$110,856.20
	Technologist, Engineering	PPB129	Planning Building & Growth Management	Environment & Development Engineering	\$55.01	\$57.90	\$60.91	\$110,856.20
GRADE 13A 711-740	Inspector, Capital Works	PWT125	Planning Building & Growth Management	Downtown Revitalization	\$55.01	\$57.90	\$60.91	\$126,692.80
	Inspector, Development / Construction	PWT126	Planning Building & Growth Management	Environment & Development Engineering	\$55.01	\$57.90	\$60.91	\$126,692.80
GRADE 14 741-770	Landscape Architect	PPB234	Community Services	Parks Maintenance & Forestry	\$57.20	\$60.19	\$63.32	\$115,242.40
	Sr Building Inspector	PPB501	Planning Building & Growth Management	Building	\$57.20	\$60.19	\$63.32	\$115,242.40
	Sr Mechanical Inspector	PPB502	Planning Building & Growth Management	Building	\$57.20	\$60.19	\$63.32	\$115,242.40
	Sr Plans Examiner-Building	PPB382	Planning Building & Growth Management	Building	\$57.20	\$60.19	\$63.32	\$115,242.40
	Strategic Project Coordinator, Community Innovation & Resilience	PPB533	Planning Building & Growth Management	Planning & Development Services	\$57.20	\$60.19	\$63.32	\$115,242.40
	Urban Designer	PPB233	Planning Building & Growth Management	Development Services & Design	\$57.20	\$60.19	\$63.32	\$115,242.40
	Sr Mechanical Inspector, Plumbing	PPB572	Planning Building & Growth Management	Building	\$57.20	\$60.19	\$63.32	\$115,242.40
Transportation Policy Planner II	PPB597	Planning Building & Growth Management	Integrated City Planning	\$57.20	\$60.19	\$63.32	\$115,242.40	

SCHEDULE "1A"
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831

GRADE/ POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2026 to March 31, 2027			
					First Step	Second Step	Job Rate	Hourly Rate Annualized*
GRADE 15	Planner III, Development	PPB180	Planning Building & Growth Management	Development Services & Design	\$59.32	\$62.48	\$65.76	\$119,683.20
771-800	Planner III, Policy	PPB176	Planning Building & Growth Management	Downtown Revitalization	\$59.32	\$62.48	\$65.76	\$119,683.20
	Planner IV, Central Area	PPB402	Planning Building & Growth Management	Development Services	\$59.32	\$62.48	\$65.76	\$119,683.20
	Planner IV, Environmental Policy	PPB179	Planning Building & Growth Management	Environment & Development Engineering	\$59.32	\$62.48	\$65.76	\$119,683.20
	Planner, Transportation/Infrastr Policy	PPB319	Planning Building & Growth Management	Integrated City Planning	\$59.32	\$62.48	\$65.76	\$119,683.20
	Sr Plans Examiner-HVAC	PPB565	Planning Building & Growth Management	Building	\$59.32	\$62.48	\$65.76	\$119,683.20
	Sr Plans Examiner-Plumbing	PPB566	Planning Building & Growth Management	Building	\$59.32	\$62.48	\$65.76	\$119,683.20

Note: In accordance with Article 13.01 b) and 13.01 c), rate for Job Grades 6a, 8a, 10a, 12a, 13a, are based on 40 hour work weeks.
 Annualized salary is for information purposes only.*
 Job descriptions are used for the purpose of describing the general nature of the employee's duties. The Corporation has the right to assign job related duties other than those specifically mentioned in such job description due to the nature and size of the operation.

**SCHEDULE "1B"
RED CIRCLED POSITIONS
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831**

April 1, 2024 to March 31, 2025

							April 1, 2024 to March 31, 2025 (3.0%)	
GRADE / POINTS	JOB TITLE	JOB CODE	INCUMBENT (S)	DEPARTMENT	DIVISION	Hourly	Annualized*	
GRADE 5 471-500	Sr. Group Leader, Enforcement	PCP017	Maria Dibernardo	Legislative Services	Enforce & By-Law Svcs	\$43.82	\$79,752.40	

April 1, 2025 to March 31, 2026

							April 1, 2025 to March 31, 2026 (3.0%)	
GRADE / POINTS	JOB TITLE	JOB CODE	INCUMBENT (S)	DEPARTMENT	DIVISION	Hourly	Annualized*	
GRADE 5 471-500	Sr. Group Leader, Enforcement	PCP017	Maria Dibernardo	Legislative Services	Enforce & By-Law Svcs	\$45.13	\$82,136.60	

April 1, 2026 to March 31, 2027

							April 1, 2026 to March 31, 2027 (3.0%)	
GRADE / POINTS	JOB TITLE	JOB CODE	INCUMBENT (S)	DEPARTMENT	DIVISION	Hourly	Annualized*	
GRADE 5 471-500	Sr. Group Leader, Enforcement	PCP017	Maria Dibernardo	Legislative Services	Enforce & By-Law Svcs	\$46.48	\$84,593.60	

Note: Annualized salary is for information purposes only*

**SCHEDULE "1C"
OUT OF SCHEDULE RATES
PROFESSIONAL AND TECHNICAL UNIT CUPE LOCAL #831**

April 1, 2024 to March 31, 2025

					April 1, 2024 to March 31, 2025					
GRADE / POINTS	JOB TITLE	JOB CODE	DEPARTMENT	DIVISION	Hourly			Annualized		
					FIRST STEP	SECOND STEP	JOB RATE	FIRST STEP	SECOND STEP	JOB RATE
				N/A						

April 1, 2025 to March 31, 2026

					April 1, 2025 to March 31, 2026					
GRADE / POINTS	JOB TITLE	JOB CODE	DEPARTMENT	DIVISION	Hourly			Annualized*		
					FIRST STEP	SECOND STEP	JOB RATE	FIRST STEP	SECOND STEP	JOB RATE
				N/A						

April 1, 2026 to March 31, 2027

					April 1, 2026 to March 31, 2027					
GRADE / POINTS	JOB TITLE	JOB CODE	DEPARTMENT	DIVISION	Hourly			Annualized		
					FIRST STEP	SECOND STEP	JOB RATE	FIRST STEP	SECOND STEP	JOB RATE
Grade 11 651-680	Plans Examiner, Building	PPB012	Planning Building & Growth Management	Building	\$52.92	\$55.71	\$58.64	\$96,314.40	\$101,392.20	\$106,724.80
	Plans Examiner, Zoning	PPB015	Planning Building & Growth Management	Building	\$52.92	\$55.71	\$58.64	\$96,314.40	\$101,392.20	\$106,724.80
	Plans Examiner, Building	PPB054	Planning Building & Growth Management	Building	\$52.92	\$55.71	\$58.64	\$96,314.40	\$101,392.20	\$106,724.80
	Plans Examiner, HVAC	PPB058	Planning Building & Growth Management	Building	\$52.92	\$55.71	\$58.64	\$96,314.40	\$101,392.20	\$106,724.80
	Plans Examiner, Plumbing	PPB077	Planning Building & Growth Management	Building	\$52.92	\$55.71	\$58.64	\$96,314.40	\$101,392.20	\$106,724.80
Grade 12 681-710	Mechanical Inspector, HVAC	PPB004	Planning Building & Growth Management	Building	\$56.58	\$59.56	\$62.70	\$102,975.60	\$108,399.20	\$114,114.00
	Inspector, Building	PPB042	Planning Building & Growth Management	Building	\$56.58	\$59.56	\$62.70	\$102,975.60	\$108,399.20	\$114,114.00
	Mechanical Inspector, Plumbing	PPB057	Planning Building & Growth Management	Building	\$56.58	\$59.56	\$62.70	\$102,975.60	\$108,399.20	\$114,114.00
	Regulatory Co-Ordinator	PPB369	Planning Building & Growth Management	Building	\$56.58	\$59.56	\$62.70	\$102,975.60	\$108,399.20	\$114,114.00
	Building Inspector, Generalist	PPB549	Planning Building & Growth Management	Building	\$56.58	\$59.56	\$62.70	\$102,975.60	\$108,399.20	\$114,114.00

Grade 14 741-770	Sr Plans Examiner-Building	PPB382	Planning Building & Growth Management	Building	\$60.46	\$63.65	\$67.00	\$110,037.20	\$115,843.00	\$121,940.00
	Senior Building Inspector	PPB501	Planning Building & Growth Management	Building	\$60.46	\$63.65	\$67.00	\$110,037.20	\$115,843.00	\$121,940.00
	Sr Mechanical Inspector	PPB502	Planning Building & Growth Management	Building	\$60.46	\$63.65	\$67.00	\$110,037.20	\$115,843.00	\$121,940.00
	Sr Mechanical Inspector, Plumb	PPB572	Planning Building & Growth Management	Building	\$60.46	\$63.65	\$67.00	\$110,037.20	\$115,843.00	\$121,940.00

Schedule "1D"
CUPE CLASSIFICATION PROJECT
POSITIONS THAT TRANSFERRED OVER JANUARY 1, 2019

Grade/ Points	Title	Job Code	Department	Division
	Programmer, A.C.T. Education	PBD522	Community Services	Cultural Services
	Programmer, Community Progs	PCS511	Community Services	Recreation
	Programmer, Parks Comm Dev	PWT527	Community Services	Parks Maintenance & Forestry
	Analyst, Business Info & Policy	PBD523	Office of the CAO	Economic Development
	Coord, Community Engagement	PBD524	Corporate Support Services	Corporate Support Services External
	Proj Coord, Bldg Design&Constr	PCS507	Public Works & Engineering	Building Design & Construction
	Coord, Asset Preservation	PCS508	Public Works & Engineering	Facilities Operations & Maintenance
	Coordinator, Real Estate	PCS509	Office of the CAO	Strategic Service & Initiative
	Analyst, Rec Admin &Compliance	PCS510	Community Services	Recreation
	Advisor, BI & Information	PFN512	Corporate Support Services	Information Technology
	Advisor, Enterprise Architect	PFN513	Corporate Support Services	Information Technology
	Technical Lead, IT	PFN514	Corporate Support Services	Information Technology
	Advisor, Business Portal Sol'n	PFN515	Community Services	Recreation
	Database and Data Engineer	PFN516	Corporate Support Services	Information Technology
	Coord, Business Systems	PFN517	Corporate Support Services	Information Technology
	Analyst, Telecommunications	PFN518	Corporate Support Services	Information Technology
	Proj Coord, IT	PFN519	Corporate Support Services	Information Technology
	Proj Leader, IT	PFN520	Corporate Support Services	Information Technology
	Advisor, Corporate Asset Mmgt	PFN521	Corporate Support Services	Finance
	Coord, Urban Design	PPB525	Planning, Building & Growth Management	Urban Design
	Coord, Training	PWT528	Public Works & Engineering	Roads Mtn, Operations & Fleet

This schedule does not include any job rates or steps due to a rights dispute between the parties which is the subject of grievance #PG-02-2022, #PG-01-2023, #PG-08-2024 and #PG-05-2025. The parties agree to include these positions in the appropriate wage grid schedule in the Collective Agreement upon resolution of the grievances.

SCHEDULE A

Clothing and Uniforms

Clothing/Uniform Entitlements in Schedule A are subject to the Provisions of Article 28 – Clothing and Uniforms.

PROFESSIONAL AND TECHNICAL UNIT		
Position	First Clothing/Uniform Issuance	Annual Replacement Schedule/Additional Clothing/Uniforms (for eligible employees as per Article 28.05 (b))
Sr. Operations Technician (PWT224) Operations Technician (PWT437) Capital Works Inspector (PWT125) Survey Party Chief (PWT165) Survey Technician (PWT124) Maintenance Planning Technologist (PWT352) Development/Construction Inspector (PPB126) Construction Inspector – Chief (PPB341) Inspector, Operations Maintenance (PWT368) Inspector, Traffic Signal/Light (PWT385) Inspector, Stormwater Infrastructure (PPB555)	Initial Allotment from the following list: Shirts up to a limit of four (4) and pants up to a limit of four (4) pairs from the following list or equivalent: <ul style="list-style-type: none"> • Navy Casual Long Pants – “Denver Hayes” (wrinkle and stain resistant) style #C63825W • Denim Shirt – Long Sleeve style #MS-820 • Denim Shirt – Short Sleeve style #MS-810 • <i>White Golf Shirt style #225440 and 225441</i> 	Up to four (4) shirts and four (4) pairs of pants (from the list to the left).
Traffic Operations Technologist III (PWT259) Traffic Operations Technologist II (PWT096) Traffic Operations Technologist I (PWT133) Street Light Coordinator (PWT386) Traffic Signals Technologist II (PWT043)	Initial Allotment from the following list: A shirt (1) and a pair of pants from the following list or equivalent: <ul style="list-style-type: none"> • Navy Casual Long Pants – “Denver Hayes” (wrinkle and stain resistant) style #C63825W • Denim Shirt – Long Sleeve style #MS-820 	A shirt and a pair of pants (from the list to the left).

PROFESSIONAL AND TECHNICAL UNIT		
Position	First Clothing/Uniform Issuance	Annual Replacement Schedule/Additional Clothing/Uniforms (for eligible employees as per Article 28.05 (b))
Traffic Signals Technologist I (PWT030) Traffic Parking Analyst (PWT331) Operations Technician (PWT026) Design Coordinator (PWT282) Engineering Technologist (PWT178) Intermediate Engineering Technologist (PWT276)	<ul style="list-style-type: none"> • Denim Shirt – Short Sleeve style #MS-810 • <i>White Golf Shirt style #225440 and 225441</i> 	
Property Standards Officers (PCP061)	<p>Initial Uniform Allotment is as follows:</p> <p>4 pairs of wash and wear pants 5 wash and wear shirts – long or short sleeved 1 3 season coat 1 Duty belt outer 1 Duty belt inner 2 Epaulettes 1 Military style sweater 1 Ball cap 1 Rain jacket 1 Winter toque 1 pair of winter gloves</p> <p>All clothing shall be wash and wear.</p> <p>The Corporation will meet with a committee of Union representatives for the purpose of discussing the clothing items, method of procurement and distribution, delivery, and cost. Such meeting shall occur at least three (3) months prior to tendering of the contract.</p>	<p>In subsequent years, annual clothing allowance of \$400 to be used to purchase clothing/uniforms.</p> <p>Boots will be replaced as required and will not be part of the \$400 clothing allowance.</p>

PROFESSIONAL AND TECHNICAL UNIT

Position	First Clothing/Uniform Issuance	Annual Replacement Schedule/Additional Clothing/Uniforms (for eligible employees as per Article 28.05 (b))
<p>Enforcement Officer (PCP430)</p>	<p>Initial Uniform Allotment is as follows:</p> <p>Employees will receive one initial allotment upon hiring.</p> <p>One complete uniform (subject to modifications / substitutions / deletions / availability) consists of:</p> <p>5 wash & wear pants 5 wash & wear long or short sleeve shirts 1 Three season coat 1 Duty belt outer 1 Duty belt inner 2 Epaulettes 1 Military Style Sweater 1 Ball cap 1 Rain jacket 1 Winter toque 1 pair of winter gloves</p> <p>The Corporation will meet with a committee of Union representatives for the purpose of discussing the clothing items, method of procurement and distribution, delivery, and cost. Such meeting shall occur at least three (3) months prior to tendering of the contract.</p>	<p>In subsequent years, annual clothing allowance of \$400 to be used to purchase clothing/uniforms.</p> <p>Boots will be replaced as required and will not be part of the \$400 clothing allowance.</p>
<p>Technical Stage Hand (PCS409)</p>	<p>Initial Uniform Allotment is as follows:</p> <p>Shirts up to a limit of four (4) and pants up to a limit of four (4) pairs from the following list or equivalent:</p> <ul style="list-style-type: none"> • Black Casual Long Pants – 	<p>Up to the value of four (4) shirts and four (4) pairs of pants (from the list to left).</p>

PROFESSIONAL AND TECHNICAL UNIT

Position	First Clothing/Uniform Issuance	Annual Replacement Schedule/Additional Clothing/Uniforms (for eligible employees as per Article 28.05 (b))
	<p>“Denver Hayes” (wrinkle and stain resistant)</p> <ul style="list-style-type: none"> • Black Long-sleeve collared pullover – style TBD • Black Golf Shirt – style TBD <p>Other clothing items may be supplied if required for specific events.</p>	
Client-Facing IT staff	<p>3 Black Pants 5 wash and wear golf shirts – long or short sleeved Black jacket</p>	As required.

SCHEDULE 2

Joint Job Evaluation Programme

The contents herein are titled Schedule 2(a) "Memorandum of Implementation of A Job Evaluation Programme Between The Corporation Of The City of Brampton and The Canadian Union of Public Employees, and its Local #831 (Professional and Technical Unit)" AND Schedule 2(b) "Job Evaluation Manual of Procedures for The Corporation of The City of Brampton and The Canadian Union of Public Employees, and its Local #831, (Professional and Technical Unit).

This schedule is supplemental to, and shall be part of, the Collective Agreement currently in effect between the Corporation of The City of Brampton and The Canadian Union of Public Employees, Local #831 (Professional and Technical Unit).

Current salary/wage schedules referred to in the Memorandum of Implementation are found in the Collective Agreement between the Corporation of The City of Brampton and The Canadian Union of Public Employees, Local #831 (Professional and Technical Unit).

A Solski, C.A.,
Chief Administrative Officer

Frank A. Kovrig
Director of Human Resources



150 Central Park Drive,
Brampton, Ont. L6T 2T9
(416) 793-4110
Fax: (416) 793-2992

The Corporation Of The City Of Brampton
Administration and Finance Department
Human Resources Division

February 15, 1991

Mr. William McLoughlin,
President, C.U.P.E. Local 831, (Office Unit)
The Corporation of the City of Brampton

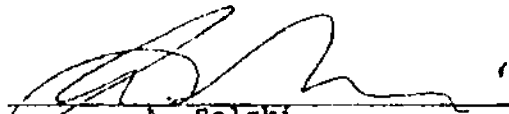
Dear Mr. McLoughlin:

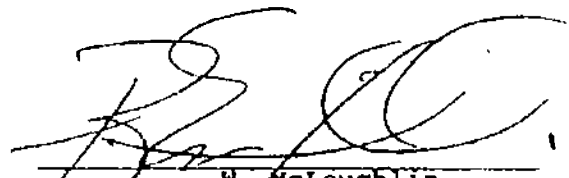
LETTER OF UNDERSTANDING
Re: Job Evaluation System

The parties agree that the documents referred to as:

1. Memorandum of Implementation of A Job Evaluation Programme, between the Corporation of the City of Brampton and the Canadian Union of Public Employees and its Local 831 (Office Unit), and
2. Job Evaluation Manual of Procedures For The Corporation of The City of Brampton and The Canadian Union of Public Employees, and its Local 831 (Office Unit),

will be treated as if they form part of the Collective Agreement.


A. Solski,
Chief Administrative Officer


W. McLoughlin,
President, C.U.P.E. Local 831

/lk

SCHEDULE 2 (a)

Memorandum of Implementation of a Joint Job Evaluation Programme

Pursuant to the approval of the Memorandum of Agreement of February 11, 1987, the Negotiating Committees of the parties have negotiated and reached agreement on terms and conditions, as set out in this Memorandum of Implementation, which constitutes settlement of all matters with respect to the implementation and maintenance of a job evaluation programme applying to all jobs coming within C.U.P.E. Local #831.

The undersigned representatives of the parties do hereby agree to recommend to their respective principals the complete acceptance of the terms and conditions set out in this Memorandum of Implementation and the attached Manual of Procedures, and the Rating Manual.

The parties herein agree that the job ratings and wage grades established and agreed upon by the parties shall be implemented January 1, 1991 in accordance with the following terms and conditions:

1. The parties have agreed upon a Job Evaluation Manual of Procedures which shall be supplemental to the Letter of Understanding dated February 11, 1987. The Manual of Procedures is established as an aid to the parties to establish and maintain the Job Evaluation Programme, specifically for the purpose of providing and maintaining the basis of an equitable wage structure and the method by which job descriptions and job ratings shall be maintained to meet new and changing conditions and work requirements.
2. The parties have agreed upon a Rating Manual for Job Evaluation and Wage Administration, which shall be supplemental to the Letter of Understanding dated February 11, 1987. The Rating Manual contains basic guides used in analyzing and evaluating the content of a job.
3. The parties agree that this Memorandum of Implementation applies to all jobs performed by employees coming within the Outside and Office Unit and the Professional and Technical Unit of C.U.P.E. Local #831, and further agree that except as provided in Section 7(a) of this Manual of Implementation, no basis shall exist for an incumbent employee in the bargaining unit to claim that a wage rate inequity exists.

4.
 - a) Effective from the date of installation, the Salary/Wage Schedules in the Outside and Office Unit and Professional and Technical Unit current Collective Agreements between the parties shall be amended in accordance with the applicable Salary/Wage Schedules appended to this Memorandum of Implementation.
 - b) Such wage grades established for each job and/or group of similar value, as set out in the appended Salary Schedule, shall apply to an incumbent employee during such time as the employee is assigned to perform the duties of the job except in the case where an employee is red-circled.
 - c) For all jobs where the existing wage rates are equal to the new wage grade, as set out in the appended salary schedule, the existing wage rate for such jobs shall be cancelled and replaced by the appropriate equal wage grade.
 - d) For all jobs where the incumbent(s)' existing wage rates are higher than the new wage grade, as set out in the appended salary schedule, the existing wage rates for such jobs shall be cancelled and replaced by the appropriate lower wage grade. Incumbents in these jobs as of January 1, 1991 shall be "Red-Circled" and their wage rates shall be administered in accordance with the provisions contained in this Memorandum of Settlement.
 - e) For all jobs where the incumbent(s)' existing wage rate(s) are below the new wage grade, as set out in the appended salary schedule, the existing wage rate for such jobs shall be cancelled and replaced by the appropriate higher wage grade. Incumbents in these jobs as of January 1, 1991 shall be "Green-Circled" and their wage rates shall be administered in accordance with the provisions contained in this Memorandum of Settlement.
5. The Corporation shall continue to supply the Union with a list of all positions. Such list shall contain the following information:
 - a) Job title and job description.
 - b) Job rating and wage grade resulting from job evaluation.

6.
 - a) Subject to the Matter of Agreement agreed to by the parties, the Joint Job Evaluation Committee described therein shall continue in existence following the installation of the Job Evaluation Programme and until the investigation and determination of the appeals and arbitration proceedings lodged under Section 7 of this Memorandum of Implementation is completed by the Joint Job Evaluation Committee, and the outcome of each finally installed. The Union members on the Joint Job Evaluation Committee being on leave of absence from time to time, with pay, shall retain all their rights under the Collective Agreement being retained.
 - b) Following the completion of the Job Evaluation Implementation, including the final disposition of all appeals resulting from installation of the Job Evaluation Programme, the Union members of the Joint Job Evaluation Committee shall continue on leave of absence with pay, and with all their rights of the Collective Agreement for such duration of time as is necessary to discharge the Unions' responsibility under the Job Evaluation Manual of Procedures.
7.
 - a) Within twenty five working (25) days of the receipt of their job rating and all necessary forms and documents following the ratification of the Job Evaluation Programme, employees who disagree with the rating that has been established for the job in which they are classified, or Department Heads who disagree with a rating that has been established for a job classification may lodge an appeal with the Joint Job Evaluation Committee, requesting a review of the rating of the job. The appeal shall state in writing the reason(s), why the incumbent(s) or Department Head(s) disagree with the rating of the job.
 - b) Each appeal shall be submitted to the Human Resources Division in writing on an official appeal form agreed to by the Joint Job Evaluation Committee. Human Resources shall forward the appeal to the Committee for review and the affected employee(s) or department head(s) shall be notified of such appeal in writing. The appeal reply shall be made in writing on an official appeal decision form agreed to by the Joint Job Evaluation Committee.
 - c) The decision of the Joint Job Evaluation Committee on an appeal shall be communicated to both the incumbents and Department Head(s) in writing.
 - d) The decision of the Joint Job Evaluation Committee, on an appeal, shall be considered final and binding upon the parties and the employee concerned without further recourse.

- e) The Union shall have made available to it, a Master Rating Sheet, for each unit, which in turn will be made available to persons submitting appeals.
 - f) A position that is appealed (in accordance with 7a)) shall not have its existing wage rate adjusted until the appeal decision has been made by the Joint Job Evaluation Committee. A wage rate adjustment that may result from an appeal shall be made effective January 1, 1991.
8. Any mathematical or clerical errors made in the preparation, the establishment or the application of the job descriptions, job rating wage grades or wage rates which are not otherwise in dispute shall be corrected to conform to the provisions of this Memorandum.

SCHEDULE 2 (b)

Manual of Procedures

for

OUTSIDE & OFFICE and PROFESSIONAL & TECHNICAL BARGAINING UNITS

This Manual of Procedures is supplemental to and forms part of the current Collective Agreement.

ARTICLE 1 - PURPOSE

In accordance with the Matter of Agreement between the parties dated February 15, 1991 on the implementation of a Joint Job Evaluation Programme, this Manual of Procedures is established recognizing the Job Evaluation Programme agreed to and providing an ongoing maintenance program consistent with the original agreement. Specifically, for the purpose of providing and maintaining the basis of an equitable wage structure and providing the method by which job descriptions and job ratings shall be maintained to meet changing conditions and work requirements.

ARTICLE 2 - DEFINITIONS

The following definitions are to apply to the terms used herein and throughout the Job Evaluation Programme:

Benchmark Job	or "Key Jobs" are a representative selection of job activities chosen from the classifications covered by the Plan. These are used as a basis for comparison and guides for maintaining relativity of rating under the rating manual.
Collective Agreement	The Collective Agreement currently in effect between the Corporation and the Union
Employee	An employee of the Corporation in the bargaining unit for which CUPE Local #831 is the recognized bargaining agent as defined in the Collective Agreement.
Factors	The major criteria, i.e. experience, responsibility, working conditions, etc. as set out in the Rating Manual to measure all jobs covered by this Job Evaluation Programme.

Factor Degrees	The actual measurement levels within each factor.
Green Circled	The wage rate an employee is receiving that is lower than the wage rate that has been established for the job in accordance with the Job Evaluation Programme.
Incumbent	An employee who has been appointed or promoted to a job. (An employee is an incumbent in one job only).
Job	A group or range of duties or tasks assigned to and performed by the incumbent(s).
Job Analysis	The process of determining and recording the tasks and duties comprising a job and the required knowledge, responsibility, effort and the working conditions involved in the performance of that job, through the use of questionnaires, observation and study.
Job Description	The official record of the principle tasks and duties of a job.
Job Evaluation	The process of studying and analyzing a job to obtain detailed information about the content of the job, the preparation of a job description and the rating of the job by use of the Rating Manual to determine the relationship of the job to other jobs covered by this Job Evaluation Programme.
Job Rating	The selected degree levels, points, reasons for the rating and the total points established for a job in accordance with the Rating Manual which becomes the official rating for the job.
Joint Job Evaluation Committee	<p>The Joint Committee appointed by the parties to deal with matters relating to the rating of jobs and the designating of appropriate wage grades as governed by this Manual of Procedures and the Rating Manual. The Corporation and the Union shall each appoint four representatives to the Joint Job Evaluation Committee. Each party may elect as a representative, a consultant or advisor. The parties may designate one (1) Chief Spokesperson, however, all voting Committee members have the equal right to speak in Committee sessions. Each party shall also appoint one (1) alternate member</p> <p>The Joint Committee will require a quorum of 6 for any meetings, of which at least 3 must be Union representatives.</p>

The Joint Committee shall operate on a majority vote basis, where 6 of 8 members must agree on any factor rating, or procedural motion. Once 6 votes are achieved, consensus on the rating shall be considered to have been achieved.

Any Committee member has the right to Abstain from voting for the following reasons only:

- a) The member is an incumbent of the position under evaluation;
- b) The member believes that he/she may be too close to the position to ensure objectivity in rating;

Any Committee member who wishes to abstain because he/she believes that the position information is insufficient to submit an accurate rating, shall request that further information be obtained (from the incumbent and/or supervisor) to ensure that the rating process is not impeded.

The Union members of the Committee and any alternates appointed by the Union shall be granted leave of absence with pay and without loss of seniority for periods of time spent working on the Committee as approved by the Director of Human Resources. These members shall continue to have all the rights and privileges of the Collective Agreement including access to the grievance procedure, promotional opportunities and salary increments to which the employee would normally be entitled, including any increase that may occur as a result of an evaluation of the job the member held prior to an appointment to the Committee. Such leave of absence shall be of sufficient duration to allow the Union to discharge its responsibilities as provided in this Manual.

Out of Schedule Rate	A wage rate paid to an employee, for a specific purpose and for a specified period of time, that is in excess of the maximum rate that is determined for the job in accordance with the Job Evaluation Programme.
Points	The numerical expression adapted for measurement of each degree within each factor.
Rating	The Rating Manual contains the basic guidelines for analyzing and evaluating the content of a job from the job information questionnaire and job description

Red Circled	The wage rate an employee is receiving that is in excess of the wage rate that has been established for the job in accordance with the Job Evaluation Programme.
Total Points	The sum of all points allotted to each job for all factors as determined in accordance with the Rating Manual.
Wage Grade	The designation in the Wage Rate Schedule for a particular salary level or salary range.
Wage Grade Differential	The difference between the maximum wage rates in the Wage Rate Schedule.
Wage Grade Increments	The wage rate steps for a particular wage grade as set forth in the Wage Rate Schedule.
Wage Rate Schedule	The wage grades and levels as set forth in the Collective Agreement.

ARTICLE 3 - FACTORS OF JOB DESCRIPTION AND RATING

- 3.1 The job description and job information questionnaire serve to record the basis from which the job is rated and, to compare and judge changes in job content which results, from time to time, from new or changed circumstances or requirements of the job.
- 3.2 The job description, job information questionnaire and the contents therein are for the purposes of rating a job and assigning the job into the proper wage grade for application of the Wage Rate Schedule.
- 3.3 A job description reflects the major duties and responsibilities required for proper evaluation and shall not be construed as a detailed description of all the work requirements inherent to the job.

3.4 The rating of jobs on the basis of job content involves certain basic determinations being made with respect to the skill, effort, responsibility, and working conditions involved in each job. In order to reduce possible errors of personal judgement into practical but reasonable working limits, such determinations and considerations are subdivided and refined into an analysis and rating of each job to assess the relative worth on the basis of specific factors which are to be determined by the Joint Job Evaluation Committee and which will be listed in the rating manual.

1. Education
2. Experience
3. Judgement
4. Consequence of Error
5. Physical Skill and Effort
6. Direction of Others
7. Contacts
8. Working Conditions
9. Safety of Others

3.5 Job ratings serve to:

- a) group jobs having relatively equivalent point values into the same grade,
- b) provide the basis from which to gauge equitable wage rate relationships between the jobs,
- c) form the foundation from which to measure changes in job content,
- d) enable the assignment of jobs into their proper wage grade in the Wage Rate Schedule.

3.6 In making the determinations necessary for the rating of a job from the job's content, certain basic characteristics are considered to be inherent in the performance of all jobs and are not considered in the evaluation of any job in this programme. These characteristics are honesty, integrity, normal discretion, reasonable care and attention, ordinary tact and common courtesy.

- 3.7 In the application of the Rating Manual the following general rules shall apply:
- a) It is the content of the job that is being analyzed, not the individual doing the job.
 - b) Jobs are to be evaluated without regard to existing wage rates.
 - c) Jobs are to be placed in the appropriate level in each factor by considering the specific requirements of each job, the factor definition, the description of each factor level.
 - d) Workload is not a consideration when evaluating a job.
 - e) No interpolation of factor degrees is to be made in the use of this programme.
 - f) The job description and rating of each job shall be relative to, consistent with, and conform to the job descriptions and ratings of all jobs in the bargaining unit.

ARTICLE 4 - MAINTAINING THE JOB DESCRIPTIONS AND RATINGS

- 4.1 It is important that the Corporation maintain accurate job descriptions and job ratings on an ongoing basis. Failure to do so will serve to damage the integrity of the Programme. The Corporation shall maintain accurate job descriptions of all jobs within the Union and as new jobs are created and as responsibilities of existing jobs change, with copies forwarded to the Union.
- 4.2 Provisions for maintaining the job descriptions and job ratings and making the necessary adjustments that occur from time to time, as a result of a new or changed conditions, are as follows:
- a) The agreed upon job ratings for the respective job descriptions which are in effect from the effective date the Job Evaluation Programme is implemented, and any that may subsequently be agreed upon in accordance with this manual, shall continue in effect unless:
 - i) The job content is changed by the Corporation
 - ii) The job is deemed redundant by the Corporation

- b) NEW JOB:
Whenever the Corporation decides to establish a new job, the following procedures shall apply:
- i) The Human Resources Division shall prepare a draft job description based on the Job Information Questionnaire, completed by the supervisor, for the new job. This detail shall be submitted to the Committee for evaluation.
 - ii) In the event the Joint Committee cannot agree on the rating, a Corporation-set temporary wage rate for the new job shall be made effective until such time as agreement is achieved. The establishment of such temporary wage rate shall not serve to prejudice the Joint Committee in their continued attempts to reach agreement on the appropriate rating for the new job.
 - iii) If the agreed upon rating results in a higher wage rate for the new job, retroactive pay shall be paid back to the time the position was filled at the established temporary rate.

- c) CHANGED JOB CONTENT - APPEAL PROCESS
Whenever the Corporation changes a job, the Supervisor and employee shall submit a new and/or revised Job Information Questionnaire. Human Resources shall prepare a new draft job description for the job and shall submit this information to the Job Evaluation Committee for evaluation.

When an agreed upon change or accumulation of changes in the content of a job as indicated by a newly prepared job information questionnaire results in a change upwards or downwards in the wage grade of a job:

- i) The existing job description and rating of the job shall be replaced by a new job description (as approved by the incumbent and supervisor) and job rating taking into account the changes in job content and the new job description and job rating shall be deemed to have been established.
- ii) The new job shall be reassigned to the appropriate wage grade and the reassignment shall become effective from the date that the employee and supervisor sign the Job Information Questionnaire.

- d) If a change in job content results in a lower evaluation and wage grade for a job, the incumbent of such job whose existing wage rate is thus higher than the established wage rate of the changed job shall be identified as being "Red-Circled". "Red- Circled" shall be administered in accordance with the provisions to be set out in the Collective Agreement governing such matters.
- e) If a change in job content results in a higher evaluation and wage grade for a job, the incumbent of such job whose existing wage grade is thus below the established wage rate of the changed job shall be identified as being "Green-Circled".
- f) The Corporation shall notify the Union in writing within thirty (30) calendar days of any change in the identification details of a job, i.e. department, job title, wage grade.
- g) If the Corporation decides a job classification is dormant or redundant, the Union shall be notified, in writing, within thirty (30) calendar days of such decision. If a job classification is declared redundant, the decision to remove the job classification from the Collective Agreement shall be made during the subsequent negotiation period.
- h) In the event an out-of-schedule rate for a job classification is introduced by the Corporation the Union shall be notified and it shall continue in effect until the Corporation decides that the conditions which gave rise to it no longer exists. After 90 calendar days notice, the wage rate for the job classification shall be the evaluated rate. All employees to whom this clause is applicable shall be notified accordingly.

ARTICLE 5 - DESCRIBING AND RATING A JOB

5.1 The procedure for describing a job shall be as follows:

- a) The Human Resources Division shall prepare a job description in accordance with the requirements of this manual from the information provided in the questionnaire supplied to and completed by each incumbent. Where information is not available, the Human Resources Division will determine the means by which such information shall be obtained.
- b) Copies of the draft job description will be forwarded to the incumbent(s) and supervisor for their review and comment. The incumbent and/or supervisor shall indicate concurrence, or suggest changes then return the draft job description and any changes to the Human Resources Division.

- c) The substance of any comments on the draft job description shall be considered, investigated and analyzed and if such comments warrant, a revised job description shall be prepared.
- d) The supervisor and incumbent will be given the opportunity of reviewing and commenting, as is necessary, on the revised draft job description. When agreement is reached this job description and the Job Information Questionnaire will be used to evaluate the job by the Joint Committee.
- e) If there is still disagreement by either the incumbent(s) or the supervisor concerning the responsibilities/duties of the job as described in the draft job description, the Joint Committee may interview the incumbent and supervisor. If agreement is still not achieved, the respective Department Head shall make final determination for the disposition of the disagreement, after duly considering the recommendations of the Committee.
- f) Once final determination has been made, the draft job description shall be signed by the incumbent and supervisor and shall be recognized by the parties as the official job description.

5.2 The procedure for rating a job shall be as follows:

- a) The Joint Committee shall attempt to reach agreement on the rating of the job based on the procedures outlined on page 79. If agreement is so reached, the rating of the job shall be confirmed in writing and signed by the Union's and Corporation's representatives on the Joint Committee and shall be recognized by the parties as the official rating for the job.
- b) If the incumbent(s) and/or department head(s) of the job disagree with the job rating, an appeal may be lodged by the incumbent(s) and/or department head(s) with the Joint Committee within twenty-five (25) working days of the receipt of the job rating. Appeal forms and procedures will be provided to the incumbent(s) and/or department head(s) by the Human Resources Division. The appeal shall state, in writing, the reason or reasons why the incumbent(s) and/or department head(s) disagree(s) with the rating of the job. Appeal forms, approved by the Joint Committee will be provided to the incumbents and/or department head(s) by the Human Resources Division. Upon completion of the appeal forms, the incumbent(s) and/or department head(s) shall return the appeal form to Human Resources for submission to the Joint Committee. Human Resources shall forward the appeal to the Committee for review and the affected employee(s) or department head(s) shall be notified of such appeal in writing.

- c) The Joint Committee shall consider the appeal and inform the incumbent(s) and/or department head(s) of their decision on the appeal. Such appeal decision shall be made in writing on the official appeal decision form. Such decision shall be considered final and binding upon the parties and the employee(s) affected.

5.3 In the event the Committee is unable to agree upon the rating for a job, the following procedure shall apply:

- a) The Corporation shall apply a temporary rating for the job
- b) The Corporation shall provide the Union with a copy of the job description and such temporary rating.
- c) The Union within thirty (30) calendar days following receipt of the copy of the job description and such temporary rating, may lodge a grievance with the Corporation at the 3rd step of the Grievance Procedure in the Collective Agreement. Such grievance shall state the Union's particular reasons for disagreeing with the temporary rating of the job and state, what, in the Union's opinion, is the correct rating and rating level, the particular reason for such rating and the numerical point values of any disputed factors.
- d) In the event the parties do not resolve the matter in dispute at the 3rd step of the Grievance Procedure, the Union may submit the matter to arbitration in accordance with the provisions of the Grievance Procedure in the Collective Agreement.
- e) All relevant job evaluation documentation shall be available for presentation as evidence at the arbitration hearing.

ARTICLE 6 - APPLYING THE JOB EVALUATION AND RATING

6.1 The job descriptions and ratings determined in accordance with this Manual(s) of Procedures, the Rating Manual(s) and such Manual(s) as may be developed and agreed to by the parties will determine the assignment of each job covered by this Programme to appropriate wage grades according to provisions to be set out in the Collective Agreement governing such matters.

The current Collective Agreement establishes the wage schedule for the wage grades and sets forth the necessary provisions to enable application of the wage schedule to each job and the appropriate wage rate to each employee in the bargaining unit.

APPENDIX 1 – COMPRESSED WORK WEEK
Compressed Work Week

The Corporation of the City of Brampton supports the concept of Compressed Work Week for all full-time employees where operationally feasible.

The implementation of Compressed Work Week arrangements must be consistent with the Corporation's commitment to deliver quality customer service to its citizens, and to maintain internal service levels within and across departments. In some situations, the quality of service will be enhanced by extended hours of operation to the public. The request for the Compressed Work Week arrangements shall be initiated by the employee. The Division Head will make the final determination as to the feasibility of the Compressed Work Week arrangement request.

The following terms and conditions regarding the revised regular hours of work will apply:

- 1) For employees participating in one-week compressed work week arrangements, the employees' regular hours will be thirty-five (35) hours or forty (40) hours, depending on their regular weekly hours, in four (4) working days with one (1) day off every week as specified in the individual Participation Agreements. Hours will be staggered amongst employees to provide full time staff coverage Monday to Friday. Overtime will be paid according to the collective agreement for time worked over and above the scheduled hours.
- 2) For employees participating in two-week compressed work week arrangements, the employees' regular hours will be seventy (70) hours or eighty (80) hours, depending on their regular weekly hours, in nine (9) working days with one (1) day off every second (2nd) week as specified in the individual Participation Agreements. Hours will be staggered amongst employees to provide full time staff coverage Monday to Friday. Overtime will be paid according to the collective agreement for time worked over and above the scheduled hours.
- 3) For employees participating in three-week compressed work week arrangements, the employees' regular hours will be one hundred and five (105) hours or one hundred and twenty (120) hours, depending on their regular weekly hours, in fourteen (14) working days with one (1) day off every third (3rd) week as specified in the individual Participation Agreements. Hours will be staggered amongst employees to provide full time staff coverage Monday to Friday. Overtime will be paid according to the collective agreement for time worked over and above the scheduled hours.
- 4) Incidental short term disability (S.T.D.) of up to and including two (2) days during the two or three week cycle will not impact on the cycle. If incidental S.T.D. exceeds two (2) days, the schedule of hours under the compressed workweek will cease until the employee returns to work. The employee will resume the schedule at the same point where the employee left off, in the following cycle (i.e. retaining any accumulated compressed workweek hours).

- 5) Unscheduled days off of up to and including two (2) days; Bereavement Leave of up to and including five (5) days; and, WSIB (1st day), during the two or three week cycle will not impact on the cycle.
- 6) Paid holidays will be treated as a regular seven (7) or eight (8) hour day, depending on the employee's regular daily hours of work. Employees must make up any additional time during the cycle in order to receive a flexible day off when a statutory holiday(s) falls within that cycle. If a statutory holiday falls on a flexible day off, the employee and their supervisor will mutually agree to reschedule the day off as soon as practicable after the holiday, subject to operational requirements.
- 7) During scheduled vacation days, employees revert back to regular hours and will resume their flexible hours at the same point in the following cycle where they left off. For vacation of two (2) days or less, employees may make up the time during the two or three week cycle to maintain the flexible day off.
- 8) Employees will also revert back to regular hours during other scheduled time off work such as personal leaves of absence, training and WSIB greater than two (2) days in one cycle.
- 9) Employees on a one week cycle who miss work for any of the above reasons shall revert back to regular hours. The employee will resume the schedule at the same point where the employee left off, in the following cycle (i.e. retaining any accumulated compressed workweek hours).

The collective agreement language will govern terms and conditions of employment not delineated above.

APPENDIX 2 – LICENSING AND CERTIFICATION

Licensing and Certification

The Corporation will pay or reimburse the employee costs for medical exams, professional fees, licensing and certification, as authorized by the Corporation.

November 12, 2024

Letter # 1

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local #831 (Professional and Technical Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

Job Security


This will confirm the understanding reached between the parties concerning the practice in the eventuality that layoffs should affect members of the bargaining unit in the future. The parties agree that if during the term of the collective agreement it becomes necessary to layoff, the Corporation shall lay-off all persons not regularly employed for more than 24 hours per week, students and/or temporary employees who are performing the work that is subject to the lay-off, before any members of the bargaining unit are laid off. Reasonable efforts will be made by the parties to offer suitable alternate work to employees of the bargaining unit who are impacted by the lay-off according to their qualifications, wherever it may exist in the Corporation. To offer suitable alternate work, job postings may be waived, a suitable trial period may be provided, or related training or retraining opportunities may be necessary.

If the Corporation offers voluntary separation packages, such packages will be based on standardized criteria that recognize length of service.

For the Corporation


Christine Devine
Manager, Labour Relations

For the Union


Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter # 2

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)

LETTER OF UNDERSTANDING

Modified/Return to Work Program

It is the mutual desire of the parties to assist in the rehabilitation of disabled employees (as a result of occupational or non-occupational injury/illness) and to ensure their return to productive and meaningful employment in the workplace.

The parties will make reasonable efforts to place disabled employees in their pre-disability job. Accommodation will be considered to enable employees with disabilities to perform the essential duties of their pre-disability job.

If this is not possible, the union will be notified, and the parties will establish a Joint Return to Work Core Committee consisting of the following members:

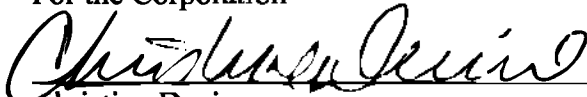
- Department Management Representative or their designate
- President of the Local or their designate
- Human Resources Business Partner; and
- Disability Management Representative.

The Committee may be augmented by, but not limited to, the department representative of the division/section, the supervisor/manager, the divisional/section union representative and the employee.

Where the employee cannot be accommodated in their pre-disability job, the Core Committee will meet for the purpose of identifying and recommending to Management, where possible, individual case strategies for:

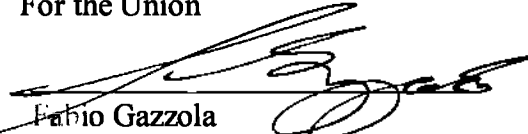
1. The timely and safe return of the disabled worker to the workplace.
2. The return to productive and meaningful employment in the most appropriate accommodation within the employee's abilities and limitations.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter #3

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

Job Postings – Temporary Bargaining Unit

The Corporation acknowledges the value that its temporary workforce brings to the City and is committed to providing opportunities to all Employees.

Employees in the CUPE Temporary bargaining unit who have no discipline on their employment record with the Corporation and meet the minimum qualifications for a posted vacancy in either the Outside and Office or the Professional and Technical bargaining units, will be interviewed, and if applicable tested, after the Corporation has determined that there are no qualified applicants from either the Outside and Office or the Professional and Technical bargaining units and before any external applicants are interviewed. The Employer may short list candidates from the Temporary bargaining unit based on their qualifications and experience and need not interview all candidates if a suitable candidate is identified from the short list.

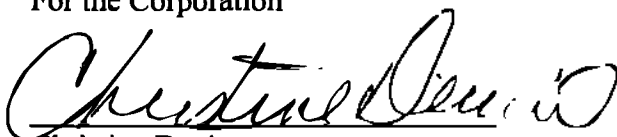
In selecting a CUPE Temporary Bargaining Unit employee to fill a posted vacancy the Corporation shall consider:

- i) skills, ability, qualifications, efficiency and experience;
- ii) seniority (on a bargaining unit wide basis)

Where the factors in (i) are considered to be relatively equal, then factor (ii) shall be the determining factor.

CUPE Temporary Bargaining Unit employees who are successful in a job posting to the Outside and Office or Professional and Technical bargaining units will be considered new hires for the purposes of seniority and probationary periods. Temporary employees will not have to complete another probationary period if they are hired into the same job classification they last held as a temporary employee provided the length of the probation period was served in such job classification per Article 10.03 (a) for job classifications that are part of the CUPE Professional and Technical bargaining Unit, or Article 11.02 (a) for job classifications that are part of the CUPE Outside and Office bargaining unit.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #83

November 12, 2024

Letter #4

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Outside and Office Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

Re: Amendment to Article 7 – Union Representation – Joint Health and Safety Committee

The Corporation of the City of Brampton and the Canadian Union of Public Employees, Local #831 agree to the following temporary change to Article 7 – Union Representation of the CUPE Outside and Office Unit and CUPE Professional and Technical Unit collective agreements, specifically, 7.12 and 7.08 respectively, as follows:

Current Article 7.12

7.12 Health and Safety Committee

The Union and the Corporation share a mutual interest in having a safe and healthy workplace. The parties agree to recognize a Joint Health and Safety Committee comprised of equal representation from both Union and Management.

Current Article 7.08

7.08 The Union and the Corporation share a mutual interest in having a safe and healthy workplace. The parties agree to recognize a Joint Health and Safety Committee comprised of equal representation from both Union and Management.

Proposed Language:

Amend Article 7.12:

7.12 Health and Safety Committee

The Union and the Corporation share a mutual interest in having a safe and healthy workplace. The parties agree to recognize a Joint Health and Safety Committee comprised of 50% representation from CUPE, Local 831 in the following departments:

- Corporate Services/Office of the Chief Administrative Officer
- Public Works and Engineering Services
- Community Services
- Planning and Development Services

An advisory committee composed of the respective co-chairpersons from the above MJHSCs along with the CUPE, Local 831 President and Vice-President and two (2) additional representatives of the Corporation will meet quarterly for purpose of

consistency, alignment, review of meeting minutes and any other items related to the function of department MJHSCs.

A leave of absence shall be granted with pay and benefits to the advisory committee worker co-chairperson to attend to responsibilities related to the function of the advisory committee, as required.

Amend Article 7.08:

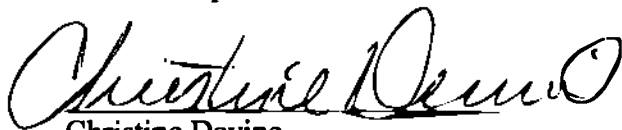
7.08 The Union and the Corporation share a mutual interest in having a safe and healthy workplace. The parties agree to recognize a Joint Health and Safety Committee comprised of 50% representation from CUPE, Local 831 in the following departments:

- Corporate Services/Office of the Chief Administrative Officer
- Public Works and Engineering Services
- Community Services
- Planning and Development Services

An advisory committee composed of the respective co-chairpersons from the above MJHSCs along with the CUPE, Local 831 President and Vice-President and two (2) additional representatives of the Corporation will meet quarterly for purpose of consistency, alignment, review of meeting minutes and any other items related to the function of department MJHSCs.

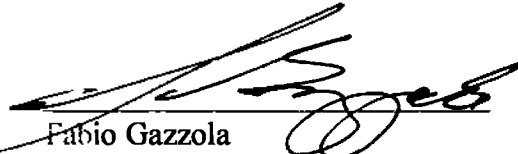
A leave of absence shall be granted with pay and benefits to the advisory committee worker co-chairperson to attend to responsibilities related to the function of the advisory committee, as required.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter #5

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)**

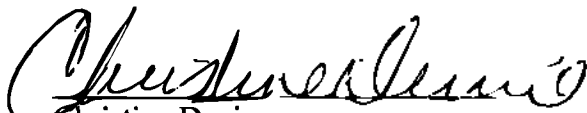
Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

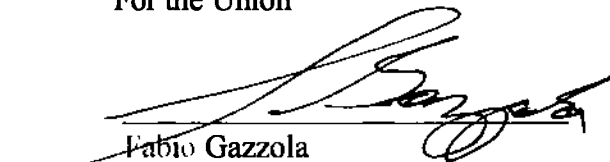
Information Related to the Region of Peel Review

In the event of any significant restructuring, reorganization, divestment, consolidation, merger, or amalgamation involving all or part of the Corporation with any other municipality (hereinafter referred to as a "Significant Restructuring"), the Corporation will schedule a meeting with the Union to discuss the impact of the Significant Restructuring on CUPE 831 members. The Corporation will provide information of the potential impact within fifteen (15) business days upon receipt of formal information from the province.

For the Corporation


Christine Devine
Manager, Labour Relations

For the Union


Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter #6

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)**

Dear Mr. Gazzola:

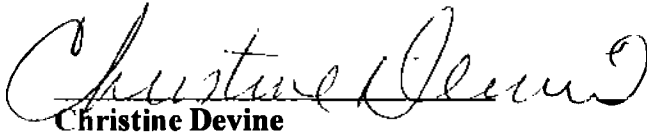
LETTER OF UNDERSTANDING

Running Lunches

The Corporation agrees to a Letter of Intent to meet with the union within 90 days of ratification to commence discussions to explore additional opportunities for running lunches.

For the Corporation

For the Union



**Christine Devine
Manager, Labour Relations**



**Fabio Gazzola
President, CUPE, Local #831**

November 12, 2024

Letter #7

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)**

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

Re: Written Consents Under the *Employment Standards Act, 2000* ("ESA")

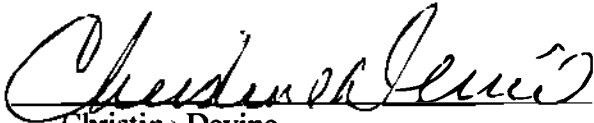
The parties agree that it is desirable to avoid the need to have employees sign written consents indicating their willingness to work additional hours when the employees are agreeable to working these hours, or when the hours otherwise comply with Collective Agreement provisions.

As bargaining agent, the Union therefore consents in writing to the following terms on the employees' behalf:

- 1. This agreement shall apply to employees who are governed by Part VII of the Act, as provided in the Act and its Regulations.**
- 2. In accordance with section 17(2) of the Act, the Union agrees that bargaining unit employees may work in excess of eight (8) hours per day or in excess of their regular workday, which may be longer than eight (8) hours, subject to the hours of work provisions of the Collective Agreement.**
- 3. In accordance with section 17(3) of the Act, the Union agrees that bargaining unit employees may work in excess of forty-eight (48) hours per week to a maximum of seventy (70) hours per week, subject to the payment of applicable overtime provisions within the Collective Agreement.**
- 4. For the purposes of this agreement a week shall be defined as Monday to Sunday.**
- 5. Employees are entitled to have a minimum of twelve (12) hours free from the performance of work between regular scheduled shifts subject to the provisions of the Collective Agreement.**
- 6. Under no circumstances will any employee be required or allowed to work more than sixteen (16) hours within a twenty four (24) hour period without an eight (8) hour break subject to the provisions of the Collective Agreement and subject to section 18 of the Act.**
- 7. All rights, premiums, breaks, allowances and any other benefits per the current Collective Agreement, as well as any and all understandings between the parties, shall continue to apply when working under this Letter of Understanding.**

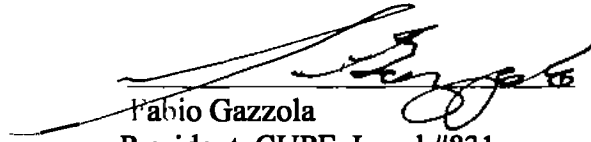
The parties agree to renew the ESA Excess Hours of Work Agreement annually. The terms and conditions of the Collective Agreement shall always prevail.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter #8

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)**

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

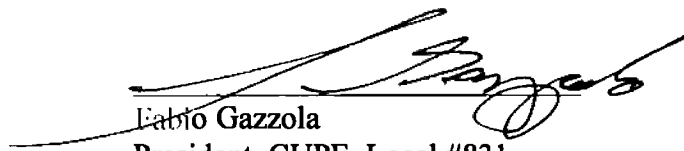
Re: Additional Week of Vacation

Full-time employees are entitled to an additional week of vacation, as a one (1) time only allotment, in their 20th, 25th, 30th and 35th years of service with the Corporation.

For the Corporation

For the Union


Christine Devine
Manager, Labour Relations


Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter #9

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)**

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING

Market Analysis Requests Outside of Job Evaluation Rating Periods

The Corporation of the City of Brampton (the “Employer”) and CUPE Local 831 (the “Union”) agree to the following terms related to market analysis of specific roles outside the established Job Evaluation rating periods:

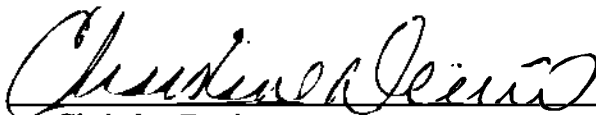
1. Purpose and Scope

This Letter of Understanding acknowledges the need to ensure that remuneration for specific roles remains competitive within the market, supporting the attraction and retention of qualified personnel. In alignment with this objective, the Union and the Employer agree to facilitate a process for requesting a market analysis outside the regular Job Evaluation rating periods.

2. Single Instance Market Analysis Requests

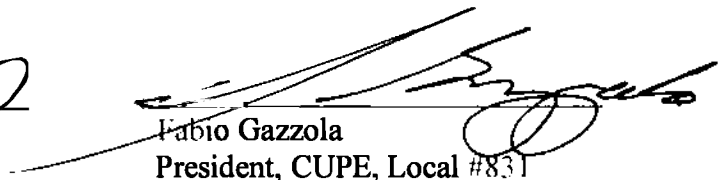
- a. Either the Union or the Employer may initiate a request for a market analysis of a particular role, provided it occurs outside the defined Job Evaluation rating cycle and is due to a significant change.
- b. Such requests are limited to a single instance per position between rating periods and shall focus on whether compensation aligns with comparable roles in the relevant labor market.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

Letter #10

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)**

Dear Mr. Gazzola:

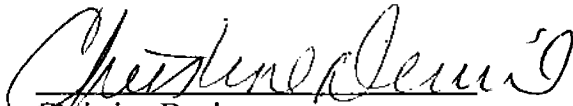
LETTER OF INTENT

Re: Body Armour

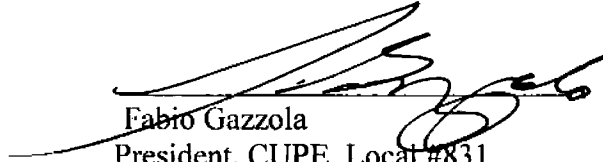
The Corporation agrees to meet with the Union to discuss the wearing of body armour for the Enforcement Division no later than March 31, 2025.

For the Corporation

For the Union



Christine Devine
Manager, Labour Relations



Fabio Gazzola
President, CUPE, Local #831

January 24, 2025

Letter #11

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)

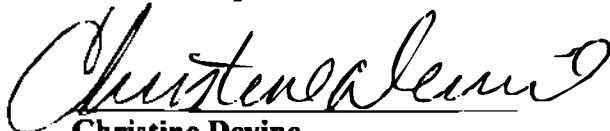
Dear Mr. Gazzola:

LETTER OF UNDERSTANDING
Article 10.05

The Union and Corporation agree to clarify the process and application of Article 10.05 for bargaining unit members who are temporarily upgraded to a non-union position as follows:

- a) Employees on a non-union temporary upgrade prior to the Council ratification date of November 20, 2024, are *grand parented* to the previous Collective Agreement dated April 1, 2019, to March 31, 2024.
- b) Effective November 21, 2024, any new non-union temporary upgrades will be handled in accordance with Article 10.05 of the renewed Collective Agreement dated April 1, 2024, to March 31, 2027.
- c) Effective November 21, 2024, seniority will not be impacted for non-union upgrades that are less than two (2) consecutive weeks.
- d) Following the completion of a non-union upgrade that is 12 months (cumulatively, unless the employee has returned to their home position or the bargaining unit for at least three (3) months), employees must return to their Home Position or the bargaining unit for a period of three (3) calendar months before they are eligible for another non-union upgrade. Failure to return to the bargaining unit for the three (3) month period will result in the loss of seniority per Article 10.05.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

May 29, 2025

Letter #12

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING
Re: Amendment to Article 18.07 – VACATION

The Corporation of the City of Brampton and CUPE, Local 831, agree to amend Article 18.07 – Vacation of the Collective Agreement as follows:

Existing Language:

18.07 Where an employee qualifies for sick leave or bereavement during the period of their vacation, their shall be no deduction from vacation credits for such absence. The period of vacation to be displaced shall either be added to the vacation period or reinstated for use at a later date, as may be mutually agreed upon. For the purpose of this paragraph, illness is defined as:

an illness where an employee has been ordered to bed for a period of three (3) days or more, or an illness requiring hospitalization. Employees must provide a medical certificate subject to the discretion of the Corporation.

Amended Language:

18.07 Where an employee qualifies for sick leave or bereavement during the period of their vacation, their shall be no deduction from vacation credits for such absence. The period of vacation to be displaced shall either be added to the vacation period or reinstated for use at a later date, as may be mutually agreed upon. For the purpose of this paragraph, illness is defined as:

an illness for the period of three (3) days or more. Employees must provide a medical certificate subject to the discretion of the Corporation.

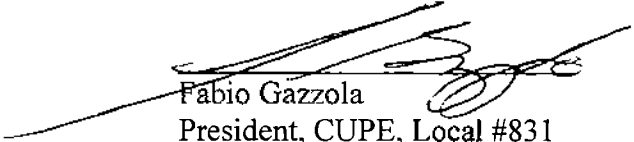
This Letter of Understanding shall form part of the current Collective Agreement and shall be effective the date of ratification which occurred on November 20, 2024. Upon subsequent renewal of the Collective Agreement, this letter will be removed, and the above-noted language change will be incorporated into the renewed Collective Agreement as outlined above.

For the Corporation

Christine Devine

Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

July 17 , 2025

Letter #13

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Professional and Technical Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING
Re: Amendment to Article 18.01 - Vacation

The Corporation of the City of Brampton and CUPE, Local 831, agree to amend Article 18.01 a) – Vacation of the Collective Agreement as follows:

Existing Language:

18.01 a) Vacations with pay for employees shall be granted based on length of continuous service as a full-time, regular employee of the Corporation as of December 31st in the vacation year as follows:

Years of Service	Vacation
Less than one (1) year of continuous service as of December 31st of any year.	One (1) day per month of service to a maximum of ten (10) days entitlement and shall be paid for such time at their regular daily rate of pay.
One (1), but less than eight (8) years of continuous service as of December 31st of any year.	Fifteen (15) working days and shall be paid for such time at their regular daily rate of pay.
Eight (8), but less than fifteen (15) years of continuous service as of December 31st of any year.	Twenty (20) working days and shall be paid for such time at their regular daily rate of pay.
Fifteen (15) but less than twenty-three (23) years of continuous service as of December 31st of any year.	Twenty-five (25) working days and shall be paid for such time at their regular daily rate of pay.
Twenty-three (23) years or more of continuous service as of December 31st of any year.	Thirty (30) working days and shall be paid for such time at their regular daily rate of pay.

Amended Language:

18.01 a) Vacations with pay for employees shall be granted based on length of continuous service as a full-time, regular employee of the Corporation as of December 31st in the vacation year as follows:

Years of Service	Vacation
Less than one (1) year of continuous service as of December 31st of any year.	One (1) day per month of service to a maximum of ten (10) days entitlement and shall be paid for such time at their regular daily rate of pay.
Entering second calendar year of service OR One (1), but less than eight (8) years of continuous service as of December 31st of any year.	Fifteen (15) working days and shall be paid for such time at their regular daily rate of pay.
Eight (8), but less than fifteen (15) years of continuous service as of December 31st of any year.	Twenty (20) working days and shall be paid for such time at their regular daily rate of pay.
Fifteen (15) but less than twenty-three (23) years of continuous service as of December 31st of any year.	Twenty-five (25) working days and shall be paid for such time at their regular daily rate of pay.
Twenty-three (23) years or more of continuous service as of December 31st of any year.	Thirty (30) working days and shall be paid for such time at their regular daily rate of pay.

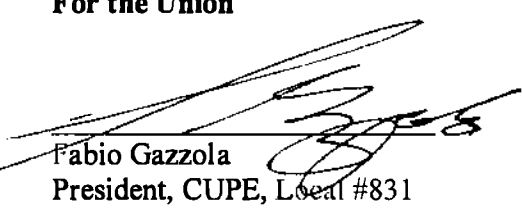
This Letter of Understanding shall form part of the current Collective Agreement and shall be effective the date of ratification which occurred on November 20, 2024. Upon subsequent renewal of the Collective Agreement, this letter will be removed, and the above-noted language change will be incorporated into the renewed Collective Agreement as outlined above.

For the Corporation

Christine Devine

Christine Devine
Manager, Labour Relations

For the Union


Fabio Gazzola
President, CUPE, Local #831

June 19, 2025

Letter #14

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Outside & Office and Professional & Technical Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING
Re: Amendment to Articles 8.06 and 12.07 – Discipline and Records

The Corporation of the City of Brampton and CUPE, Local 831, agree to amend Articles 8.06 and 12.07 – Discipline and Records of the Collective Agreements as follows:

Existing Language:

8.06 Disciplinary action must be applied within sixty (60) business days after management first addresses the events that give rise to the discipline with the employee. The union and management may agree to extend this time line in circumstances where an investigation cannot be completed within sixty (60) days. Agreement of the union will not be unreasonably withheld.

-AND-

12.07 Disciplinary action must be applied within sixty (60) business days after management first addresses the events that give rise to the discipline with the employee. The union and management may agree to extend this time line in circumstances where an investigation cannot be completed within sixty (60) days. Agreement of the union will not be unreasonably withheld.

Amended Language:

8.06 **a) Disciplinary action must be applied within sixty (60) business days after management first addresses the events that give rise to the discipline with the employee. The union and management may agree to extend this time line in circumstances where an investigation cannot be completed within sixty (60) days. Agreement of the union will not be unreasonably withheld. The parties agree the sixty (60) business days will be temporarily suspended during any period where the employee is absent from work on an approved leave as permitted by the collective agreement. (e.g. vacation, leave of absence, disability leave, etc.)**

b) In the event an investigation cannot be completed within sixty (60) business days as described in paragraph (a), the City acknowledges that a request for an extension to the sixty (60) business day timeline shall be submitted to the

union and that no request will be unreasonably denied.

c) Should the City fail to submit the extension request, the City will be limited to issue a non disciplinary letter.

-AND-

12.07

a) Disciplinary action must be applied within sixty (60) business days after management first addresses the events that give rise to the discipline with the employee. The union and management may agree to extend this time line in circumstances where an investigation cannot be completed within sixty (60) days. Agreement of the union will not be unreasonably withheld. **The parties agree the sixty (60) business days will be temporarily suspended during any period where the employee is absent from work on an approved leave as permitted by the collective agreement. (e.g. vacation, leave of absence, disability leave, etc.)**

b) In the event an investigation cannot be completed within sixty (60) business days as described in paragraph (a), the City acknowledges that a request for an extension to the sixty (60) business day timeline shall be submitted to the union and that no request will be unreasonably denied.

c) Should the City fail to submit the extension request, the City will be limited to issue a non disciplinary letter.

This Letter of Understanding shall form part of the current Collective Agreements. Upon subsequent renewal of the Collective Agreement, this letter will be removed, and the above-noted language change will be incorporated into the renewed Collective Agreement as outlined above.

For the Corporation

Christine Devine

Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831

November 12, 2024

**Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Outside and Office Unit)**

Dear Mr. Gazzola:

**MEMORANDUM OF AGREEMENT
Temporary Bargaining Unit**

The Parties agree to attach an appendix, for informational purposes only, the Collective Agreement between the Corporation and the Canadian Union of Public Employees (Temporary Unit) to the Full Time Bargaining Unit collective agreements. All terms and conditions of employment for temporary employees will be as stated in the Collective Agreement between the Corporation and the Canadian Union of Public Employees (Temporary Unit). For clarity, the terms set out in the respective full time bargaining unit collective agreements do not apply to temporary employees.

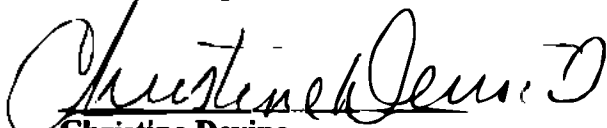
APPENDIX ► Temporary Employees

Temporary employees are covered by the following articles set out in this Appendix. All other terms set out in the collective agreement do not apply to temporary employees.

- **Article 1: General Purpose**
- **Article 2: Recognition**
- **Article 3: Relationship**
- **Article 4: Union Security and Check Off**
- **Article 5: No Strikes and Lockouts**
- **Article 6: Management Rights**
- **Article 7: Union Representation**
- **Article 8: Discipline and Records**
- **Article 9: Grievance Procedure**
- **Article 10: Arbitration**
- **Article 11: Seniority**
- **Article 12: Rates of Pay**
- **Article 13: Job Postings**
- **Article 14: Clothing**
- **Article 15: Phone In**
- **Article 16: Meal Allowance**
- **Article 17: Rest Periods**
- **Article 18: Payment for Holidays**
- **Article 19: Leave of Absence**
- **Article 20: Insurance**
- **Article 21: Parking**
- **Article 22: Information to the Union**

- **Article 23: Injury allowance**
- **Article 24: Pay Day**
- **Article 25: Tool Allowance**
- **Article 26: Duration**
- **Article 27: Pension Plan**
- **Article 28: Illness**

For the Corporation


Christine Devine
Manager, Labour Relations

For the Union


Fabio Gazzola
President, CUPE, Local #831

2024 – 2027 COLLECTIVE AGREEMENT

BETWEEN

THE CORPORATION
OF THE CITY OF BRAMPTON

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL #831 (TEMPORARY UNIT)



APRIL 1, 2024 – MARCH 31, 2027

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2024 – 2027 COLLECTIVE AGREEMENT
CUPE LOCAL #831 (TEMPORARY UNIT)

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INDEX – CUPE LOCAL 831 (TEMPORARY UNIT)

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Expiry Date: March 31, 2027

THIS AGREEMENT

Between:

THE CORPORATION OF THE CITY OF BRAMPTON
Hereinafter referred to as “the Corporation”

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 831 (Temporary Unit)
Hereinafter referred to as “the Union”

ARTICLE 1: GENERAL PURPOSE

- 1.01** The City of Brampton is located on the traditional territories of the Mississaugas of the Credit, the Haudenosaunee (Hoh-dee-noh-shoh-nee) and the Wendat First Nations who have called this land home since time immemorial. We acknowledge the Treaty agreed to in the Ajetance Purchase of 1818 and we are committed to our ongoing role in reconciliation through meaningful action that is rooted in truth, justice and respect. We are grateful to the original caretakers of this land who have ensured we are able to work, play and live in Brampton now and in the future.
- 1.02** The Corporation and the Union recognize that a Human Rights Policy is in place. The parties agree to comply with the terms and conditions of the Ontario Human Rights Code.
- 1.03** The parties agree that there shall be no harassment, discrimination, violence, interference, restraint or coercion against any employee for reasons of age, sex, race, colour, religious affiliation, sexual orientation, **gender identity, gender expression, place of origin, ancestry, ethnic origin, citizenship, creed, marital status, family status, disability, national origin, ancestry, ethnic origin, citizenship, creed, marital status, family status, disability** or membership in or connection with the Union and that membership in the Union will not be discouraged.
- 1.04** The Union agrees that there will be no intimidation, interference, restraint, or coercion exercised or practiced upon employees of the Corporation, or by any of its members or representatives, and that there will be no solicitation for membership or other Union activity at the place which an employee works during their working hours, except as is provided for under this agreement.

ARTICLE 1: GENERAL PURPOSE (continued)

1.05 It is the desire of both parties to this Agreement to maintain the existing harmonious relations and conditions of employment between the Corporation and the Union, to promote co-operation and understanding between the Corporation and its staff, to recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work and scale of wages, and to promote the morale, well-being and security of all employees within the bargaining unit.

Therefore, it is now thought desirable that methods of bargaining and all matters pertaining to the working condition of the employees be drawn up in this Agreement.

Now therefore, this Agreement witnesseth that the parties hereto, in consideration of the mutual covenants hereinafter contained, agree, each with the other, as follows:

ARTICLE 2: RECOGNITION

2.01 The Corporation recognizes the Union as the exclusive collective bargaining agent of all temporary employees of the Corporation of the City of Brampton, in the wage classifications in Schedule 1A and 2A of the Outside and Office Collective Agreement and Schedule 1A of the Professional and Technical Collective Agreement, save and except forepersons and supervisors, and those above the rank of foreperson and supervisor, persons regularly employed for less than twenty-four (24) hours per week, students and persons covered by subsisting collective agreements.

2.02 a) The term “temporary employee” shall be defined as an employee hired:

- i) to replace a regular employee who is on vacation, an approved leave of absence, a compensable or non-compensable sickness or accident, is temporarily transferred to another position with the Corporation working in classifications as outlined in Schedule 1A or 2A of the Outside and Office bargaining unit, or
- ii) to replace a regular employee who is on vacation, an approved leave of absence, a compensable or non-compensable sickness, accident, is temporarily transferred to another position with the Corporation for a period of up to two (2) years working in classifications as outlined in Schedule 1A of the Professional and Technical bargaining unit, or
- iii) for a term or task of not more than six (6) months unless the parties mutually agree to an extension.
Such requests for extensions will not be unreasonably withheld.

2.03 The Corporation is not precluded from hiring part-time employees or students.

ARTICLE 2: RECOGNITION (continued)

- 2.04 The hiring of a temporary employee to work in a classification as outlined in Schedule 1A or 2A of the Outside and Office bargaining unit or 1A of the Professional and Technical bargaining unit shall not cause the layoff of regular full time employees in that classification.
- 2.05 A temporary employee shall be paid per article 12 of the collective agreement.
- 2.06 An employee hired as a temporary employee shall be advised at the time of their hiring of their temporary status and the estimated duration of their employment. The Corporation shall advise the Union of the hiring of temporary employees, the task to be performed and the anticipated duration. The Corporation will make a monthly list accessible to the Union President indicating the number of temporary employees.
- 2.07 Students shall be defined as an employee hired on a co-operative training program from any educational institute, or students employed at any time during the period between February 1 and September 15 or during winter school breaks and other times mutually agreed upon by the Parties.
- 2.08 In this Agreement, wherever the masculine gender is used it shall be construed to be the masculine or feminine, as the context requires.

ARTICLE 3: RELATIONSHIP

- 3.01 Orientation
A member of the Union executive will be provided a time period up to two (2) hours by Human Resources as part of the orientation process for the purpose of presenting a Union Orientation program to bargaining unit employees.

ARTICLE 4: UNION SECURITY AND CHECK OFF

- 4.01 All employees in the bargaining unit shall be required to pay regular monthly Union dues as a condition of employment. The Union shall notify the Corporation in writing of the amount of such dues. The Corporation agrees to deduct the above dues from each pay period.
- 4.02 Following adequate notice, in writing by the Union, the Corporation agrees to deduct assessments levied by the Union from its members, from the same pay as dues are deducted.
- 4.03 All sums deducted, together with a record of those from whom deductions have been made, and the amount shall be forwarded to the Financial Secretary of Local Union 831, not later than biweekly following such deduction.
- 4.04 The Union shall indemnify and save the Corporation harmless with respect to all amounts deducted and remitted under this Article.

ARTICLE 5: NO STRIKES AND LOCKOUTS

- 5.01 The Corporation agrees that it will not cause or direct any lock out of its employees during the term of this Agreement.
- 5.02 The Union agrees that there will be no strike, picketing, slowdown or stoppage of work, either complete or partial, that will interfere with service during the term of this Agreement.
- 5.03 Employees will not be required to cross a legal picket line while in the course of their duties if there is a clear danger to the health and safety of the employee or potential damage to corporate property.

ARTICLE 6: MANAGEMENT RIGHTS

- 6.01 The Union recognizes and acknowledges that the management of the operations and the direction of the working forces are fixed exclusively in the Corporation and without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Corporation to:
 - a) maintain order, discipline and efficiency and in connection therewith to make, alter and enforce, from time to time, reasonable rules and regulations, policies and practices to be observed by its employees; discipline or discharge employees for just cause provided that a claim by an employee who has acquired seniority that they have been unjustly disciplined or discharged may be the subject matter of a grievance and dealt with as hereinafter provided;
 - b) select, hire, direct, transfer, or assign to shifts, employees in accordance with the terms of the Collective Agreement.
- 6.02 The Corporation agrees that it will not exercise its functions in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 7: UNION REPRESENTATION

- 7.01
 - a) The Union will notify the Corporation in writing of the names of members of committees, and of any changes from time to time made therein. The Corporation shall not be asked to recognize any member of the Committee until such notification from the Union has been received.
 - b) The Union shall have the right at any time to have the assistance of a National Representative of the Union and/or Business Agent/Consultant in all matters covered by this agreement. The assistance will not unreasonably delay union/management business.
- 7.02 The Corporation agrees that, where permission has been granted to representatives of the Union to leave their employment temporarily in order to carry out negotiations with the Corporation, up to and including Mediation, or with respect to a grievance, they shall suffer no loss of regular pay for time so spent.

ARTICLE 7: UNION REPRESENTATION (continued)

7.03 The Departments of the Corporation, for the purposes of this Agreement, are as follows:

- Corporate Services
- Chief Administrative Office
- Public Services
- Planning and Infrastructure Services
- Office of the COO

7.04 Negotiating Committee

a) The Corporation will recognize a negotiating committee of not more than two (2) employees, plus the President of the Local Union. The Corporation recognizes that committee members from the Outside and Office and Professional and Technical bargaining units may represent employees in the temporary bargaining unit. The Corporation will deal with the said committee in all matters that are properly the subject of negotiation during the term of this Agreement.

b) The Corporation agrees that the negotiating committee shall have the right to have assistance of a duly accredited representative of the National Union in negotiations with the Corporation.

c) The Negotiating Committee shall receive their regular straight time rate of pay for all hours spent during their normally scheduled hours of work meeting with representatives of the Corporation to negotiate a renewal of this Agreement up to and including mediation.

7.05 The Corporation recognizes that Stewards from the Outside and Office and Professional and Technical bargaining units may represent employees in the temporary bargaining unit.

ARTICLE 8: DISCIPLINE AND RECORDS

8.01 An employee who has completed their probationary period and who is called to a meeting by their Supervisor or other Management person for the purpose of receiving written confirmation of a verbal disciplinary action or written disciplinary action, a disciplinary suspension or discharge shall be advised of the purpose of the meeting and shall have the right to request the presence of a Union representative. All lesser disciplinary action shall be conducted on a one-to-one basis, in private, between the immediate supervisor and the affected employee. The Corporation will contact the Union President for termination meetings.

8.02 A copy of any written disciplinary action which is placed in the employee's file of reference will be given to the employee and the union.

8.03 Copies of any disciplinary action which have been placed in an employee's file of reference shall be removed from the file when the employee has completed two (2) years with a clear disciplinary record, from the date of last occurrence.

ARTICLE 8: DISCIPLINE AND RECORDS (continued)

8.04 Copies of any coaching letters and any non-disciplinary letters relating to employee performance which have been placed in an employee's file of reference shall be removed from the file when the employee has completed eighteen (18) months with a clear coaching record, from the date of the last occurrence.

ARTICLE 9: GRIEVANCE PROCEDURE

9.01 A grievance under this Agreement shall be defined as any dispute concerning the interpretation, application, administration or alleged violation of this Agreement or where the employer has acted unjustly, improperly or unreasonably.

9.02

Step 1 If an employee has a complaint, they shall discuss it with their immediate manager or designate. In order to be considered a complaint/grievance, such discussion must take place within ten (10) working days from the time the employee(s) become aware of the event or circumstances giving rise to the complaint. The nature of the grievance, the Article(s) of the Agreement that has been allegedly violated, misapplied or misinterpreted and the relief or remedy sought shall be clearly set out in the grievance signed and dated on the appropriate complaint/grievance from with the assistance of a steward. The manager or designate shall give the member a written answer to the complainant within seven (7) working days after the initial discussion. Extensions will not be unreasonably withheld. Failing a resolution, the complaint shall be considered a grievance in accordance with the following procedure:

(Note: In cases where the employee's immediate supervisor is the Division Head, the procedure shall commence at Step 2.)

Step 2 Failing settlement in Step 1, as set forth above, within four (4) working days following receipt of the reply in Step 1, the employee, with the assistance of a Chief Shop Steward or designate, present the grievance to the employee's Division Head or designate. The Division Head will discuss the grievance with the employee, the appropriate steward and a Chief Shop Steward or designate. A written answer will be given to the grievor and the grievance Committee member by the Division Head within seven (7) working days of the discussion.

Step 3 Failing settlement in Step 2, the Chairperson of the Union's Grievance committee may, within four (4) working days following receipt of the reply in Step 2, arrange for a meeting to review the matter in dispute. The meeting shall be attended by the Chief Administrative Officer or their designate, and other management representatives when deemed appropriate by the Corporation, the Grievor, a Chief Shop Steward, the Union President or their designate and the Chairperson of the Union's Grievance Committee. In the event of a dispute of facts the Union will have the right to bring in the steward that filed the grievance. Such meeting will be held within seven (7) working days of the request by the Chairperson of the Grievance Committee. It is understood that a National Representative of the Union

ARTICLE 9: GRIEVANCE PROCEDURE (continued)

may be present at this meeting should their presence be requested by either party. The Chief Administrative Officer or their designate shall issue their written reply to the grievor and the Chairperson of the Union's Grievance committee within seven (7) working days of the meeting.

- 9.03 If final settlement of the grievance is not attained in Step 3, and if the grievance is one which concerns the interpretation or alleged violation of this Agreement, either party may refer the grievance to arbitration as provided in Article 10 of the Agreement provided that the request for arbitration is made within ten (10) working days after receipt of the reply in Step 3.
- 9.04 Should any grievance not be submitted within the time limits specified in this Article, it will be considered to have been settled on the basis of the corporation's last reply to the grievance. If no written answer has been given to the grievance within the time limits specified, the employee shall be entitled to process the matter to the next stage including arbitration.
- 9.05 The time limits fixed in the grievance procedure may be extended by mutual agreement in writing between the parties. Saturdays, Sundays and holidays will not be counted in determining the time in which any action is to be taken.
- 9.06 **Discharge Procedure**
A claim by an employee who has completed their probationary period that they have been discharged prior to the duration of their employment without reasonable cause, shall be treated as a grievance if a written statement of such grievance is lodged with the Chief Administrative Officer or their delegate within four (4) working days after the employee is discharged. Such grievance shall commence at Step 3 of the grievance procedure.
- 9.07 **Union Policy Grievance**
The Union may file a "Policy Grievance" at Step 3 of the grievance procedure. A "Policy Grievance" may not be used to by-pass the regular grievance procedure. A policy grievance is defined as one which alleges a misinterpretation or violation of a provision of this Agreement and which, because of the nature or scope of the subject matter, could not otherwise be instituted as an individual employee grievance commencing at Step 1. Such policy grievance shall be filed, in writing, within ten (10) working days of the initial incident giving rise to the complaint. The grievance must be signed by the Union President or their designate and the Chairperson of the Union's Grievance Committee. A meeting shall be held between representatives of the Corporation and the Union within seven (7) working days of filing of the grievance. The grievance shall be answered, in writing, by the Corporation within ten (10) working days from the date of such meeting.
- 9.08 **Corporation Policy Grievance**
The Corporation shall have the right to lodge a grievance with the Union concerning the meaning, application or interpretation of any provision of this Agreement or where the

ARTICLE 9: GRIEVANCE PROCEDURE (continued)

Union has acted unjustly, improperly or unreasonably commencing at Step 3 of the grievance procedure. The grievance shall be filed, in writing, with the Union President or their designate by the Chief Administrative Officer, or their designate within ten (10) working days of the initial incident giving rise to the complaint. A meeting shall be held between representatives of the Corporation and the Union within seven (7) working days of filing of the grievance. The grievance shall be answered, in writing, by the Union President or their designate within ten (10) working days of such meeting.

- 9.09 Any step of the Grievance Procedure may be waived by mutual agreement in writing between the parties.
- 9.10 Decisions arrived at between the Corporation and the Union on the disposition of any specific employees, Union or Corporation grievance shall be final and binding upon the Corporation, the Union and the employee or employees concerned.
- 9.11 With mutual agreement the Corporation and the Union may utilise the services of a Grievance Mediator, satisfactory to the parties, to resolve outstanding grievances. The cost of the mediator's services will be shared on a fifty percent (50%) basis.

ARTICLE 10: ARBITRATION

- 10.01 A properly constituted grievance, as defined in Article 9 - Grievance Procedure which has been properly carried through all the requisite steps of the Grievance Procedure, including referral to arbitration, as outlined in Article 9 and which has not been settled, may be referred to a single Arbitrator, or by mutual agreement, to a Board of Arbitration, at the written request of either of the parties hereto.
- 10.02
 - a) The Board of Arbitration shall be composed of one (1) person appointed by the Corporation, one (1) person appointed by the Union and the third (3rd) person to act as Chairperson chosen by the other two (2) members of the Board.
 - b) Within fourteen (14) working days of the written request by either party for a single arbitrator or Board of Arbitration, the other party shall nominate an arbitrator or its nominee to the Board. The parties or nominees shall endeavour to agree as soon as possible to the single arbitrator or Chairperson respectively.
- 10.03 Should the parties fail to agree on a single Arbitrator or the nominees fail to agree on a Chairperson, the Ministry of Labour of the Province of Ontario shall be asked to nominate a person to act as single arbitrator, or Chairperson, in accordance with the provisions of the Ontario Labour Relations Act.
- 10.04 No person may be appointed as an arbitrator who has been involved in any attempt to negotiate or settle the grievance.
- 10.05 The decision of the arbitrator or the Board of Arbitration, including any decision as to whether the matter is arbitrable, shall be final and binding upon the parties and upon any

ARTICLE 10: ARBITRATION (continued)

employee affected by it. In the absence of a unanimous decision, the majority decision shall be accepted as the decision of the Board. In the event there is no majority decision, the decision of the Chairperson will be final.

- 10.06 The Arbitrator or the Board of Arbitration shall not have jurisdiction to amend, alter, modify or add to, any of the provisions of this Agreement, or to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms and provision of this Agreement.
- 10.07 The Arbitrator or Board of Arbitration shall have no jurisdiction to hear a layoff, failure to recall from layoff or discharge grievance put forth by or on behalf of a probationary employee.
- 10.08 The Board of Arbitration shall have the power to dispose of the discharge or discipline grievance of an employee who has completed their probationary period by any arrangement which, in its opinion, is just and equitable.
- 10.09 Each of the parties hereto will bear the fee and expenses of the nominee appointed by it and the parties will equally share the fee and expenses of the single Arbitrator or the Chairperson of the Board of Arbitration.
- 10.10 Time limits fixed in this Article may be extended by mutual agreement in writing between the Union and the Corporation.

ARTICLE 11: SENIORITY

- 11.01 A seniority date shall be established for each temporary employee upon successful completion of the probation period, based on length of employment in the bargaining unit. Seniority for employees will be based on their hire date as a temporary employee. Seniority shall operate on a bargaining unit wide basis.
- 11.02 a) A temporary employee shall be considered a probationary employee until they have worked a total of four (4) calendar months, from their last date of hire or longer if mutually agreed upon by the parties. It is expressly understood by both parties that during the probationary period an employee shall have no seniority rights and is considered as being employed on a trial basis and may be discharged at any time at the sole discretion of the Corporation.
- b) An employee who is returning to the Corporation to a temporary contract for a position they have held previously will not be required to serve another probationary period unless there has been a break in active service of more than nine (9) months between the contracts resulting in a loss of seniority and termination as per article 11.04 d)

ARTICLE 11: SENIORITY (continued)

- c) An employee who has seniority status who is returning to Corporation for a temporary contract for a position they have not held previously will serve a new probationary period of four (4) calendar months from the start of the new contract. It is expressly understood by both parties that during a probationary period an employee shall be considered as being employed on a trial basis and may be discharged at anytime at the sole discretion of the Corporation. If the employee is discharged, they will continue to have seniority status in accordance with article 11.04.

11.03 Temporary seniority shall operate on a bargaining unit wide basis.

11.04 An employee shall lose temporary seniority and their employment shall be deemed to be terminated for the following reasons:

- a) Voluntary resignation.
- b) Termination.
- c) Absence from work without leave of absence being granted by, or an explanation being given satisfactory to, the Corporation for a continuous absence of three (3) working days or over.
- d) Not actively employed by the Corporation for nine (9) months or more.

ARTICLE 12: RATES OF PAY

12.01 A temporary employee in a position included in Schedule 1A of the Outside and Office Collective Agreement shall be paid according to the applicable classification as per Schedule 1A for the term of employment with the Corporation. Probationary employees will be paid \$1.00 per hour less than the job rate.

12.02 A temporary employee in a position included in Schedule 2A of the Outside and Office Collective Agreement shall be paid according to the applicable classification as per Schedule 2A for the term of employment with the Corporation. Temporary employees will progress through the incremental system in Schedule 2A from the start date of a contract for as long as their service is continuous. Temporary employees whose contract ends and who return for a new contract will return to the start rate for the position upon the commencement of a new contract.

12.03 A temporary employee in a position included in Schedule 1A of the Professional and Technical Collective Agreement shall be paid according to the applicable classification as per Salary Schedule 1A for the term of employment with the Corporation. The Corporation may pay such temporary employee at a higher incremental step, provided the temporary employees is not being paid more than a full-time bargaining unit member under the CUPE Professional and Technical Collective Agreement. Temporary employees will progress through the incremental system in Schedule 1A from the start date of a contract for as long as their service is continuous. Temporary employees whose contract ends and who return for a new contract may be returned to the start rate for the position upon the commencement of a new contract.

ARTICLE 13: JOB POSTINGS

- 13.01a) When a vacancy as set out in the wage classifications in Schedule 1A and 2A of the Outside and Office Collective Agreement and Schedule 1A of the Professional and Technical Collective Agreement becomes available and is one which the Corporation wishes to fill, notice of such vacancy shall be posted in accordance with the appropriate Collective Agreement under which the vacancy falls.
- b) If the vacancy is not filled by an employee from the CUPE Outside and Office bargaining unit and the Professional and Technical bargaining unit, an employee from the CUPE Temporary bargaining unit may apply and will be evaluated at the same time as applicants external to the bargaining unit.
- 13.02 The Corporation may establish and administer tests for the purpose of assisting the Corporation in determining an applicant's qualifications within that job posting.
- 13.03 Upon request, an employee shall receive feedback in the event that they are unsuccessful for a posted job.

ARTICLE 14: CLOTHING AND PROTECTIVE WEAR

- 14.01 Where the Corporation requires employees to wear clothing and/or uniforms in the performance of their duties, such clothing and/or uniforms will be provided at no cost to the employee.
- 14.02 Employees who received an issue of clothing and/or uniforms, must wear such clothing and/or uniforms while at work for the Corporation. However, any issued clothing or uniform which identifies the employee as an employee of the Corporation may be worn only when the employee is:
- a) going directly to work; or
 - b) at work; or
 - c) going directly home from work and at no other times or in other public places.
- 14.03 All clothing and/or uniforms issued shall remain the property of the Corporation and must be returned to the Corporation upon termination, transfer, or when an employee is issued a replacement as indicated above.
- 14.04 Employees wearing uniforms or clothing are to look professional, neat, clean and tidy;
- 14.05 Employees required to wear safety boots in the course of their duties will receive a safety boot voucher, valued up to two hundred dollars (\$200) as required. The old boots must be presented for inspection prior to replacement.**

ARTICLE 14: CLOTHING AND PROTECTIVE WEAR (continued)

14.06 All safety footwear - rubber boots, safety boots or safety shoes shall be equivalent to or exceed the Grade 1 green patch standard as outlined in the Canadian Standard Association's Standard on protective Footwear Z195-M92 unless such other standards are established and published by the Joint Health and Safety Committee

ARTICLE 15: PHONE IN

15.01 a) When unable to report for work at their scheduled time, employees are required to advise an appropriate supervisor or designated reporting system at least one-half (1/2) hour prior to the beginning of the assigned shift, where practical, giving reasons for such inability and, if possible, an estimate of the time they may be away from work.

Email or text messages may be allowed as a designated reporting system of communication.

b) Employees returning to work after an absence of one (1) week or a longer period are required to advise an appropriate supervisor or designated reporting system of the date of their return by at least 12:00 o'clock noon of the day prior to estimated return.

c) Exceptions to the above rules will only be allowed in exceptional circumstances.

ARTICLE 16: MEAL ALLOWANCE

OUTSIDE UNIT

16.01 Employees required to work four (4) hours or more contiguous with their regular workday shall receive a meal allowance of **fourteen dollars (\$14)**.

OFFICE UNIT

16.02 Employees required to work two (2) hours or more contiguous with their regular workday shall receive a meal allowance of **fourteen dollars (\$14)**.

PROTECH

16.03 Employees required to work two (2) hours or more contiguous with their regular workday shall receive a meal allowance of **fourteen dollars (\$14)**.

ARTICLE 17: REST PERIODS

17.01 Coffee breaks and rest periods will be strictly controlled so as to prevent abuse. Coffee breaks or rest periods, in any case, will be limited to fifteen (15) minutes per half shift.

For every three (3) hours of authorized overtime scheduled, a fifteen (15) minute coffee break/rest period shall be available within that three (3) hour period.

ARTICLE 18: PAYMENT FOR HOLIDAYS

18.01 The following paid holidays shall be granted to each eligible active employee subject to the provisions set out herein:

New Year's Day	Victoria Day	Remembrance Day
Family Day	Civic Holiday	Christmas Day
Good Friday	Labour Day	Boxing Day
Easter Monday	National Day for Truth & Reconciliation	
Canada Day	Thanksgiving Day	

ARTICLE 19: LEAVE OF ABSENCE

19.01 a) Leave of absence without pay and without loss of seniority will be granted to employees to attend functions of the union such as union conventions and safety related functions, provided the CAO shall make the final decision as to whether an employee can be reasonably spared from their duties for this purpose. Such permission shall not be unreasonably withheld. The bargaining unit shall be provided an average of fifteen (15) days of leave per collective agreement year to be used anytime during the term of the collective agreement.

b) An employee's regular daily wages shall be paid by the Corporation while in attendance at union functions described above. The union shall reimburse the Corporation for such gross wages paid out.

Bereavement Leave

19.02 a) Employees shall be allowed a one-time leave of absence with full pay for three (3) working days in the event of a death in their immediate family. Immediate family shall mean spouse, common law spouse, parent, **sibling**, child, step-child, grandparent, grandchild, ward, legal guardian, parent-in-law, **step-sibling**, and step-parent.

b) A common-law spouse shall be defined as a relationship with a partner with whom the employee is living.

c) Additional leave without pay, without loss of seniority, may be granted at the sole discretion of the Corporation.

19.03 Domestic or Sexual Violence Leave

The Employer and Union are committed to providing and maintaining a safe workplace, free from actual, attempted or threatened violence. The parties recognize that employees sometimes face situations of Domestic or Sexual Violence or abuse in their personal lives. Subject to the provisions of the City's Respectful Workplace Policy, Workplace Violence Prevention Policy and Workplace Harassment, Discrimination, and Violence Program, and the provisions of the *Employment Standards Act, 2000* and the *Occupational Health and Safety Act R.S.O., 1990*,

ARTICLE 19: LEAVE OF ABSENCE (continued)

employees may report such violence to their immediate Manager, Supervisor, or Human Resources.

The parties further acknowledge that when domestic or sexual violence occurs, it is a significant social problem that can affect the health and well-being of Employees and their families and their attendance or performance at work. By reporting a domestic or sexual violence situation the Employer can take reasonable preventative steps to make sure safety is maintained in the workplace and can also offer to provide employees with assistance as required including, but not limited to, leave provisions in accordance with the Ontario *Employment Standards Act, 2000*, as amended.

The Employer agrees to provide at minimum, leave provisions in accordance with the Ontario Employment Standards Act, 2000, as amended, and up to twenty-six (26) weeks of unpaid leave in each calendar year.

ARTICLE 20: INSURANCE

20.01 The Corporation shall pay, on behalf of all eligible, non-permanent employees working a minimum of one year plus one day on a single continuous assignment, a portion of the cost of the premiums for the benefits as per the Corporation's current benefits policy for non-permanent employees, subject to the terms, conditions and regulations of the policy and plan.

20.02 a) Employees ineligible for benefits as described in Article 20.01 will have access to the following:

Effective April 1, 2025, temporary employees with seniority status will have access to a Health Care Spending Account (HCSA) of \$700 per year.

To be eligible, employee must meet the following criteria:

- 1. Be actively employed in a CUPE classification during the current HCSA plan year, and**
- 2. Must have worked a minimum of seven hundred and fifty (750) hours in the year prior to the HCSA plan year.**

The HCSA effective date will commence as of the start date of the employee's contract, and expenses incurred as of their contract onwards are eligible to be claimed.

b) The HCSA is \$700 is per year and there is no carry over amount into the following year is allowed. Qualifying expenses will be reimbursed as per the requirements of the plan. Participation will be reviewed on an annual basis and confirmation of eligibility will be communicated to the eligible CUPE temporary employee following commencement of their contract each year.

ARTICLE 21: PARKING

21.01 Employees will receive parking as per the corporate policy.

21.02 The parties acknowledge that employees are entitled to mileage reimbursement, according to the Corporate Mileage Expense Policy 13.3.2 as amended, and Administrative Procedures – Automobile Expense FP-01 as amended, which apply to all employees of the Corporation.

ARTICLE 22: INFORMATION TO THE UNION

22.01 The Human Resources Division will provide the Collective Agreement in electronic format upon request. Employees without electronic access will receive a printed copy.

22.02 The Corporation will make all Corporate Policies that affect CUPE members readily accessible.

22.03 All correspondence between the parties hereto arising out of this agreement, or incidental thereto, shall pass to and from the Executive Director of Human Resources or designate, of the Corporation and the President of the Union or their designate, or as otherwise set out in the collective agreement.

22.04 Correspondence can be filed electronically between the parties.

ARTICLE 23: INJURY ALLOWANCE

23.01 An employee who is injured while at work and as a result of such injury is deemed as medically unfit to complete the working day or shift, shall receive pay at regular rate for time lost on the day that such injury is sustained.

ARTICLE 24: PAY DAY

24.01 Employees shall have access to an electronic statement and shall be paid by direct deposit on alternate Thursdays no later than 4 p.m. Employees without network access will receive an itemized statement.

24.02 The Union shall be consulted prior to any change to the pay-day or pay-period.

24.03 When a temporary employee's contract expires, the employee will receive their last pay statement by mail.

ARTICLE 25: TOOL ALLOWANCE

25.01 Employees classified as Service Advisor, Lead Hand Mechanic, Welder-Mechanic, Welder, Motor Vehicle Mechanic "A", Small Engine Mechanic "A" or Small Engine Mechanic "B" will be required to supply the necessary hand tools to meet the normal requirements of their duties under their classification. The Corporation will reimburse such

ARTICLE 25: TOOL ALLOWANCE (continued)

employees up to a maximum of \$200 in each calendar year provided the employee provides the Corporation with the appropriate receipt of purchase of such tools.

ARTICLE 26: DURATION

- 26.01 This Agreement shall be in effect from April 1, 2024 until March 31, 2027 and unless either party gives notice in writing to the other party to the terms of this Agreement, that amendments are required, or that the party intends terminating the Agreement, then it shall automatically continue in effect until March 31, 2027 and from year to year thereafter.
- 26.02 Notice that amendments are required may only be given within the ninety (90) day period prior to the expiration date of the collective agreement or any succeeding anniversary date. The Agreement shall continue in operation, after giving notice, in accordance with the provisions of the Ontario Labour Relations Act.
- 26.03 The parties hereto agree to meet for the purpose of negotiations within fifteen (15) days or such time as may be agreed upon after the giving of such notice and shall negotiate in good faith.
- 26.04 It is understood that during the negotiations following upon notice of termination or notice of amendment, either party may bring forward counter-proposals arising out of or related to the original proposals.

ARTICLE 27: PENSION PLAN

- 27.01 **Employees, at their option, may enroll in the OMERS pension plan, as per the regulations of the plan.**
- 27.02 Employees will be advised of their eligibility to join OMERS.

ARTICLE 28: ILLNESS

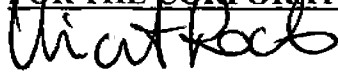
28.01 Sick time will be provided annually to temporary employees as follows:

Effective January 1, 2025, one and one half (1.5) sick days per calendar year.

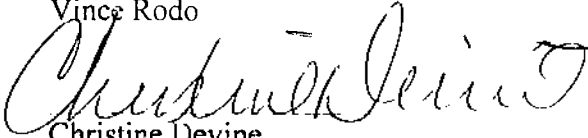
Effective March 31, 2027, three (3) sick days per calendar year

This agreement was reached between the following bargaining committees on **November 12, 2024**, and was ratified by City Council on **November 20, 2024**, and by the Union membership on **November 15, 2024**.

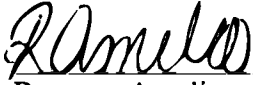
FOR THE CORPORATION:



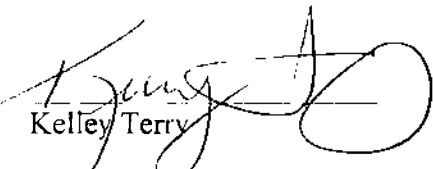
Vince Rodó



Christine Devine



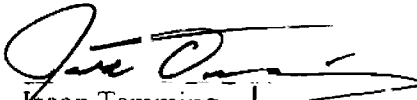
Roseann Amelio



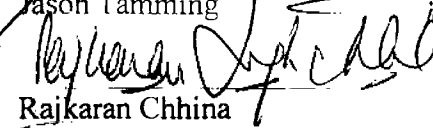
Kelley Terry



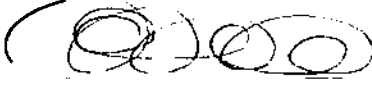
Robin Rakhra



Jason Tamming



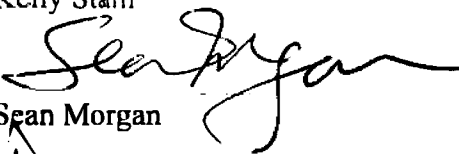
Rajkaran Chhina



Mike Mulick



Kelly Stahl



Sean Morgan



Andria Olivera

FOR THE UNION:

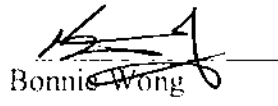


Fabio Gazzola

Sandra Law



Graham Mackrell



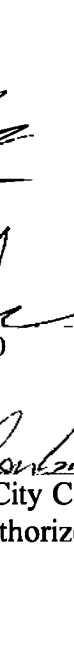
Bonnie Wong

Duly executed in the City of Brampton by the parties.

For the Corporation:


Patrick Brown, Mayor



Marlon Kallideen, CAO



Genevieve Scharback, City Clerk
Document execution authorized
by By-Law 267-2019

For the Union:


Fabio Gazzola

Sandra Law


Graham Mackrell


Bonnie Wong

November 12, 2024

Letter #1

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Temporary Unit)

Dear Mr. Gazzola:

LETTER OF UNDERSTANDING
Job Postings – Temporary Bargaining Unit

The Corporation acknowledges the value that its temporary workforce brings to the City and is committed to providing opportunities to all Employees.

Employees in the CUPE Temporary bargaining unit who have no discipline on their employment record with the Corporation and meet the minimum qualifications for a posted vacancy in either the Outside and Office or the Professional and Technical bargaining units, will be interviewed, and if applicable tested, after the Corporation has determined that there are no qualified applicants from either the Outside and Office or the Professional and Technical bargaining units and before any external applicants are interviewed. The Employer may short list candidates from the Temporary bargaining unit based on their qualifications and experience and need not interview all candidates if a suitable candidate is identified from the short list.

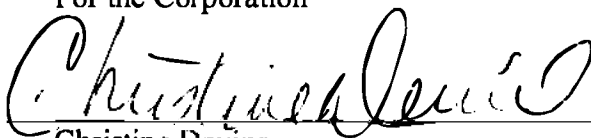
In selecting a CUPE Temporary Bargaining Unit employee to fill a posted vacancy the Corporation shall consider:

- i) skills, ability, qualifications, efficiency and experience;
- ii) seniority (on a bargaining unit wide basis)

Where the factors in (i) are considered to be relatively equal, then factor (ii) shall be the determining factor.

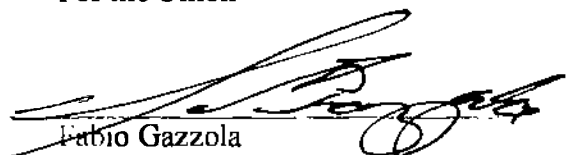
CUPE Temporary Bargaining Unit employees who are successful in a job posting to the Outside and Office or Professional and Technical bargaining units will be considered new hires for the purposes of seniority and probationary periods. Temporary employees will not have to complete another probationary period if they are hired into the same job classification they last held as a temporary employee provided the length of the probation period was served in such job classification per Article 10.03 (a) for job classifications that are part of the CUPE Professional and Technical bargaining Unit, or Article 11.02 (a) for job classifications that are part of the CUPE Outside and Office bargaining unit.

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #83

November 12, 2024

Mr. Fabio Gazzola, President
Canadian Union of Public Employees
Local # 831 (Temporary Unit)

**MEMORANDUM OF AGREEMENT
TEMPORARY BARGAINING UNIT**

The Parties agree to attach an appendix, for informational purposes only, the Collective Agreement between the Corporation and the Canadian Union of Public Employees (Temporary Unit) to the Full Time Bargaining Unit collective agreements. All terms and conditions of employment for temporary employees will be as stated in the Collective Agreement between the Corporation and the Canadian Union of Public Employees (Temporary Unit). For clarity, the terms set out in the respective full time bargaining unit collective agreements do not apply to temporary employees.

APPENDIX ► Temporary Employees

Temporary employees are covered by the following articles set out in this Appendix. All other terms set out in the collective agreement do not apply to temporary employees.

- Article 1: General Purpose
- Article 2: Recognition
- Article 3: Relationship
- Article 4: Union Security and Check Off
- Article 5: No Strikes and Lockouts
- Article 6: Management Rights
- Article 7: Union Representation
- Article 8: Discipline and Records
- Article 9: Grievance Procedure
- Article 10: Arbitration
- Article 11: Seniority
- Article 12: Rates of Pay
- Article 13: Job Postings
- Article 14: Clothing and Protective Wear
- Article 15: Phone In
- Article 16: Meal Allowance
- Article 17: Rest Periods
- Article 18: Payment for Holidays
- Article 19: Leave of Absence
- Article 20: Insurance
- Article 21: Parking
- Article 22: Information to the Union
- Article 23: Injury allowance

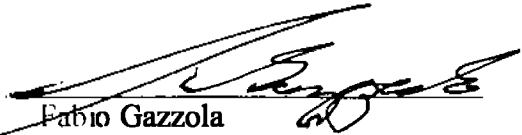
- Article 24: Pay Day
- Article 25: Tool Allowance
- Article 26: Duration
- **Article 27: Pension Plan**
- **Article 28: Illness**

For the Corporation



Christine Devine
Manager, Labour Relations

For the Union



Fabio Gazzola
President, CUPE, Local #831