

OPERATING AND CONSTRUCTION
EMPLOYEES' INFORMATION

AND

LABOUR AGREEMENT

BETWEEN THE

GREATER VANCOUVER REGIONAL DISTRICT

AND THE

GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

2012 JANUARY 01 2015 DECEMBER 31

STATEMENT OF INTENT

In reorganizing the Policies of the Greater Vancouver Regional District and the Collective Agreement between the Greater Vancouver Regional District Employees' Union and the Greater Vancouver Regional District enclosed, no change in meaning is intended resulting from this restructured format.

Date of Restructuring
(June 1989)

2012 - 2015
 OPERATING AND CONSTRUCTION EMPLOYEES' INFORMATION
 AND LABOUR AGREEMENT
 between the
GREATER VANCOUVER REGIONAL DISTRICT
 and the
GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

TABLE OF CONTENTS

<u>ITEM</u>	<u>PAGE</u>
<u>GENERAL INFORMATION:</u>	
THE GREATER VANCOUVER REGIONAL DISTRICT	1
THE GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION	2
POSTING OF POSITIONS	3
PAY PERIODS	3
CREDIT UNION	3
<u>POLICIES:</u>	
1. Policy re Payment of Mileage for Stand-By Call Out.....	4
2. Policy re Scheduling Treatment Plant Stand-By	4
3. Policy re Appointment of Foremen, etc.	4
4. Policy re Employees Working Alone	4
5. Policy re Job Posting Applications by Employees on Vacation, Leave of Absence, etc.	4
6. Policy re Seniority	5
7. Deleted	
8. Policy re Pesticide Application	5
9. Policy re Seniority for Postings	5
10. Policy re Technological Change.....	5
11. Deleted.....	5
12. Greater Vancouver Housing Corporation Pager Policy.....	5
13. Scheduling Time Off.....	6
<u>COLLECTIVE AGREEMENT:</u>	
<u>CLAUSE</u>	<u>PAGE</u>
1. <u>UNION RECOGNITION</u>	7
1.01	7
1.02 Employee Definitions.....	7
1.03 Union Dues Check-off	8
2. <u>WORK SCHEDULE</u>	8
2.01 Working Week	8

TABLE OF CONTENTS (cont'd)

<u>CLAUSE</u>		<u>PAGE</u>
2.	<u>WORK SCHEDULE (cont'd)</u>	
2.02	Working Week Variances	8
2.03	12-Hour Shifts – Waste Water Treatment Plant Operators, Utility System Control Operators, Watershed Security Patrollers, LSCR Field Assistants	9
2.04	Swing Shifts	12
2.05	Work Week – Parks Department	14
3.	<u>OVERTIME AND PREMIUM PAYMENTS</u>	14
3.01	Overtime Allowed	14
3.02	Overtime Authorization	15
3.03	Shift Differential	15
3.04	Minimum Time Payments	15
3.05	Meal Allowance - Overtime	16
3.06	Call Out	16
3.07	Stand-By	16
3.08	Truck Driver's Working Time	17
3.09	Statutory Holidays	17
3.10	First Aid Premium	19
3.11	First Aid Courses (Payment)	19
3.12	Mileage Rates	19
3.13	Transportation	20
3.14	Compensating Time Off	20
3.15	Park Patrollers and Park Rangers	20
4.	<u>SENIORITY AND PROBATION</u>	21
4.01	Seniority	21
4.02	Seniority Vacancies	21
4.03	Seniority Promotions	21
4.04	Seniority - Layoff	22
4.05	Seniority - Call Back	23
4.06	Probationary Period - New Employees	23
5.	<u>CLASSIFICATIONS</u>	23
5.01	Superintendent Decides Classification	23
5.02	Rate Changes	24
5.03	Reclassification	24
5.04	Waste Water Treatment Plant Operators (WWTPO's)	24
5.05	Qualifications	25
5.06	Job Descriptions	26
5.07	Housing Building Managers	27
6.	<u>TECHNOLOGICAL CHANGE</u>	28
6.01	Technological Change - Definitions	28
6.02	28
6.03	28
6.04	28
6.	<u>TECHNOLOGICAL CHANGE (cont'd)</u>	

TABLE OF CONTENTS (cont'd)

<u>CLAUSE</u>	<u>PAGE</u>
6.05	29
7. <u>GRIEVANCE PROCEDURE AND ARBITRATION</u>	29
7.01 Definition.....	29
7.02 Grievance Procedure.....	29
7.03 Arbitration	30
7.04 Disciplinary Action	30
8. <u>STANDING COMMITTEE</u>	31
8.01	31
8.02	31
9. <u>EMPLOYEE BENEFITS</u>	31
9.01 Change in Personal Status.....	31
9.02 Canada Pension Plan.....	31
9.03 Employment Insurance.....	31
9.04 Municipal Pension Plan of BC	31
9.05 M.S.P. and Extended Health	31
9.06 Benefit Eligibility	32
9.07 Dental Plan	33
9.08 Short Term Illness and Injury and Long Term Disability Plans.....	33
9.09 Group Life Insurance	38
9.10 Survivor Benefits	38
9.11 Annual Vacation	38
9.12 Leaves of Absence	39
9.13 Maternity and Parental Leave.....	39
9.14 Leaves of Absence for Union Business.....	41
9.15 WCB (WorkSafeBC) Income Continuance Plan.....	43
9.16 Tool Insurance.....	43
9.17 Apprentice Tool Allowance	43
10. <u>EMPLOYEE SAFETY</u>	43
10.01 Working Conditions	43
10.02 Padman	44
10.03 Coveralls.....	44
10.04 Drying Facility	44
10.05 Boot Allowance.....	44
11. <u>TERMS OF AGREEMENT</u>	44
11.01 Effective Period of Agreement.....	44
11.02 Wages	45

SCHEDULES

<u>SALARY SCHEDULES</u>	47
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TABLE OF CONTENTS (cont'd)

	<u>PAGE</u>
<u>SCHEDULE "A"</u>	
Bi-Weekly Salaries - alphabetical	48
- descending order by rate of pay	54
Hourly Rates - alphabetical	60
- descending order by rate of pay	62
 <u>APPENDIX #1</u>	
<u>Apprenticeship Training Program</u>	64
 <u>APPENDIX #2</u>	69
 <u>LETTER OF UNDERSTANDING #1</u>	
<u>Seymour Capilano Filtration Plant (SCFP) Shift Schedule</u>	70
 <u>LETTER OF UNDERSTANDING #2</u>	
<u>Shift Schedules – Annacis and Iona WWTP</u>	73
 <u>LETTER OF UNDERSTANDING #3</u>	
<u>Reduced Time Employees</u>	74

This booklet has been prepared by the Greater Vancouver Regional District and G.V.R.D. Employees' Union which is the certified bargaining authority for all employees of the District except office and supervisory staff. It is intended to give you general information about the Regional District, the Union, fringe benefits due you, and the general conditions of employment. The Agreement between the Union and the Regional District is contained in its entirety.

THE GREATER VANCOUVER REGIONAL DISTRICT

The GVRD delivers Regional services, planning and political leadership on behalf of 24 local Authorities:

City of Abbotsford (Parks only)	City of New Westminster
Village of Anmore	City of North Vancouver
Village of Belcarra	District of North Vancouver
City of Burnaby	City of Pitt Meadows
City of Coquitlam	City of Port Coquitlam
Corporation of Delta	City of Port Moody
Electoral Area A	City of Richmond
Bowen Island Municipality	City of Surrey
City of Langley	City of Vancouver
Township of Langley	District of West Vancouver
Village of Lions Bay	City of White Rock
District of Maple Ridge	Tsawwassen First Nation

It is governed by a Board of Directors consisting of elected representatives from each of its constituent members. The functions looked after by the Regional District are Regional Parks, Housing, Strategic Planning, Air Quality, Communications and Education, and Municipal Labour Relations.

The Regional District is also concerned with Water Supply, Sewage Disposal, and Solid Waste Management in the Region and two other separate Corporations, the Greater Vancouver Water District and the Greater Vancouver Sewerage and Drainage District, look after these functions. The Board of Directors is substantially the same as for the Regional District, but the areas served are slightly larger.

All employees are employed by the Regional District.

The principal Officers of the Region are:

Chair	G. Moore
Vice-Chair	R. Louie
Chief Administrative Officer	C. Mason
Deputy Chief Administrative Officer and General	
Manager, Planning, Policy and Environment.....	D. Laglagaron
General Manager, Water Services	T. Jervis
General Manager, Liquid Waste Services	S. So
General Manager, Solid Waste Services.....	P. Henderson
General Manager, Corporate Services	R. Hildebrand
General Manager, Finance & Administration.....	vacant
Director, Human Resources	L. Shore

Manager, Labour Relations	M. Graham
Director, Housing	D. Littleford
Director, External Relations	H. Schoemaker
Director, Board and Information Services	P. Vetleson

THE GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

The Greater Vancouver Water District and Sewerage and Drainage District Employees' Union was founded in 1941 as the certified bargaining unit for the outside employees of the Greater Vancouver Water District and the Greater Vancouver Sewerage and Drainage District. This became the Greater Vancouver Regional District Employees' Union in 1971 when the management of the various districts was amalgamated.

Regular meetings of the Union are held on the first Wednesday of each month at 8:00 p.m. in the GVRDEU Hall, 102-3060 Norland Avenue, Burnaby, B.C. Special meetings and Executive meetings are held at the call of the Chair or the Table Officers. The G.V.R.D.E.U. business office is located at 102-3060 Norland Avenue, Burnaby, B.C. V5B 3A6.

The Executive of the Union, as of 2013-APR-26 (date of ratification), is as follows:

Union Executive

President.....	B. Eastwood
Vice-President	C. Schoenefuhs
Treasurer	D. Broughton
Secretary	R. Beaumont
O.H. and Safety Officer.....	B. Northam
Warden	B. Buttner

<u>Bargaining Committee</u>	J. Medeiros
	D. Gleig
	D. Smardon
	A. Agnew

<u>Good & Welfare</u>	S. Walkley
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<u>Trustees</u>	M. Postulka
	K. Lovell
	W. Kimble

Shop Stewards

Annacis Island W.W.T.P.	D. Gleig
	B. Stoker
Iona Island W.W.T.P.	S. Simon
Lions Gate W.WTP.	I. Romo
Lake City Operations Centre	J. Medeiros
	B. Palmeri
Utility Operations	G. Tallarico
Watersheds.....	D. Smardon

Parks East Area	L. Clark
Parks Central Area	B. Buttner
Parks West Area	K. Winkler
Housing	M. Shaw
	B. Heinrich
Seymour/Capilano Water Filtration Plant.....	W. Kimble
	J. McLuskie
Control Room	Vacant
Engineering and Construction	D. Scott
Safety Group.....	R. Lane
Watershed Security	B. Thomson
Construction	K. Lovell

Additional Shop Stewards may be appointed as required.

Grievance procedure is laid out in the Agreement; if you have a grievance don't hesitate to present the matter to your immediate supervisor, shop steward, or member of the Executive, who will accompany you to your immediate supervisor.

POSTING OF POSITIONS

Vacancies in all permanent jobs covered by this Agreement are posted at GVRD work sites, and you are invited to apply for these positions if you feel qualified to carry out the duties of the position.

PAY PERIODS

All District employees are paid on a bi-weekly basis, with payday every second Friday.

CREDIT UNION

Employees, so desiring, may join Burnaby Savings Credit Union. Payments can be made by payroll deduction.

POLICIES

Applying to employees covered by the Collective Agreement between GVRD and GVRDEU.

1. Policy re Payment of Mileage for Stand-By Call Out

Employees for whom stand-by time has been arranged and who are called out to work separate from their regular shifts and who are paid only for the time worked will be paid mileage for the use of their personal automobiles from their residence or point of contact, on the job, and back to their residence, provided that such mileage claimed is within the boundaries of the Greater Vancouver Districts.

2. Policy re Scheduling Treatment Plant Stand-By

Depending on the availability of personnel due to vacation, time off, or illness, etc., every effort will be made not to assign treatment plant personnel to stand-by duties for periods immediately followed by deferred time off or an employee's vacation period.

3. Policy re Appointment of Foremen, etc.

Unless constrained by the condition of grants from senior governments, temporary summer employees will not be appointed foremen, lead hands, or sub-foremen, if employees with more than six months seniority are available and suitable.

4. Policy re Employees Working Alone

It is not the District's policy to have employees working alone under conditions which present a significant hazard of a disabling injury, and when the worker might not be able to secure assistance in the event of injury or other misfortune. Therefore, in compliance with Workers' Compensation Board (WorkSafeBC) requirements, the District will, as circumstances dictate, set up procedures for periodically checking an employee working alone. In addition to this, procedures have been set up where an employee working alone can call for the attendance of a second employee if it is found necessary to engage in work involving the use of ladders, or working on machinery or with harmful substances such as chlorine.

5. Policy re Job Posting Applications by Employees on Vacation, Leave of Absence, etc.

- (a) An employee who wishes to be considered for a specific job vacancy which is expected to occur during their absence on vacation or authorized leave of absence may submit an application in writing to the Human Resources Department before leaving on vacation or authorized leave of absence. If the employee should be the successful applicant for a posted position, then the employee must be prepared to start work in that position within thirty days of the closing date of the competition.
- (b) An employee who is absent from work on sick leave or Workers' Compensation (WorkSafeBC) may request that copies of postings for a specific job vacancy be mailed to their residence.

6. Policy re Seniority

Seniority is not lost due to layoffs of six months or less, but will be accumulated for the time actually worked.

7. Deleted in 2003.

8. Policy re Pesticide Application

It is the policy of the Greater Vancouver Water District to refrain from the use of pesticides in its watersheds. If the use of pesticides is required by the Districts, then the work will be performed by other than GVRDEU members.

9. Policy re Seniority for Postings

In assessing seniority for applications for posted positions covered by this Agreement, GVRDEU members will be considered before others.

10. Policy re Technological Change

The Corporation has a long-standing policy of encouraging employees to upgrade their education and improve their technical skills. Financial assistance has been provided where there was an indication that the additional education or training has been beneficial in improving the quality of the employee's work.

In-house training has been provided to give employees the opportunity to learn new skills and procedures where new facilities have been brought on stream (e.g., treatment plants).

No employee has been deprived of employment as a result of changes in work methods.

Every reasonable effort will be made in the future to provide employees displaced by changes in work method or technological change, the opportunity to train for other positions limited only by the capacity to accept such training.

11. Deleted in 2008.

12. Greater Vancouver Housing Corporation Pager Policy

As a condition of employment, Area Supervisors, Housing Assistants, Maintenance Supervisor, Subsidy Review Officer, Building Managers, as well as senior management staff leaving Head Office for more than one hour, carry pagers.

Pagers are utilized to provide communication on an as required basis and allows for maximum flexibility of movement by our staff. A list of telephone numbers is provided in the event an employee needs to be contacted after normal working hours for emergency situations. Building Managers are not required to carry pagers after working hours.

Area Supervisors are to be available to respond to emergency calls during non-working hours. In the event that an Area Supervisor is not going to be available, arrangements will be made for coverage to be provided by Housing Assistants.

If a Housing Assistant is unavailable either because the employee is out of the paging area or has some special personal commitment that precludes pager response, the employee will advise their Area Supervisor when they will be unavailable, and if the Supervisor is not available, advise the paging service. When the employee is available, they will advise the Area Supervisor, and if the Supervisor is not available, the paging company. This procedure will allow the management staff to make whatever arrangements necessary to assure coverage for our tenants and facilities. If a Housing Assistant is unable to respond because of circumstances beyond their control there will be no disciplinary action.

In those rare instances when an Area Supervisor is unavailable to provide pager coverage and the Housing Assistants are also unavailable for coverage, management will consider other options, including "compensation" to Housing Assistants when required to provide coverage. In this event, compensation will be based on one hour of wages for each eight hour period required to provide coverage.

This policy is based on the philosophy that supervisors and employees will carry out its intent in a reasonable and cooperative manner.

13. Scheduling Time Off

Scheduling of time off shall be subject to prior approval based on operational needs, such approval not to be unreasonably withheld.

COLLECTIVE AGREEMENT

1. UNION RECOGNITION

1.01 THIS AGREEMENT made and entered into this 26th day of April, 2013

between the:

GREATER VANCOUVER REGIONAL DISTRICT
(hereinafter called "the Corporation")

being an employer within the meaning of the Labour Relations Code of British Columbia,

OF THE FIRST PART

and the:

GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION
(hereinafter called "the Union")

being the duly certified bargaining authority for all employees except office staff and other employees of the aforementioned Corporation who may by mutual agreement be exempted,

OF THE SECOND PART

WITNESSETH, that in consideration of the premises it is agreed by and between the parties hereunto as follows:

1.02 Employee Definitions

The following definitions become part of the Collective Agreement:

- (a) "Regular Full-Time Employee" means an employee who is employed on a full-time basis of forty (40) or such other number of weekly hours as is recognized in this Agreement as normal for a particular group of positions, for an indefinite period of time.
- (b) "Temporary Full-Time Employee" means an employee who is employed on a full-time basis as set forth above, for a definite and limited period of time, which may be extended or cut short.

Inclusion of Appendix 2 - Auxiliary Employees at the Stanley New Fountain Hotel (attached).

1.03 Union Dues Check-off

All employees covered by the Greater Vancouver Regional District Employees' Union certificate of bargaining authority shall pay a monthly fee to the Union equal to the Union's monthly dues. Such payment shall be made by payroll deduction. This deduction shall become effective on the first day of the month next following the date of appointment, but the deduction shall be made only if the employee is still in the employ of the Greater Vancouver Regional District on the final day of the first pay period in that month. Deductions shall be made in respect of all subsequent months provided an employee works any part of the month.

As a condition of employment with the Corporation, all new employees covered by the Greater Vancouver Regional District Employees' Union certificate of bargaining authority shall become members of the Union. Employees covered by the Greater Vancouver Regional District Employees' Union certificate of bargaining authority who are members of the Union shall remain so. No employee shall be deprived of employment by reason of loss of union membership for any reason other than failure to pay union dues.

2. WORK SCHEDULE

2.01 Working Week

Unless otherwise noted herein:

- (a) A work week shall consist of five (5) days of eight (8) hours, Monday through Friday, between the hours of 7:00 a.m. and 4:30 p.m.
- (b) Employees will be paid in accordance with Schedule "A".
- (c) Employees will be paid for the hours worked.
- (d) The hourly rate for salaried employees will be the bi-weekly rate divided by eighty (80).
- (e) Payday will fall on every second Friday.
- (f) Exceptions to the working hours of this agreement must be negotiated during bargaining or at Standing Committee.

2.02 Working Week Variances

(a) Housing Corporation

- (i) Housing Corporation employees working at Stanley New Fountain shall operate on a 24-hour, 7-day per week basis.
- (ii) Housing Building Managers will work five (5) days of eight (8) hours daily, Monday through Friday, between the hours of 7:00 a.m. and 5:30 p.m.

(b) Waste Water Treatment Plants

Employees at Lions Gate WWTP and Annacis Island WWTP will work eight (8) hours daily between the hours of 6:30 a.m. and 4:00 p.m.

2.03 12-hour Shifts - Waste Water Treatment Plant Operators, Utility Systems Controllers, Watershed Security Patrollers, LSCR Field Assistants

(a) The 12-hour shift operates under the following general conditions:

- (i) A 12-hour shift includes 11.5 paid hours and a 0.5 hour unpaid lunch break, scheduled on either of 4 shifts of days or 4 shifts of nights, followed by 4 consecutive days off.
- (ii) Employees on the 12-hour shift work 163 shifts and accumulate 20 shifts of scheduled leave time per calendar year. Scheduled leave time is built into the schedule and is to be used during the calendar year in which it is accumulated.
- (iii) With the exception of regularly scheduled hours that become subject to a premium, hours worked as premium time will not count toward an employee's commitment of regular hours worked. 12-hour shifts will not be subject to overtime premiums when worked by an employee on a 12-hour shift schedule.
- (iv) For the purpose of calculating the hourly rate, average regular hours per bi-weekly period will be 75.25 hours, inclusive of 3.375 hours of statutory holiday pay per bi-weekly period. The hourly rate for a 12-hour shift employee will be the bi-weekly rate divided by 75.25.
- (v) Each 12-hour shift taken as annual vacation, sick leave, deferred compensation or other entitlements shall be recorded at a rate of 11.5 hours.
- (vi) Statutory holidays will be considered as beginning at 0000 h on the declared statutory holiday and ending at 2400 h the same day. Compensating time for statutory holidays worked will be credited at one-half hour for each hour worked.
- (vii) Overtime at double-time rates will apply for all hours worked in excess of 46 hours in any 7-day period.
- (viii) Effective 2013 April 26

Employees shall receive eight (8) hours of compensating time banked for Family Day in the pay period when Family Day occurs.

(b) In Waste Water Treatment Plants where the 12-hour shift is in use, the following additional conditions will apply:

- (i) The Schedule "A" bi-weekly rate for a 12-hour shift employee will include a shift differential of 3.5% above the regular rates for the same classification.
 - (ii) An annual schedule for the plant will be prepared.
 - (iii) Employees may request to work scheduled leave time and take this time off at another date provided 192 hours' notice is given. This time off, if approved, will be inserted elsewhere in the annual shift schedule at the time of the request and becomes part of the normal annual schedule. This procedure may be repeated. Under urgent circumstances, as agreed to by the employee and the Plant Superintendent, adequate notice for request of time off may be reduced.
 - (iv) The Employer will give 96 hours' notice of any change of shift. Overtime will apply when less than 96 hours' notice of a shift change is given. Regular scheduled time within the notice period will be at regular rates.
- (c) For Utility Systems Controllers, the following additional conditions will apply:
- (i) The Schedule "A" bi-weekly rate for a 12-hour shift employee will include a shift differential of 3.5% above the regular rates for the same classification.
 - (ii) Utility Systems Controllers will be compensated for their one-half hour lunch break when required by the Employer to remain on duty. Compensation will be in the form of 0.75 hour straight-time pay for each lunch break worked. The Union agrees not to seek application of the Bluman arbitration award for other 12-hour shift workers for the duration of this Agreement and its period of renegotiation.
 - (iii) Effective 2013 April 26

Employees may request to work scheduled leave time and take this time off at another date provided 192 hours' notice is given. This time off, if approved, will be inserted elsewhere in the annual shift schedule at the time of the request and becomes part of the normal annual schedule. This procedure may be repeated. Under urgent circumstances, as agreed to by the employee and their Supervisor, adequate notice of time off request may be reduced.
 - (iv) Effective 2013 April 26

The Employer will give ninety-six (96) hours' notice of any change of shift. Overtime will apply when less than ninety-six (96) hours' notice of a shift change is given. Regular scheduled time within the notice period will be at regular rates.

- (d) For Watershed Security Patroller employees, the following additional conditions will apply:
- (i) Watershed Security Patroller 12-hour shifts may be scheduled between the hours of 6:00 AM and 12 midnight.
 - (ii) The Employer has the right to assign Security Patrollers to specific work locations without prior notice. Where practical, management will consider the interests of employees when assigning work schedules.
 - (iii) In addition to the 12-hour shift, full-time temporary Security Patrollers may be hired to work 5 consecutive days at 8 consecutive hours each day between the hours of 6:00 AM and 12 midnight.
 - (iv) Saturday and Sunday premiums as specified in Clause 3.03 are payable when Watershed Security Patrollers work on these days.
 - (v) Effective 2013 April 26

For Watershed Security Patrollers at the Coquitlam Watershed, 12-hour shifts may be scheduled from 6:00 p.m. to 6:00 a.m. with the intent of providing 24-hour coverage at this location.
 - (vi) Effective 2013 April 26

Watershed Security Patrollers at the Coquitlam Watershed working the 6:00 p.m. to 6:00 a.m. shift shall be paid a premium of 3.5% for all hours actually worked between 6:00 p.m. and 6:00 a.m. The premium is not part of the employee's rate of pay. Employees receiving the 3.5% premium will not be entitled to any premiums listed in Clause 3.03.
- (e) For LSCR Field Assistants, the Watershed Security shift operates under the same general conditions as the 12-hour shift, with the following exceptions:
- (i) A 12-hour Watershed Security shift consists of 11.5 paid hours and 12.5 unpaid hours, scheduled to cover 4 consecutive 24-hour periods at the gate, followed by 4 consecutive 24 hour periods off.
 - (ii) Employees designated as LSCR Field Assistants shall not receive a special mileage provision of one round trip per week from the designated check point closest to their residence to the work site.
 - (iii) In recognition of the periodic interruptions to which LSCR Field Assistants are subjected, they will be paid a premium of \$80.00 bi-weekly.
 - (iv) Saturday and Sunday premiums as specified in Clause 3.03 are payable when LSCR Field Assistants work on these days.

- (a) Shift work will apply on projects involving two or three shifts (effective 2013 April 26, one, two or three shifts) per day for six or more shifts. Shift work on projects involving Construction Department work or projects deemed as "emergency" work will be considered as in effect from the time the Superintendent (effective 2013 April 26, Construction and/or the Supervisor – Survey/Inspection) declares it so. Shift work for projects not deemed Construction Department work or "emergency" work shall be considered in effect following sixty (60) days' notice. When swing shifts are worked on any project, a day shift shall consist of eight (8) hours of working time, the evening shift will consist of seven and one-half (7½) hours of working time, and the midnight shift will consist of seven (7) hours of working time. Where sixty (60) days' notice is served, the Notice of Project Schedule shall be adhered to, and shall include language to address the following:
- (i) Project description and schedule will identify the work required to be done for a defined duration and scheduled outside the standard Working Week definition as described in Clause 2.01(a). Through consultation between the Union and the Employer, hours of work other than those identified in Clause 2.04(a) may be arranged if there is mutual consent. Such arrangements may include shorter work weeks or other schedules deemed by the parties to be appropriate for the work in question.
 - (ii) A staffing schedule will identify those employees required to work. When identifying employees, preference will be given to assigning those with the least seniority, providing skills, ability, experience and availability are suitable. In the event an employee, identified on the staffing schedule, lets it be known their preference is not to be assigned to shift work, qualified volunteers will be considered as a replacement. Such volunteers must make their intentions known in writing no more than fifteen (15) days following Notice of Project Schedule. A volunteer's eligibility will be evaluated by the Employer based on skills, ability, experience and availability from their normal assignment.
 - (iii) The originally scheduled employees will be replaced, in order of their seniority, by the eligible volunteers. In the event that there are more eligible volunteers than required, the Employer will select based on seniority, starting with the most senior employee and working down. The originally scheduled employee, replaced by a qualified volunteer, may be assigned to an alternative position for the duration of the shift assignment.
 - (iv) A final staffing schedule will be provided at least twenty-one (21) days before the shift implementation.
 - (v) All employees affected by the Notice of Project Schedule will retain the right to return to their original positions following completion of the assignment with no diminishment of status or benefits as a result of their time worked on the shift.

- (vi) All employees will continue to receive their normal bi-weekly salary. Employees working shifts will receive 3½% shift differential for all scheduled hours worked on shift.
 - (vii) Work weeks based on Clause 2.04(a) will be scheduled for any five (5) consecutive days followed by two (2) consecutive days off. When these shifts are worked on any project a day shift will consist of eight (8) hours' working time between the hours of 7:00 am and 4:30 pm; evening shift will consist of seven and one-half (7½) hours' working time between the hours of 3:30 pm and 12:00 midnight; and midnight shift will consist of seven (7) hours' working time between the hours of 11:30 pm and 7:30 am. In all cases these working times will be exclusive of the one-half (½) hour meal break.
 - (viii) Employees assigned to shift work pursuant to Clause 2.04(a) will not receive call-out premiums for scheduled project work.
 - (ix) Employees who work shift will continue to be eligible for all benefits as described in the Collective Agreement unless specifically altered by Clause 2.04(a).
 - (x) When scheduling project shift work, the Employer will endeavour to schedule in such a manner as to affect the least number of employees.
- (b) Where operation of sewage treatment plants requires continuous attendance, the day shift shall start at 7:00 am and stop at 3:30 pm including a one-half hour lunch break, afternoon shift shall start at 3:30 pm and stop at 11:30 pm. Night shift shall start at 11:30 pm and stop at 7:00 am. At the request of the operators these times may be advanced or retarded in a uniform amount.
 - (c) Operators on continually rotating shifts at a sewage treatment plant or other installation where there is continuous operation on a 7-day, 24-hour basis will receive a shift differential of 3½% of their bi-weekly pay. Shifts will be scheduled to limit the average number of shifts for each operator to five (5) per week throughout the year or such other lesser period as mutually agreed. In the preparation of schedules for rotating shifts, there will be a period of forty-eight (48) hours between shift tour changes unless otherwise agreed to by the parties concerned. (1978).

2.05 Work Week – Regional Parks

- (a) A work week shall consist of five (5) consecutive days of eight (8) hours each day. Employees shall be scheduled to work between the hours of:
 - (i) Park Operators and Park Assistants – 6:00 a.m. and 10:00 p.m.
 - (ii) Park Workers – 6:00 a.m. and 11:00 p.m.
 - (iii) Park Patrollers – 6:00 a.m. and 3:00 a.m.
 - (iv) Park Rangers – 6:00 a.m. and 3:00 a.m.
 - (v) Park Assistant II – 6:00 a.m. and 10:00 p.m.

- (b) An employee will not have their hours of work or work week changed unless the employee is notified at least one week in advance and the proposed change is to last at least two (2) weeks.
- (c) Shift starting times for Regional Parks employees may be varied from day to day by mutual consent only.

3. OVERTIME AND PREMIUM PAYMENTS

3.01 Overtime Allowed

Unless otherwise noted herein, overtime wages will be paid as follows:

- (a) at one and one-half (1½) times Schedule "A" rates for the first two (2) hours of overtime and at twice times Schedule "A" rates for overtime hours thereafter;
- (b) at twice times Schedule "A" rates for overtime work not connected to a regular shift;
- (c) at twice times Schedule "A" rates for any overtime hours worked beyond four (4) hours' overtime in a week;
- (d) at twice times Schedule "A" rates for overtime work done from 7:00 a.m. Saturday to 7:00 a.m. Monday;
- (e) at twice times Schedule "A" rates for work done within eight (8) hours of having completed an overtime shift. For the purpose of this sub-clause:
 - (i) an 'overtime shift' is defined as any overtime work of three (3) hours or more duration;
 - (ii) the 'twice times' payment applies to any work performed on a regular shift which starts within eight (8) hours of completion of the overtime shift, whether or not the overtime is connected to the regular shift.
- (f) Except as provided in (e) above, at no other time will overtime rates be paid for work which is part of the normal daily or weekly hours of work.
- (g) Where an employee is not required to report to a worksite but is required to carry out duties by telephone, such overtime shall be compensated:
 - (i) if prior to 11:00 p.m., at a minimum ½ hour at overtime rates, or
 - (ii) if after 11:00 p.m., at a minimum one (1) hour at overtime rates.
- (h) Overtime pay will be calculated to the nearest one-half (½) hour of time worked.

3.02 Overtime Authorization

Overtime rates will not be paid:

- (a) when it is necessary to work the hours between 5:00 a.m. and 7:00 a.m. to complete a full shift in specific areas where high forest fire hazard requires early closure of work, Clause 3.01(d) will not apply. Clause 3.01(d) will not apply for work on Forestry Operations during periods of high forest fire hazard when forestry crews are required to work before 7:00 a.m. or after 4:30 p.m. to complete a full shift. (1980);
- (b) for shift work;
- (c) when the work has not been authorized by the Superintendent or their designated agent.

3.03 Shift Differential

Except where otherwise noted, where operations and maintenance of the District, excluding construction, are required to be carried out on any or all of the seven days of the week, shift work may consist of any five consecutive days followed by two consecutive days off. For time worked on Saturdays and Sundays as part of the five-day week, employees will receive a shift differential of one-half hour time off for Saturdays and one hour time off for Sundays either as time off or as additional wages. Such shift work must last at least two weeks and must be scheduled at least one week in advance, otherwise overtime rates will be applicable. (1975)

An employee holding a position in the Maintenance and Operations Department of the Water and Sewerage Districts as of July 01, 1975 and now working on a regular Monday to Friday work week will not without the employee's consent have their days of work changed while remaining in that position.

3.04 Minimum Time Payments

Payments to compensate for inconvenience and travelling time will be paid as follows:

Regular Shifts:

Employees who report for their regular shift and who are sent home without working will receive two hours' pay at straight time rates.

Employees who report for their regular shift and who start to work shall receive a minimum of four (4) hours' pay at straight time rates.

3.05 Meal Allowance - Overtime

When it is not practical to provide a meal, a meal allowance of \$13.00 (effective 2013 April 26, \$17.00) will be paid to employees when they work overtime in the following circumstances:

- (a) upon working two (2) hours' overtime immediately preceding or immediately following the employee's regular shift. Overtime of less than two (2) hours shall

not qualify for the meal allowance. Further meal allowances shall be paid for each additional four (4) consecutive hours of overtime worked thereafter;

- (b) upon working four (4) consecutive hours' overtime not connected to a regular shift, except that, where an employee has been notified of a requirement to work overtime on a normal day off, the first meal allowance shall be payable when the employee works two (2) hours beyond the normal daily hours. In either case, further meal allowance shall be payable for each additional four (4) consecutive hours of overtime worked following the first meal allowance.

3.06 Call Out

- (a) Work Outside of Regular Shifts:

Employees for whom stand-by time has not been arranged and who are called out to work separate from their regular shift will receive two hours pay at prevailing overtime rates if they are sent home without working.

- (b) Employees for whom stand-by time has not been arranged and who are called out to work separate from their regular shifts will receive two hours pay at straight time rates plus pay for the time worked at the prevailing overtime rates.

Employees for whom stand-by time has been arranged and who are called out to work separate from their regular shifts will receive pay at the prevailing overtime rates.

- (c) Employees who have been notified of a requirement to work overtime under either of the following circumstances shall not be paid callout:
 - Employees who work two (2) hours or less of overtime connected to the start of their normal shift and continue to work;
 - Employees who continue to work beyond the end of their normal shift.

3.07 Stand-By

- (a) The allocation of stand-by time within the System Operations Division will be determined by the Superintendent. Where an employee other than USO Foreman, Assistant Foreman or USO III performs the stand-by duties their stand-by pay will be based on the USO III rate.
- (b) Where operations of the system require regularly scheduled stand-by time, remuneration will be made as follows:
 - (i) Where stand-by time is shared by treatment plant operators or other regular groups at an operation or installation then stand-by time will be paid for at the rate of one hour's pay for each eight (8) hours of stand-by except that in the case of the 24 hour period of a statutory holiday where employees are required to perform stand-by duties, employees will be paid on the basis of one and one-half (1½) hours for every 8 hours while on stand-by.

- (ii) Where stand-by of less than eight (8) hours is required for Forestry operations then stand-by compensation will be at the rate of one hour's pay or one hour's time off as mutually agreed, for each eight (8) hours of accumulated stand-by time except that in the case of the 24 hour period of a statutory holiday where employees are required to perform stand-by duties, employees will be paid on the basis of one and one-half (1½) hours for every 8 hours while on stand-by.

3.08 Truck Driver's Working Time

Employees classified as Truck Drivers shall receive one-half (½) hour at straight time for taking the truck from and returning it to the yard.

3.09 Statutory Holidays

- (a) After an employee has been employed for thirty (30) calendar days the employee shall, except where otherwise noted, be entitled to the following paid holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other day declared as a statutory holiday by the provincial or federal government will be included as a paid statutory holiday.

PROVIDED THAT

- (b) For those employees who are not usually scheduled to work these holidays as part of their normal work period:
 - (i) whenever one of the aforementioned statutory holidays falls on a Saturday or a Sunday then the Employer shall declare the Monday immediately following as the day to observe such holiday;
 - and:
 - whenever Christmas Day and Boxing Day fall on Saturday and Sunday respectively, then the Employer shall declare the Monday and Tuesday immediately following as the days to observe such statutory holidays.
 - (ii) Whenever a statutory holiday falls on a Saturday or a Sunday and is observed on a weekday, the day on which the statutory holiday falls shall be treated as the statutory holiday for purposes of attracting statutory holiday premium rates and work performed on the 'observed' day shall not attract statutory holiday premium rates.
 - (iii) For employees called out to work on the holiday, the employee shall be paid at double the regular straight time rate for the time worked.
- (c) For those employees who are usually scheduled to work these holidays as part of their normal work period:

- (i) If these holidays are part of the employee's normal scheduled work period, the employee shall be paid at the straight time rate for the time worked up to eight (8) hours and will receive the equivalent amount of compensating time for the time worked up to eight (8) hours. In addition, the employee will receive eight (8) hours credited to their statutory holiday accrual bank. If the employee desires time off, such time off is to be scheduled at a time mutually agreeable to the employee and the Corporation.
 - (ii) Where the holiday falls on the employee's regularly scheduled day off the employee will receive eight (8) hours credited to their statutory holiday accrual bank. If the employee desires time off, such time off is to be scheduled at a time mutually agreeable to the employee and the Corporation.
- (d) 12 hr shift workers
- Statutory holiday compensation for 12-hour shift workers, is covered by Clause 2.03.
- (e) Pay for statutory holidays will be based on the rate which the employee received the previous working day.
 - (f) Where the holiday occurs during an employee's annual vacation, the employee will receive an additional paid day off.
 - (g) Any employee called out to work on these holidays and who works more than four (4) hours will be entitled to a full day's pay.
 - (h) For purposes of calculating statutory holiday pay for rotating shift workers, the statutory holiday will be deemed to start at 0000 hours and end at 2400 hours on the statutory holiday.

3.10 First Aid Premium

Employees who are required by the GVRD to perform first aid duties in addition to their normal duties and who hold a valid Workers' Compensation Board (WorkSafeBC) First Aid Certificate shall be paid a premium as follows:

<u>Certificate</u>	<u>Bi-Weekly Premium</u>
Occupational First Aid Level I (Designated, with Transport Endorsement)	\$40.00
Occupational First Aid Level II	\$60.00

Occupational First Aid
Level III

\$70.00

3.11 First Aid Courses (Payment)

Payment will be made for a first aid course and the necessary time off with pay arranged if management makes a specific request for an employee to obtain a First Aid Certificate or requests him to renew an existing First Aid Certificate.

3.12 Mileage Rates

- (a) Employees may charge mileage allowance only when requested to use their automobiles on Corporation business by the Corporation.
- (b) Employees who normally work out of any permanent Corporation office or Corporation residence shall compute their mileage from these points.
- (c) Employees who normally go directly from their home to the job shall compute their mileage from the check point closest to their home. These check points, subject to change, are: Head Office, Beach Yard, Lake City, Little Mountain and Westburnco.
- (d) Employees who are required by the Corporation to use their personal automobiles to transport equipment or tools to the job will be paid mileage to the job, on the job and back to their residence, provided that such mileage claimed is within the boundaries of the Greater Vancouver Districts.
- (e) When the use of a private automobile by an employee does not fall within the above provisions, management retains the right to determine how the operating conditions shall be applied.
- (f) Mileage will be paid in accordance with current Canada Revenue Agency automobile allowance rates.

3.13 Transportation

On construction projects of more than one week's duration, when transportation of employees to such projects is necessary, the time of assembly and dispersal and the points of assembly and dispersal will be decided by the Superintendent after discussion with a duly appointed committee of the Union.

3.14 Compensating Time Off

- (a) An employee may choose to take the following premiums in pay, or to have them placed in a Compensating Time Off (CTO) bank:
 - Overtime (Article 3.01)
 - Callout (Article 3.06)
 - Standby (Article 3.07)
 - Statutory Holiday - Compensating Time (Clause 3.09)

If banked, these premiums will be credited to the employee's CTO account in terms of dollars at the rate of pay in effect for each day worked and, when subsequently taken as time off, shall be withdrawn at the rate in effect for the last day worked.

- (b) An employee may choose, at any time, to withdraw cash from the employee's CTO bank.
- (c) Any dollars remaining in this CTO bank at year-end shall be paid out in cash prior to January 31 of the following year.
- (d) Cost Recovery

Where there is a government-declared state of emergency, the BC Provincial Emergency Program (PEP) has established criteria under which the Employer may be reimbursed for certain costs associated with an emergency.

Where these criteria are met, the Employer will apply for reimbursement.

As long as the PEP criteria require emergency-related overtime and call-out to be paid in cash as a condition of reimbursement, employees will be paid for the overtime and call out associated with the emergency.

Should the PEP program no longer require emergency-related overtime and call-out to be paid in cash as a condition of reimbursement, this provision will no longer have effect.

3.15 Park Patrollers and Park Rangers

Employees in the Park Patroller classification and Park Ranger classification will be compensated with a premium of 3.5% of their regular hourly rate for all the hours actually worked between 11:00 p.m. and 6:00 a.m. This premium is not to be considered part of the employee's 'rate of pay'.

4. SENIORITY AND PROBATION

4.01 Seniority

Seniority will accumulate on the basis of the actual time worked provided that there has been no layoff of six months or more. Seniority will not be considered during the first six months of employment.

Employees previously employed by member municipalities and hired by the Corporation for a newly acquired function shall be granted seniority equal to that acquired with their former employer but this seniority would be applicable to that function only as set out in the Letters Patent.

4.02 Seniority Vacancies

- (a) Vacancies in all permanent jobs covered by Schedules "A" and "B" will be posted for two (2) weeks and employees will be invited to apply for these jobs.
- (b) All postings for permanent positions will state the number of positions to be selected from that posting.
- (c) The Employer and the Union may agree to waive job postings to facilitate placement of employees as a result of such circumstances as technological change or a need for employee accommodation.
- (d) For purposes of applying to job postings only, a Temporary Full-Time Employee may utilize time worked in a previous period of Temporary Full-Time employment towards calculation of seniority, provided there has been no break in employment of longer than six months. Such accrued seniority may only be utilized at such time as the employee is employed.

4.03 Seniority Promotions

- (a) In the case of promotions, where two or more equally qualified applicants are involved, the senior applicant shall be promoted. If the senior applicant is not selected, the reason why the applicant did not obtain the position will be given to them or to their union representative if so requested by the applicant.

When one or more employees who are equally qualified are to be demoted, transferred or reinstated for periods of two (2) weeks or more, the positions available shall be selected by those employees in order of their seniority.

- (b) Upon the Union filing a grievance alleging a breach of Article 4.03 above, the Union may request and the Employer will provide:
 - (i) application forms, resumés and academic and technical certificates submitted by the successful candidate(s) and by the grieving employee; and
 - (ii) test scores and rating charts and interview notes for the successful candidate(s) and for the grieving employee.

The Employer may remove personal identifiers such as names, social insurance numbers, and contact information or other personal information that does not relate to qualifications for the job or seniority.

The purpose of this disclosure is for the Union to ensure compliance by the Employer with the terms of Article 4.03 in its job selection processes. The Union will keep such information confidential, and use it only for the purpose for which it was disclosed, and in compliance with the *Freedom of Information and Protection of Privacy Act* (the "Act").

The parties recognize and agree that this clause must be administered in a manner consistent with the *Act*.

4.04 Seniority - Layoff

- (a) Seniority will be taken into account in case of layoff. If a senior employee is to be laid off and a junior is to be kept, the Union will be notified ahead of time.
- (b) Where layoffs are necessary within a department*, the least senior regular full-time employee within the affected classification will be laid off first, provided that necessary skills, knowledge and abilities are retained in the department*. Where regular full-time employees are subject to layoff, they will be offered the opportunity to displace the least senior temporary full-time employee with less seniority working in the same department*, provided they have the necessary skills, knowledge and ability to perform the work. Should they choose to exercise that option, they will retain their regular full-time status for benefits and recall purposes only, and remain employed for the term of the temporary position.

If the regular full-time employee, after completing the remainder of the term of the temporary full-time employee, has not been recalled or been successful in finding another regular full-time position, they will continue to be entitled to displace any remaining temporary full-time employees working in the department* using the manner described in the first paragraph.

- (c) Where a regular full-time employee is to be laid off, the Union and the Employer may agree to waive the requirement to post a position when the employee has the skills, knowledge and ability to perform the job in question.

*For the purpose of considering employees affected under Clauses 4.04 and 4.05, "department" will mean any of the following:

Water Services
Liquid Waste Services
Solid Waste Services
Regional Housing
Planning, Policy and Environment

CONFIRM

4.05 Seniority - Call Back

Employees laid off for lack of work, who have two or more years of seniority at time of layoff will be given preference in rehiring in order of seniority for a period of six months from date of layoff, subject only to:

- (a)
 - (i) capability of performing the available work;
 - (ii) response to the call within 48 hours;
 - (iii) responsibility of the employee to keep the Human Resources Department advised of their current address and telephone number.
- (b) Employees laid off due to lack of work, inclement weather or for any other reason beyond their control, and who are recalled will, for calculation of annual va-

cations and statutory holidays, be credited with actual time worked, provided that such layoff does not exceed six (6) months. Employees recalled shall not lose their vacations or have them delayed on account of the layoff, but shall be paid only for vacation time accumulated since the time of being recalled. A layoff of more than six (6) months will be considered as a termination of service with the Corporation and employees hired after a six month break in service will be considered as new employees.

- (c) Regular Full-Time Employees who are laid off from a department* and who have call-back rights under this Clause will be considered for call-back before temporary employees can be re-hired within that department*.

4.06 Probationary Period - New Employees

- (a) All new Regular Full-Time Employees are subject to a six (6) month probation period.
- (b) At any such time during such period, a probationary new employee may be terminated and will not be considered laid off or have any rights for recall.
- (c) A probationary new employee shall not be eligible to apply for other positions within the bargaining unit unless mutually agreed by the parties.
- (d) If a probationary new employee continues in the same position on a permanent basis, seniority and benefits will be based on the original start date of employment with no break in service.

5. CLASSIFICATIONS

5.01 Superintendent Decides Classification

The Superintendent will decide as to whom and when the classification of Construction Foreman, Construction Lead Hand, and Construction Sub-Foreman shall apply.

All other permanent Foreman positions will be posted.

5.02 Rate Changes

- (a) When by reason of an employee's work, their classification is changed, the employee's rate - either up or down - will be changed immediately. No employee is guaranteed a certain classification but will be paid at the rate provided for in the classification in which the employee actually works. If an employee's classification is changed during a day, the employee will receive pay for the hours worked in the higher classification.
- (b) Employees in a classification continuously for three (3) months will maintain their rate for ten (10) working days if reclassified downwards.

5.03 Reclassification

- (a) A **Labourer I** will progress to the **Labourer II** within the first six (6) months of employment.

- (b) **Utility Worker I and Utility Worker II** Qualifying Period:

The position of **Utility Worker I** will progress to **Utility Worker II** after five (5) years' experience in this classification OR three (3) years' experience and completion of Sacramento State Water Supply or Water Treatment or Waste Water Collection or Waste Water Treatment Level I and II courses OR an equivalent level of training.

- (c) The position of **Maintenance Mechanic I** will progress to **Maintenance Mechanic II** after two (2) years' experience and successful completion of courses in math, hydraulics, welding, pumps, valves, actuators, and lubrication.

For the purposes of comparison and course content, the following courses offered at BCIT (2004) provide the basis for the educational component requirement to move from Level I to Level II. Other courses already taken will be assessed against these courses for the purpose of assessing equivalent credit:

- Millwright 1505 – Hydraulics 1;
- Welding 0103
- Welding 0104
- Public Works 1105 – Waste Water Operator 1
- Public Works Operation 2207 – Valve Operation and Maintenance
- Trades Math

5.04 Waste Water Treatment Plant Operators (WWTPO's)

Level of Certification will be identified in all job postings to meet operating needs. All Operators will be paid commensurate with their BCEOCP qualifications. A copy of the highest BCEOCP WWTP Certificate or recognized reciprocal equivalent shall be filed with the Human Resources Department as proof of eligibility. All Operators are expected to maintain, in good standing, their BCEOCP WWTP Operator Certification as a condition of employment; the Employer will pay all professional and membership dues associated with certification. Operators are encouraged to progress to the highest level of Certification.

1. **WWTPO Trainee:** Trainees will be required, three months after starting employment, to write the Operator in Training exam that is available from the BCEOCP. The OIT exam is valid for 15 months from the date of issue. This will allow trainees to acquire the necessary time and experience in order to write the Class 1 exam. After one year and prior to 15 months of service, the trainee will be eligible to be reclassified to WWTPO I. For re-classification, the employee must possess a BCEOCP Class I WWTP Certificate.
2. **WWTPO I:** For re-classification to WWTPO II, the employee must possess a BCEOCP Class II WWTP Certificate.

3. **WWTPO II:** For re-classification to WWTPO III, the employee must possess a BCEOCP Class III WWTP Certificate.
4. **WWTPO III:** For re-classification to WWTPO IV, the employee must possess a BCEOCP Class IV WWTP Certificate.

5.05 Qualifications

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| (a) | Grade Man | Lays and prepares the sand bed for pipe laying. |
| (b) | Safety Director | Must be a Timekeeper and hold a Workers' Compensation Board (WorkSafeBC) Class "A" First Aid Certificate. |
| (c) | Timekeeper III | A Timekeeper with Grade "B" First Aid Ticket which must be maintained. |
| (d) | Timekeeper II | A Timekeeper with Grade "C" First Aid Ticket which must be maintained. |
| (e) | Tradesman II | A fully qualified Journeyman, who supplies their own tools, will receive this rate only when working at their trade. Qualifications shall be certified annually by their superior. |
| (f) | Tradesman I | Employees working in this classification shall automatically be released from the classification if unable to qualify for promotion to Tradesman II after one year of continuous work at trade. Qualifications to be reviewed annually by superiors. |

Trade classifications under the Agreement are:

Welder	Concrete Finisher
Blacksmith	Painter
Carpenter	Bricklayer
Pipefitter	Sand Blaster
Mechanic	
Diesel Engine Operator	
Diesel Engine Mechanic	
Fallers and Buckers, when cutting timber for sale.	

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|-----|-----------------------------|--|
| (g) | Pipe Layer | Pipe Layers will be paid at Skilled 1st Class rate when laying large, heavy pipe in deep timbered ditches and when, in the opinion of the Superintendent, extra skill is required to meet particularly difficult conditions. |
| (h) | Spaderman | Spaderman will be paid at Skilled 1st Class rate when using heavy pneumatic tools to drive lagging. |
| (i) | Welder | The rate for a Welder with a Province of British Columbia DPW #3, #4, or #5 Welding Certificate and minimum of eight (8) years experience shall be equivalent to that of Electrician. |
| (j) | Utility Systems Operator II | A Utility Systems Operator II who achieves Water Distribution Level III or Wastewater Level III certification will progress to the classification of USO II/EOCP III. |

5.06 Job Descriptions

Whenever the Employer intends to introduce new or revised job descriptions for employees covered by the GVRDEU collective agreement, the following process will occur:

1. The Union will be provided with a copy of the draft new or revised job description(s) for review and comment;
2. Any comments will be conveyed by the Union to the Employer, either in writing or through meeting(s), within 30 days of receiving the draft job description(s), or within such reasonable longer period as may be agreed upon;
3. The Employer may amend the draft job description(s), taking into account the Union's comments, and will convey a final draft to the Union along with a proposed rate of pay;
4. Within two weeks (or such reasonable longer period as may be agreed upon) of conveying the final draft to the Union, the Employer may initiate the process of filling the new or revised job, utilizing either the proposed rate of pay or such other rate as may have been agreed between the parties;
5. In the event the Employer and the Union have not reached agreement on the rate of pay, the Union may grieve the posted rate on the basis that it is inappropriate in comparison to rates of pay for other jobs contained in Schedule "A" of the collective agreement;
6. An arbitrator deciding a grievance under this Clause may not establish a rate of pay which is not included in Schedule "A";

7. Nothing in this Clause shall affect the Employer's ability to assign work, establish an appropriate collection of job duties or implement a new or revised job description, nor shall anything in this Clause affect the Union's ability to grieve that the assigned rate of pay is inappropriate by comparison to other jobs contained in Schedule "A";
8. When job description qualifications change, incumbents will be afforded a reasonable opportunity to train and upgrade their skills to meet the revised requirements.

5.07 Housing Building Managers

Rental charged to this occupation will be 50% of the established rent for the occupied unit in the project where they live and work. In return for this rental reduction, Housing Building Managers are excluded from overtime payment for 'nuisance and disturbance' disruptions which do not constitute scheduled overtime or legitimate emergencies.

Nuisance and disturbance disruptions shall not include:

- Letting tenants who are locked out of their units, back in
- Clearing blocked drains, toilets, sinks or bathtubs
- Showing suites without an appointment made at least 12 hours in advance
- Showing suites after 8 p.m.

Further, it is clarified that:

- Building Managers have no obligation to remain 'on site' or to respond to (unless voluntarily) the Corporation's business during their scheduled days off. Building Managers have no responsibilities to fulfill overtime or 'emergency' conditions beyond that of any other GVRDEU members.
- Building Managers will have no obligation to respond in person to a situation in a Corporation facility that, in their opinion, represents a threat to their physical safety.

The Employer will also cover the cost of heating and hot water utilities for on-site Building Managers' residences, to a maximum of eighty dollars (\$80.00) per month.

6. TECHNOLOGICAL CHANGE

6.01 Technological Change - Definitions

Technological change means:

- (a) the introduction by the Corporation into its business of equipment or material of a different nature or kind than that previously used by the Corporation in that work; or
- (b) a change in the manner, method or procedure in which the Corporation carries on work that is related to the introduction of that equipment or material.

- 6.02 During the term of this Agreement any disputes in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Collective Agreement.
- 6.03 Where the Corporation introduces, or intends to introduce, a technological change, that:
- (a) affects the terms and conditions, or security of employment of a significant number of employees to whom this Collective Agreement applies; and
 - (b) alters significantly the basis upon which the Collective Agreement was negotiated, either party may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an Arbitration Board pursuant to Clause 7.03 of this Collective Agreement, by-passing all other steps in the grievance procedure.
- 6.04 The Arbitration Board shall decide whether or not the employer has introduced, or intends to introduce a technological change, the Arbitration Board:
- (a) shall inform the Minister of Labour of its findings; and
 - (b) may then or later make any one or more of the following orders:
 - (i) that the change be made in accordance with the terms of the Collective Agreement unless the change alters significantly the basis upon which the Collective Agreement was negotiated;
 - (ii) that the Corporation will not proceed with the technological change for such period, not exceeding ninety (90) days, as the Arbitration Board considers appropriate;
 - (iii) that the Corporation reinstate any employee displaced by reason of the technological change;
 - (iv) that the Corporation pay to that employee such compensation in respect to the employee's displacement as the Arbitration Board considers reasonable;
 - (v) that the matter be referred to the Labour Relations Board (under Section 77 of the Labour Relations Code of British Columbia).
- 6.05 The Corporation will give to the Union, in writing, at least ninety (90) days' notice of any intended technological change that:
- (a) affects the terms and conditions or security of employment of a significant number of employees to whom this Collective Agreement applies; and
 - (b) alters significantly the basis upon which the Collective Agreement applies.

7. GRIEVANCE PROCEDURE AND ARBITRATION

7.01 Definition

"Grievance" means any difference between the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, including discharge, discipline or suspension or cause alleged to be unjust by the Union. Discharge shall not include layoff of employees for reason of project efficiency or reduction of forces on suspension or completion of work.

Should you have a grievance, don't hesitate to present the matter to your immediate supervisor, shop steward, or member of the Executive, who will accompany you to your immediate supervisor.

7.02 Grievance Procedure

- (a) If, during the term of this Agreement, there should arise any difference between the parties to, or the persons bound by this Agreement, concerning interpretation, application, operation or any alleged violation hereof, or concerning discharge, discipline or suspension of any employee which may be alleged to be unjust, and including any question as to whether any matter is arbitrable, such difference shall be resolved without stoppage of work as follows. Failure to follow these procedures shall waive any grievance and claims appurtenant thereto.
- (b) The aggrieved person(s) shall first take up the matter with their immediate Supervisor or, in the Supervisor's absence, the Administrator or Department Head, within ten (10) working days of the date on which the incident giving rise to the grievance occurred or of the date when the employee first became aware of the incident, whichever is later. Additional managerial staff may participate at the discretion of the Department Head.
- (c) Should the matter not be satisfactorily resolved the aggrieved person(s) shall present it in writing to the Union Executive who will submit it to the Department Head or designate within ten (10) working days of notification from step (b). The Department Head or designate will respond to the employee and the Union within ten (10) working days.
- (d) Should the matter not be satisfactorily resolved the aggrieved person(s) and Union representative shall present the matter in writing to the Chief Administrative Officer within ten (10) working days of notification from step (c). The Chief Administrative Officer will respond in writing within fifteen (15) working days.
- (e) The time limits referred to in (b) to (d) above may be extended by mutual agreement.

7.03 Arbitration

Following notification by the Chief Administrative Officer of any grievance matter, the Union has up to twenty (20) working days to notify the Corporation of intention to sub-

mit the matter to arbitration. Both the Corporation and the Union have up to twenty (20) working days to confirm their nominee.

Any dispute arising out of the interpretation, application, operation or alleged violation of this Agreement, which is not settled by the foregoing procedure may at the instance of either party be referred to the arbitration, determination and award of an Arbitration Board of three (3) members; one to be appointed by the Corporation, one by the employees' organization and the third who shall be the Chairman of the Arbitration Board, by the two (2) thus chosen, or failing such appointment within two (2) weeks, by the Minister of Labour for the Province of British Columbia, upon application of either party. The decision of the said arbitrators, or any two (2) of them, made in writing, in regard to any difference or differences shall be final and binding on the Corporation, the Union and the employees concerned.

Effective 2013 April 26

Where considered acceptable to both the Employer and the Union, a single Arbitrator may be used in place of a three (3) member Arbitration Board.

Each party shall be responsible for its individually contracted costs; any common costs shall be shared equally.

7.04 Disciplinary Action

The employee will be given a copy of any letter of reprimand or other discipline that is to be entered into the employee's personnel file. Prior to any such letter being issued, the employee shall have the opportunity to request the presence of a job steward in the disciplinary interview associated with the letter.

8. STANDING COMMITTEE

8.01 A Standing Committee consisting of the two bargaining committees exists to consider and recommend on anomalies, contract changes, working conditions, job descriptions, and administration of the Collective Agreement.

8.02 (a) The bargaining committee will be advised when new jobs are available so that arrangements may be made to include them in the classification schedule.

(b) Disputes involving wage anomalies relative to the City of Vancouver which cannot be settled by the Standing Committee may be referred by either party to arbitration as provided for in Clause 7.03 of the Collective Agreement.

9. EMPLOYEE BENEFITS

9.01 Change in Personal Status

To ensure full coverage of all benefits, changes in marital status, dependents and life insurance beneficiary, must be reported to the Human Resources Department promptly.

9.02 Canada Pension Plan

Employees are covered under the Canada Pension Plan in accordance with provisions of the *Canada Pension Plan Act*.

9.03 Employment Insurance

Employees are covered by Employment Insurance in accordance with the provisions of the *Employment Insurance Act*.

9.04 Municipal Pension Plan of BC

Employees shall participate in the Municipal Pension Plan of BC under its governing legislation and rules. Regular Full-Time Employees shall be enrolled upon completion of their probationary period.

Where an employee chooses to extend their pensionable service by purchasing time served in a probationary capacity with the Employer which has not previously been considered as pensionable service, the Employer shall pay one-half ($\frac{1}{2}$) of the costs to extend such service. This provision is subject to the provisions of the Municipal Pension Plan of BC and the maximum time that the Employer will cost-share with the employee is six (6) months.

9.05 M.S.P. and Extended Health

All employees are required to contribute 25% (effective 2013 April 26, 15%) of the cost of the Medical Services Plan of B.C. and 25% (effective 2013 April 26, 15%) of the cost of the Pacific Blue Cross Extended Health Care Plan, the Corporation will contribute the other 75% (effective 2013 April 26, 85%).

New employees will be required to participate in the Medical Services Plan of B.C. and the Pacific Blue Cross Extended Health Care Plan cost and benefits on the first day of the month following the date of employment. Where employment begins on the first day of the month, benefit enrollment will occur immediately. If new or rehired employees have been paying regularly into the Medical Services Plan of B.C. or the Pacific Blue Cross Extended Health Care Plan at their previous place of employment, they will continue to pay into the Medical Services Plan of B.C. and the Pacific Blue Cross Extended Health Care Plan as soon as they start to work for the Corporation. An employee who works one or more days in the month of termination of employment will pay their normal share of the premium for that month, to be deducted from their final cheque, and will be given coverage under the Medical Services Plan of B.C. and the

Pacific Blue Cross Extended Health Care Plan until the end of the month in which the employee terminates.

The provision of Extended Health Care benefits shall be subject to the requirements of the Plan. The Plan shall contain, among other benefits, a vision care option (\$450.00 per person payable per twenty-four (24) month period, eye exam coverage of \$100.00 per person per twenty-four (24) month period), coverage for hearing aids (to a maximum of \$700.00 maximum payable per person during a five (5) calendar year period), orthopedic shoes, diabetic equipment and supplies, ostomy supplies, coverage for orthotics to a maximum of \$150 per calendar year, and registered psychologist services (for employees and dependents to a maximum of \$1,000.00 payable per person per calendar year). The EHC lifetime maximum coverage under this Plan will be \$1,000,000 per each covered employee and dependent.

The Employer agrees to request the carrier to amend the Extended Health Care Plan to provide for a combined maximum paramedical benefit of \$1500 per person covered per calendar year. This benefit will cover fees for the following services provided by a practitioner registered to practice in the Province in which service is rendered:

- physiotherapy
- massage therapy
- chiropractor
- naturopath
- podiatrist
- acupuncture
- speech therapy

Effective 1999 January 01, the Pacific Blue Cross Net Adjudication System will be implemented.

9.06 Benefit Eligibility

- (a) Unless otherwise noted in this Agreement, employees who change status to Temporary Full-Time or Regular Full-Time will serve the full waiting period for Dental, Group Life, AD&D, STII, Long Term Disability and enrolment in the Municipal Pension Plan. Prior service will not count toward the benefit waiting period.
- (b) For Temporary Full-Time Employees who change status to Regular Full-Time or vice versa, continuous full-time service will be counted toward the waiting periods for Dental, Group Life, AD&D, STII, Long Term Disability and enrolment in the Municipal Pension Plan.

9.07 Dental Plan

Regular Full-Time Employees are eligible for coverage under the dental plan after completion of six months of continuous employment as outlined below:

- (a) Basic Dental Services (Plan A) paying 80% of the approved schedule of fees.

- (b) Prosthetics, crowns and bridges (Plan B) paying for 50% of the approved schedule of fees.
- (c) Orthodontics (Plan C) paying for 50% of the approved schedule of fees, up to \$3000 per person, lifetime maximum.
- (d) The premiums for the Dental Plan will be paid 85% by the Employer and 15% by the employee, whose contributions shall be made by payroll deduction.

9.08 Short Term Illness and Injury and Long Term Disability Plans

The parties agree in principle to endorse the implementation of a Short Term Illness and Injury Plan and a Long Term Disability Plan for GVRDEU members subject to the following general outline. The parties will establish a joint committee to develop a detailed policy to govern the operation of the plan and shall attempt to conclude this task to achieve a 01 February 1989 implementation date.

Section One - Plan Conditions

All Regular Full-Time Employees hired prior to 1989 November 30 shall be entitled to select either the continuation of current sick leave benefits under their existing accumulative plans, or for enrollment in the new Short Term Illness and Injury Plan (STII Plan) and Long Term Disability Plan (LTD Plan) which shall become effective 1989 February 01. The exercises of this one-time only option shall be communicated in writing to the Corporation a minimum of 30 days in advance of the 1989 February 01 effective date and such decision shall be final and binding. The present Clause 36(b), in the Agreement expiring 1988 March 31, ceases to exist and no special fund is available. Introduction of the new Short Term Illness and Injury Plan (STII Plan) and Long Term Disability Plan (LTD Plan) is subject to a satisfactory level of enrollment in order for the Employer to obtain coverage at a reasonable cost.

Section Two - Temporary Full-Time and Probationary Regular Full-Time Employees

All Temporary Full-Time Employees, and new Regular Full-Time Employees who have not successfully completed a six (6) month probationary period, shall be entitled to the following sick leave provisions:

- (a) Employees shall be credited with one (1) sick leave day for each earned month of employment (30 days) to a maximum of six (6) days per calendar year.
- (b) A deduction shall be made from the sick leave credit for working days absent with 100% pay due to illness or injury provided. A doctor's certificate may be required before returning to work.
- (c) The sick leave plan provided for in this section shall terminate when a temporary employee leaves the service of the Corporation or when a Regular Full-Time Employee successfully completes the six (6) month probationary period, with no cash payout for unused sick leave credits.

Section Three - Short Term Illness and Injury Plan

All New Regular Full-Time Employees hired on or after the date of ratification of this Memorandum of Agreement shall, upon successful completion of a six (6) month probationary period, be covered by the following STII Plan:

- (a) All eligible employees shall receive one hundred percent (100%) of regular gross salary for the first three (3) occurrences of illness in a calendar year; an occurrence is a continuous absence without a break (except for weekends).
- (b) Thereafter from the 4th occurrence onwards, eligible employees shall receive 75% of regular gross salary until such time as they become eligible for coverage under the LTD Plan.
- (c) In the event an employee is absent from work on the STII Plan on their first scheduled day of work in any calendar year, such employee must return to work for a minimum of fifteen (15) consecutive working days in that calendar year in order to become eligible to have three (3) occurrences of absence paid at one hundred percent (100%) as provided under Section 3(a) above, subject to the provisions outlined in Section 3(d).
- (d) Benefits under the STII Plan shall be adjusted on January 1st of each calendar year based on the average sick leave used in the previous year as follows:

<u>Average Sick Leave Days Used</u>	<u>100% of Regular Gross Salary</u>	<u>75% of Regular Gross Salary</u>
5.00 or less	5 occurrences of illness in a calendar year	6th occurrence onwards until LTD eligibility
5.01 - 6.00	4 occurrences of illness in a calendar year	5th occurrence onwards until LTD eligibility
6.01 - 7.00	3 occurrences of illness in a calendar year	4th occurrence onwards until LTD eligibility
7.01 or greater	2 occurrences of illness in a calendar year	3rd occurrence onwards until LTD eligibility

- (e) The following formula will be used to calculate the average sick leave days used:

$$\begin{array}{rcccl} \text{Total No. of} & & \text{Total No. of} & & \text{Average Sick Leave} \\ \text{STIIP Sick} & & \text{Regular Full-Time} & & \text{Per Regular} \\ \text{Days Used} & + & \text{Employees} & = & \text{Full-Time Employee} \end{array}$$

Sick leave use and costs under the STII Plan will be monitored over the life of the agreement by the Standing Committee.

- (f) One hundred percent (100%) of the costs associated with providing benefits under the STII Plan shall be borne by the Corporation.
- (g) Where an employee is absent due to illness or injury, the employee will be entitled, subject to suitable medical verification, where considered necessary by the Corporation, to return to the employee's position within a period of six months (180 days) from the onset of illness or injury.

Where the employee's absence exceeds or is anticipated to exceed six months, the Corporation will acquire and review updated medical information (including a prognosis regarding return to work) and, after consultation with the Union, decide whether to post the vacant position. Depending on the results of this review of medical information and prognosis, the employee, when able to return to work, may be:

- (i) placed back in the employee's position at the rate of pay for that position, or
 - (ii) returned to a vacant position for which the employee is qualified, at the rate of pay for previous or current position whichever is greater. In this event the Union (through consultation with Management) may agree to waive the requirement to post a position considered suitable for the employee.
- (h) A detailed outline describing employee L.T.D. benefit coverage will be drawn up and mutually agreed to by the parties recognizing the following principles:
 - (i) That employee benefit coverage will be continued on the described cost sharing basis for a period of six months L.T.D. coverage. Annual vacation and statutory holidays will be compensated by the employer during this period.
 - (ii) That employee benefit coverage will be available to an employee for a further eighteen (18) month period, at the full expense of the employee.
 - (iii) The parties agree that application will be made to the Superannuation Commissioner for approval of the Long Term Disability Plan whereby the period of disability will be considered as "service" and will be approved for purposes of an indexed pension at maximum retirement age.
 - (iv) Following 24 months of LTD coverage (30 months combined STII and LTD), the employer may have no contractual obligation to return the employee to the workforce. The employee may however, retain employee status for the purpose of continuing to qualify for LTD benefits under Section Four of this Schedule and for the purposes of benefits under the Pension (Municipal) Act.
 - (v) The Standing Committee will review each LTD case on a quarterly basis.

Section Four - Long Term Disability Plan

At the expiry of 26 weeks of continuous coverage under the STII Plan, Regular Full-Time Employees who have been continuously employed for a minimum of one (1) calendar year shall be eligible for coverage under the LTD Plan, which shall provide for the following:

- (a) Regular Full-Time Employees who continue to be disabled from fulfilling the requirements of their own occupation beyond 26 weeks of coverage under the STII Plan, shall receive 66.67% of the first \$2,500 per month of pre-disability salary and 50% of any amount thereafter, for so long as they remain disabled from fulfilling the requirements of their own occupation, to a maximum of two (2) years.
- (b) In the event that an employee in receipt of LTD Plan benefits is deemed by the insurer, at the expiry of the two (2) year period referenced under Section 4(a) above, to be totally disabled from fulfilling the requirements of any occupation, then the employee shall continue to receive a benefit of 66.67% of the first \$2,500 per month of pre-disability salary and 50% of any amount thereafter, until the date of recovery, death, or age 65, whichever first occurs.
- (c) If, within thirty (30) working days of returning to work, an employee in receipt of LTD Plan benefits is again absent as a result of a certified reoccurrence of the initial illness or disability, it shall be considered to be part of the initial illness and the employee shall continue to receive LTD Plan benefits for as long as the employee remains eligible.
- (d) The LTD Plan shall be integrated with the Canada Pension Plan, Workers' Compensation Board (WorkSafeBC), and any other non-private plans funded wholly or in part by the Corporation which provide income supplements for disabilities. The amount of salary benefits paid to employees therefore shall be determined first, less any of the offsets described herein.
- (e) One hundred percent (100%) of the costs associated with providing benefits under the LTD Plan shall be borne by the Corporation.

Section Five - General Conditions

- (a) One hundred percent (100%) of the Employment Insurance premium reduction shall be returned to the Corporation.
- (b) Employees in receipt of benefits under either the STII Plan or the LTD Plan may be required by either the Corporation or the insurer to produce medical certification at any time from a duly qualified medical practitioner stating that such employee is unable to carry out the duties of their position (or any position, as the case may be) and providing a prognosis with respect to the employee's return to work. Such certification shall be provided at the employee's cost.

An employee may also be required to undergo a medical assessment by a physician other than the employee's own. This requirement may occur at the initia-

tive of the Corporation or the insurer. Where such a medical assessment is required, either the Corporation or insurer, as the case may be, shall pay for the cost of the assessment.

- (c) Where an employee has suffered an illness or injury as a result of working in the employ of another Corporation, the employee shall not be eligible for benefits under either the STII Plan or the LTD Plan.
- (d) Where an employee in receipt of either STII Plan benefits or LTD Plan benefits is "gainfully employed" in any capacity whatsoever, other than approved rehabilitative employment, the employee shall be deemed to have terminated their employment with the Corporation.
- (e) S.T.I.I. Plan Reimbursement

If, as a result of a claim made to an insuring third party (e.g. I.C.B.C.), after 1992 August 06 an employee receives compensation for wage loss (including benefit costs) referable to a period during which the employee received sick leave benefits, then the employee, upon receipt of such payment, shall reimburse the Corporation to the extent such wage loss is recovered from the third party, not exceeding the sick leave benefit paid, less those legal fees certified by the employee's legal counsel as being attributable to proving the wage loss claim. The Corporation shall then reinstate, for the year in which the recovery occurs, sick leave entitlement as it pertains to occurrences and sick leave usage for that employee and the Short Term Illness and Injury Plan.

- (f) Employees' sick leave pay will be calculated on the employee's Schedule "A" rate for the prior ten (10) normal working days. Effective 2013 April 26, Employees' sick leave pay will be calculated on the employee's Schedule "A" rate. (Note: It is understood that as a result of placing a period after the word "rate", an employee's sick leave pay will no longer be calculated on any acting pay, but will be based on the rate for their posted classification.)

9.09 Group Life Insurance

All Regular Full-Time Employees shall, upon completion of the probationary period, join the Group Life Insurance plan which provides the following coverage:

- (a) Coverage shall be two times the basic annual salary with a maximum insured value of \$150,000.
- (b) Coverage includes Accidental Death and Dismemberment benefits.
- (c) Premiums are 80% Corporation-paid and 20% employee-paid.

9.10 Survivor Benefits

The Extended Health and Dental plans shall include survivor benefits, in accordance with the rules of the plans, for a period of three (3) months in the event of the death of an employee while employed by the GVRD and covered under these plans.

9.11 Annual Vacation

Employees' annual vacation pay will be calculated on the employee's Schedule "A" rate for the prior ten (10) normal working days. Effective 2013 April 26, Employees' annual vacation pay will be calculated on the employee's Schedule "A" rate. (Note: It is understood that as a result of placing a period after the word "rate", an employee's vacation pay will no longer be calculated on any acting pay, but will be based on the rate for their posted classification.)

An employee after 12 consecutive months' service shall be entitled to annual vacation, as follows:

<u>Years of Service Completed</u>	<u>Number of Days Vacation</u>
After 1 year	15 working days
After 9 years	20 working days
Effective 2013 April 26	
After 7 Years	20 working days
After 15 years	25 working days
After 21 years	30 working days

After 25 years' continuous service, an employee shall be entitled to an additional 20 days vacation for one year only.

Vacations may be taken at any time mutually agreeable during the contract year, but if over two weeks duration, shall be split if requested.

Employees leaving the corporation after twenty (20) years' continuous service and before twenty-five (25) years shall receive that portion of the additional twenty (20) days in the ratio of their years' service to twenty-five (25).

9.12 Leaves of Absence

(a) Absenteeism

If for some reason you cannot report to work on time, or must be absent for good reason, please telephone your immediate supervisor, without delay.

(b) Court Attendance and Jury Duty

If you are called for Jury Duty you will receive your regular pay. However, any other remuneration received for such duty should be remitted to the District.

(c) Funeral Leave

An employee shall be granted leave up to a maximum of three (3) days if required without loss of salary or wages in case of death of a parent, wife, hus-

band, brother, sister, son, daughter, grandparent, grandchild, parent-in-law, or other relative if such other relative was normally resident in the employee's household. An employee who qualifies for funeral leave and who is required both to attend to the affairs connected with the funeral and also to travel in connection with the funeral a distance of more than three hundred (300) kilometers may be granted additional leave without loss of pay for a further period of two (2) working days. An employee shall be granted up to one (1) day off without loss of pay to attend a funeral as a pallbearer.

9.13 Maternity and Parental Leave

(a) Length of Leave

Birth Mother

A pregnant employee shall be entitled to up to seventeen (17) consecutive weeks of maternity leave and up to thirty-five (35) consecutive weeks of parental leave, all without pay. The parental leave must immediately follow the maternity leave.

In the event the birth mother dies or is totally disabled, an employee who is the father of the child shall be entitled to both maternity and parental leave without pay.

Birth Father and Adoptive Parent

An employee who is the birth father, the adoptive father or the adoptive mother shall be entitled to up to thirty-seven (37) consecutive weeks of parental leave without pay. The employee shall take the leave within fifty-two (52) weeks of the child's birth or date the child comes within the care and custody of the employee.

Extensions - Special Circumstances

An employee shall be entitled to extend the maternity leave by up to an additional six (6) consecutive weeks' leave without pay where a physician certifies the employee as unable to return to work for medical reasons related to the birth.

An employee shall be entitled to extend the parental leave by up to an additional five (5) consecutive weeks' leave without pay where the child is at least six (6) months of age before coming into the employee's care and custody and the child is certified as suffering from a physical, psychological or emotional condition.

Provided however, that in no case shall the combined maternity and parental leave exceed fifty-two (52) consecutive weeks following the commencement of the leave.

(b) Notice Requirements and Commencement of Leave

- (1) An employee who requests parental leave for the adoption or caring of a child shall be required to provide proof of adoption or birth of the child.
- (2) An employee shall provide written notice, at least four (4) weeks in advance, of the intended commencement date of the maternity and/or parental leave. (In the case of adoption of a child, the employee shall provide as much notice as possible.)
- (3) The Corporation may require a pregnant employee to commence maternity leave where the duties of the employee cannot reasonably be performed because of the pregnancy. In such cases the employee's previously scheduled leave period will not be affected.
- (4) An employee on maternity leave or parental leave shall provide four (4) weeks' notice prior to the date the employee intends to return to work.
- (5) An employee who wishes to return to work within six (6) weeks following the actual date of the birth may be required to provide a certificate from a medical practitioner stating the employee is able to return to work.
- (6) Where a pregnant employee gives birth before requesting maternity leave or before commencing maternity leave, the employee's maternity leave will be deemed to have started on the date the employee gave birth.

(c) Return to Work

On resuming employment an employee shall be reinstated in their previous position and for the purposes of benefits referenced in (e) herein, and vacation entitlement (but not for public holidays or sick leave) maternity and parental leave shall be counted as service. Vacation pay shall be prorated in accordance with the duration of the leave and an employee may elect not to take that portion of vacation which is unpaid. In the event the previous position no longer exists or for any other reason it would be impractical to return to the previous position, then the employee shall be reinstated to a comparable position at the rate of pay for either the previous or the comparable position, whichever is higher.

(d) Sick Leave

- (1) An employee on maternity leave or parental leave shall not be entitled to sick leave during the period of leave.
- (2) Subject to paragraph (d)(1), an employee on maternity leave or parental leave who has notified their Department Head of their intention to return to work pursuant to paragraph (b)(5) and who subsequently suffers any illness or disability which prevents the employee from returning to work as scheduled, whether or not such illness or disability is related to pregnancy, shall be entitled to sick leave benefits commencing on the first day on which the employee would otherwise have returned to work.

(e) Benefits

- (1) MSP, Dental, EHB, and Life Insurance benefits shall continue uninterrupted during the period of time the employee is on maternity and/or parental leave provided that the employee makes arrangements prior to commencing the leave to pay their share of the benefit premiums for that period. Where an employee makes arrangements to continue benefits coverage all benefits named in this paragraph shall continue.
- (2) Pension contributions will cease during the period of the leave. Service for the leave period can be purchased pursuant to the Municipal Pension Plan's governing legislation and rules. While such legislation and rules may change during the term of this Collective Agreement, legislation and rules at the date of ratification require employees to purchase their service prior to resigning their employment during or at the end of their maternity leave.

9.14 Leaves of Absence for Union Business(a) President

The Employer agrees to grant a leave of absence for the purpose of performing duties as President of the GVRDEU on the following conditions:

- (i) The Employer will continue to pay the employee's regular wages plus deferred compensation and shall render an account to the GVRDEU for such amount, plus an additional amount to reflect Employer costs associated with vacation, statutory holidays, sick leave and L.T.D., Workers' Compensation (WorkSafeBC), Canada Pension Plan, Employment Insurance, Group Life Insurance, Medical Services Plan, Extended Health, Dental Plan and Municipal Superannuation. The additional amount to cover costs will be subject to annual adjustments by the Employer in consultation with the Union.

The Union shall reimburse the Employer for the amount of the account within thirty (30) calendar days of receipt of such account.
- (ii) Seniority will continue to accumulate during the leave of absence.
- (iii) The Employer and the Union will work out return to work arrangements suitable to the needs of the work group from which the President takes the leave of absence.
- (iv) It is the intent of the parties that the President's employment status with the Employer shall in no way be diminished as a result of their participation as President of the Union.

(b) Grievances and Standing Committee

Employees who have been granted permission to leave their job site temporarily for the purpose of settling a grievance or attending a disciplinary meeting involving a GVRD employee or to attend Standing Committee, will be granted leave of absence without loss of pay. In all cases, such leaves will be granted for reasonable numbers of employees in the circumstances and will be subject to requests being made sufficiently in advance of the requested leave to permit adequate staffing arrangements to be made without overtime costs being incurred by the Employer.

- (c) Subject to operational requirements, a maximum of five (5) employees will be permitted time off without loss of regular pay while engaged in direct negotiations for the renewal of a Collective Agreement. The time off for which payment is allowed under this Clause does not include days or part days involving Union caucus alone.

(d) Other Business

Leave of absence without pay may be granted, subject to operational requirements, to official representatives of the Union for the purpose of transacting any other business in connection with matters affecting members of the Union employed by the GVRD. In such cases, the Employer will continue to pay the employee's regular wages, including deferred compensation, and shall render an account to the Union for such amount. The Union shall reimburse the Employer within thirty (30) days of receipt of such account.

- (e) For purposes of administration of items (b), (c) and (d), it is agreed the Union will continue to provide the Employer with an up-to-date list of official Union representatives.

9.15 WCB (WorkSafeBC) Income Continuance Plan

Regular Full-Time Employees with more than one year of continuous service at date of application will be eligible for WCB (WorkSafeBC) Income Continuance in accordance with the following procedures:

- (a) While the employee is absent on wage loss benefits, the wage loss cheque from WCB (WorkSafeBC) will be forwarded to the Regional District and the employee will continue to be in receipt of a cheque from the Regional District.
- (b) While in receipt of the WCB (WorkSafeBC) wage loss benefit, the employee's salary for the period of wage loss will be their normal net salary figure following benefit deductions (up to the annual maximum WCB (WorkSafeBC) earnings protection level). Normal deductions will be taken, except for those deductions such as Income Tax, Canada Pension Plan and Unemployment Insurance, which presently are not taxable on WCB (WorkSafeBC) wage loss benefits and any others which in the future may become non-taxable under WCB (WorkSafeBC) wage loss benefits.

- (c) An overriding principle of no loss, no gain exists. Where an issue is present regarding this matter, it will be presented to Standing Committee for resolution.

9.16 Tool Insurance

Employees required to provide their own tools shall be insured by the District, at its cost on an all risk basis for replacement cost provided a detailed list is submitted to the Risk Management Officer once each year not later than June 01. The list shall describe each tool by name, make and cost and the total cost of scheduled tools. The maximum insured value per employee is \$15,000, or more if determined reasonable by the supervisor, with a \$50 deductible clause. Scheduled tools only will be covered and the deductible amount shall be paid by the employee.

9.17 Apprentice Tool Allowance

Apprentices will be granted a tool allowance of \$1000 at the end of the second year of apprenticeship, \$500 at the end of the third year, and \$500 upon graduation.

10. EMPLOYEE SAFETY

10.01 Working Conditions

Except where now supplied, you are required to provide your own work clothes and such items as gloves, rubber boots and rain gear. The District provides safety equipment as required such as ear muffs, toe guards, goggles, hard hats, traffic control vests, etc. and these are to be used as necessary to comply with the Workers' Compensation Act (WorkSafeBC) Regulations.

10.02 Padman

A padman will be in attendance when a crane is operating, but not when travelling. However, when the crane is not operating the padman will be available for other work.

10.03 Coveralls

The Corporation will make available to the following groups of Regular Full-Time operations employees two (2) pairs of coveralls per employee for their use during working hours, except where currently provided.

- (a) Maintenance crews on the Water and Sewer Districts
- (b) Mechanical, Electrical, Communications and Instrumentation Sections
- (c) Effective 2013 April 26, Construction

The Superintendent shall decide when replacement is required upon presentation of the to-be-replaced item.

10.04 Drying Facility

On all projects adequate facilities will be provided for drying employees' clothes.

10.05 Boot Allowance

Regular Full-Time Employees will receive a \$50 (effective 2013 April 26, \$75) boot allowance every year toward the purchase of CSA approved boots. This allowance shall be paid the first Monday in November of 2008 and annually thereafter to Regular Full-Time Employees employed as of that date.

11. TERMS OF AGREEMENT

11.01 Effective Period of Agreement

This Agreement shall be effective as from 12:01 a.m. 2012 January 01 and shall remain in force and be binding upon the parties until 2015 December 31 and from year to year thereafter, unless terminated by either party on written notice served within four (4) months prior to the first day of January in any subsequent year.

It is understood and agreed between the Employer and the Union that the operation of Subsections (2) and (3) of Section 50 of the Labour Relations Code of British Columbia is hereby excluded from and shall not be applicable to this Agreement.

The parties agree that if a wage settlement within the term of this Agreement is agreed with the CUPE Local 1004, and if such wage settlement is subsequently approved by the Compensation Stabilization Commissioner, if required, and put into effect, then, at the option of the GVRDEU, such wage settlement shall be applied in the same form (i.e. either as a percentage or as cents per hour) to the GVRD outside workforce, as represented by GVRDEU. For purposes of this Agreement, the term "wage settlement" shall be defined in such a manner so as to include any and all provisions which, under the terms and conditions of the Vancouver settlement, are either directly linked to, or directly "traded off" against, the wage settlement. The settlement of the CUPE Local 1004 contract (or Memorandum of Agreement) will in no way have a negative effect on GVRDEU wages or benefits.

11.02 Wages

- (a) Effective 2012 January 01, all Schedule "A" wage rates in effect on 2011 December 31 shall be increased by one and one-quarter percent (1.25%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2013 January 01, all Schedule "A" wage rates in effect on 2012 December 31 shall be increased by one and three-quarters percent (1.75%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Effective 2014 January 01, all Schedule "A" wage rates in effect on 2013 December 31 shall be increased by one and three-quarters percent (1.75%). The new hourly rates shall be rounded to the nearest whole cent.

- (d) Effective 2015 January 01, all Schedule "A" wage rates in effect on 2014 December 31 shall be increased by two percent (2%). The new hourly rates shall be rounded to the nearest whole cent.

APPROVED ON BEHALF OF THE
GREATER VANCOUVER REGIONAL
DISTRICT EMPLOYEES' UNION:

"Bill Eastwood"

W.M. Eastwood, President

"Chris Schoenefuhs"

C. Schoenefuhs, Vice-President

"Bob Beaumont"

D.R. Beaumont, Secretary

"Darren Broughton"

D. Broughton, Treasurer

"Derek Gleig"

D. Gleig

"Jesse Medeiros"

J. Medeiros

"Anna Agnew"

A. Agnew

"Doug Smardon"

D. Smardon

"Brian Northam"

B. Northam

"B. Buttner"

B. Buttner

APPROVED ON BEHALF OF THE
GREATER VANCOUVER REGIONAL
DISTRICT:

"Greg Moore"

G. Moore, Chair

"Carol Mason"

C. Mason, Chief Administrative Officer

DATED: _____

SALARY SCHEDULES

Deferred Compensation Plan - Effective July 1, 1975 and Revised August 1992 and May 1998.

Deferred compensation will be calculated at six and one-quarter percent (6¼%) of all monies earned for all time worked including overtime, shift differential, standby, callout and travel time and while on jury duty during regular working hours.

The deferred compensation may be withdrawn in cash by the employee at any time by including the request on a normal time sheet. Deferred compensation may be taken by the employee in the form of time off only after the employee has used fifteen (15) days of annual vacation in the current calendar year or if the employee's annual vacation bank contains no days.

Deferred compensation will be credited to the employee's account in terms of dollars at the rate of pay in effect for each day worked and when subsequently taken as time off shall be withdrawn from the employee's account at the current rate in effect for the last day worked. The Corporation is solely responsible for the keeping of the monies in the deferred compensation accounts and will issue individual statements on a periodic basis at intervals of not greater than three (3) months.

Any unused deferred compensation will be carried over into the following year.

SCHEDULE "A"BI-WEEKLY SALARIES
(alphabetical)

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Assistant District Operator-Water	G461	2,185.60	2,224.00	2,263.20	2,308.80
Assistant Foreman	G456	2,185.60	2,224.00	2,263.20	2,308.80
Bldg Ops Supt Elec Specialty	G600	2,964.80	3,016.80	3,069.60	3,131.20
Building Operations Supt.	G597	2,649.60	2,696.00	2,743.20	2,798.40
Cap Works & Const Tech II	G545	2,812.80	2,862.40	2,912.80	2,971.20
Cap Works & Const Technologist	G424	2,649.60	2,696.00	2,743.20	2,798.40
Capital Works & Const Coordinator	G759	2,918.40	2,969.60	3,021.60	3,082.40
Chlorination Mechanic I	G528	2,649.60	2,696.00	2,743.20	2,798.40
Chlorination Mechanic II	G525	2,812.80	2,862.40	2,912.80	2,971.20
Chlorination Mechanic Trainee	G523	2,132.00	2,169.60	2,207.20	2,251.20
Civil Maintenance Assistant Foreman ****	G751	2,495.20	2,539.20	2,584.00	2,636.00
Civil Maintenance Foreman	G750	2,693.60	2,740.80	2,788.80	2,844.80
Coating Applicator Foreman	G700	2,693.60	2,740.80	2,788.80	2,844.80
Combo Truck Assistant ****	G560	2,236.80	2,276.00	2,316.00	2,362.40
Combo Truck Driver ****	G588	2,476.80	2,520.00	2,564.00	2,615.20
Communications System Technician	G419	2,812.80	2,862.40	2,912.80	2,971.20
Communications Technologist I	G415	2,394.40	2,436.00	2,478.40	2,528.00
Communications Technologist II	G416	2,532.00	2,576.00	2,620.80	2,673.60
Communications Technologist III	G417	2,693.60	2,740.80	2,788.80	2,844.80
Communications Technologist IV	G418	3,024.80	3,077.60	3,131.20	3,193.60
Construction Coordinator	G470	2,918.40	2,969.60	3,021.60	3,082.40
Construction Dispatch Office Foreman	G697	2,887.20	2,937.60	2,988.80	3,048.80
Construction Foreman	G455	2,887.20	2,937.60	2,988.80	3,048.80
Control Room Operator Trainee	G445	1,993.60	2,028.80	2,064.00	2,105.60
Digital Control Software Specialist	G420	3,083.20	3,136.80	3,192.00	3,256.00
Dispatcher	G509	2,514.40	2,558.40	2,603.20	2,655.20
District Operator-Water	G460	2,404.80	2,447.20	2,490.40	2,540.00
Downtown Eastside Caretaker	G592	1,640.80	1,669.60	1,699.20	1,732.80
Electrical Foreman	G450	3,233.60	3,290.40	3,348.00	3,415.20
Electrician	G451	2,964.80	3,016.80	3,069.60	3,131.20
Electrician Apprentice Year 1 [†]	G452A	2,372.00	2,413.60	2,456.00	2,504.80
Electrician Apprentice Year 2 [†]	G452A	2,520.00	2,564.00	2,608.80	2,661.60
Electrician Apprentice Year 3 [†]	G452A	2,728.00	2,775.20	2,824.00	2,880.80
Electrician Apprentice Year 4 [†]	G452A	2,816.80	2,865.60	2,916.00	2,974.40
Equipment Operator I	G687	2,202.40	2,240.80	2,280.00	2,325.60

SCHEDULE "A" (cont'd)

Page 2

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Equipment Operator II	G688	2,394.40	2,436.00	2,478.40	2,528.00
Equipment Operator III	G689	2,580.80	2,625.60	2,671.20	2,724.80
Fleet Services Asset Coordinator	G604	2,487.20	2,530.40	2,574.40	2,625.60
Flow Monitoring Assistant	G755	2,236.80	2,276.00	2,316.00	2,362.40
Flow Monitoring Technologist I**	G429	2,476.80	2,520.00	2,564.00	2,615.20
Flow Monitoring Technologist II**	G430	2,649.60	2,696.00	2,743.20	2,798.40
Flow Monitoring Technologist III	G423	2,962.40	3,014.40	3,067.20	3,128.80
Forestry Technician III	G442	2,693.60	2,740.80	2,788.80	2,844.80
Garage Mechanic (Heavy Duty Mechanic)**	G514	2,905.60	2,956.80	3,008.80	3,068.80
Garage Mechanic-Apprentice Year 1 ⁺	G561A	2,324.80	2,365.60	2,407.20	2,455.20
Garage Mechanic-Apprentice Year 2 ⁺	G561A	2,469.60	2,513.60	2,557.60	2,608.80
Garage Mechanic-Apprentice Year 3 ⁺	G561A	2,672.80	2,720.00	2,768.00	2,823.20
Garage Mechanic-Apprentice Year 4 ⁺	G561A	2,760.00	2,808.80	2,858.40	2,915.20
Garage Service Advisor	G776	2,487.20	2,530.40	2,574.40	2,625.60
Gardener-Iona	G521	2,438.40	2,480.80	2,524.00	2,574.40
Housing Dispatcher	G422	2,140.80	2,178.40	2,216.80	2,260.80
Housing Technician	G603	2,812.80	2,862.40	2,912.80	2,971.20
Housing Operations Assistant	G595	1,999.20	2,034.40	2,070.40	2,112.00
Inspector I	G713	2,313.60	2,354.40	2,396.00	2,444.00
Inspector II	G714	2,532.80	2,576.80	2,621.60	2,674.40
Inspector III	G721	2,650.40	2,696.80	2,744.00	2,799.20
Inspector IV	G722	2,775.20	2,824.00	2,873.60	2,931.20
Inspector V	G723	2,918.40	2,969.60	3,021.60	3,082.40
Instrument Mechanic/Technologist IV	G428	3,071.20	3,124.80	3,179.20	3,242.40
Instrument Mechanic-Apprentice Year 1 ⁺	G760A	2,456.80	2,500.00	2,543.20	2,593.60
Instrument Mechanic-Apprentice Year 2 ⁺	G760A	2,610.40	2,656.00	2,702.40	2,756.00
Instrument Mechanic-Apprentice Year 3 ⁺	G760A	2,825.60	2,875.20	2,924.80	2,983.20
Instrument Mechanic-Apprentice Year 4 ⁺	G760A	2,917.60	2,968.80	3,020.00	3,080.00
Instrument Mechanic-Apprentice Year 5 ⁺	G760A	2,994.40	3,046.40	3,100.00	3,161.60
Instrument Technologist I	G425	2,394.40	2,436.00	2,478.40	2,528.00
Instrument Technologist II	G426	2,532.00	2,576.00	2,620.80	2,673.60
Instrument Technologist III	G427	2,693.60	2,740.80	2,788.80	2,844.80
Instrumentation Foreman	G421	3,233.60	3,290.40	3,348.00	3,415.20
Instrumentman I	G481	2,231.20	2,270.40	2,310.40	2,356.80
Instrumentman II	G482	2,339.20	2,380.00	2,421.60	2,470.40
Instrumentman III	G483	2,449.60	2,492.80	2,536.80	2,587.20
Instrumentman IV	G484	2,564.80	2,609.60	2,655.20	2,708.00

SCHEDULE "A" (cont'd)

Page 3

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Instrumentman-Probationary	G480	2,080.80	2,117.60	2,154.40	2,197.60
LSCR Field Assistant	G490	2,107.20	2,144.00	2,181.60	2,225.60
LSCR Field Technologist	G578	2,532.00	2,576.00	2,620.80	2,673.60
LSCR Operations Assistant	G579	2,394.40	2,436.00	2,478.40	2,528.00
LSCR Operations Foreman	G536	2,752.80	2,800.80	2,849.60	2,906.40
Maintenance Mechanic	G526	2,905.60	2,956.80	3,008.80	3,068.80
Maintenance Mechanic I	G512	2,132.00	2,169.60	2,207.20	2,251.20
Maintenance Mechanic II	G518	2,298.40	2,338.40	2,379.20	2,426.40
Maintenance Mechanic III	G520	2,438.40	2,480.80	2,524.00	2,574.40
Maintenance Planner	G434	3,042.40	3,096.00	3,150.40	3,213.60
Maintenance Technologist	G708	2,717.60	2,764.80	2,812.80	2,868.80
Material and Construction Inspector I	G475	2,089.60	2,126.40	2,164.00	2,207.20
Material and Construction Inspector II	G476	2,140.80	2,178.40	2,216.80	2,260.80
Material and Construction Inspector III	G477	2,313.60	2,354.40	2,396.00	2,444.00
Metal Fabricator	G457	2,785.60	2,834.40	2,884.00	2,941.60
Metal Fabricator/Blacksmith Assistant I	G473	2,132.00	2,169.60	2,207.20	2,251.20
Metal Fabricator/Blacksmith Assistant II	G474	2,298.40	2,338.40	2,379.20	2,426.40
Meter Reader I	G431	2,236.80	2,276.00	2,316.00	2,362.40
Meter Reader II	G432	2,476.80	2,520.00	2,564.00	2,615.20
Millwright Apprentice Year 1 ⁺	G524A	2,324.80	2,365.60	2,407.20	2,455.20
Millwright Apprentice Year 2 ⁺	G524A	2,469.60	2,513.60	2,557.60	2,608.80
Millwright Apprentice Year 3 ⁺	G524A	2,672.80	2,720.00	2,768.00	2,823.20
Millwright Apprentice Year 4 ⁺	G524A	2,760.00	2,808.80	2,858.40	2,915.20
Occupational Health & Safety Coordinator	G491	2,881.60	2,932.00	2,983.20	3,043.20
Operations Optimization Software	G471	3,083.20	3,136.80	3,192.00	3,256.00
Operations Systems Coordinator	G439	2,812.80	2,862.40	2,912.80	2,971.20
Painter I	G610	2,043.20	2,079.20	2,115.20	2,157.60
Painter II	G611	2,132.00	2,169.60	2,207.20	2,251.20
Park Assessment Management Technologist	G400	2,717.60	2,764.80	2,812.80	2,868.80
Park Assistant	G571	2,140.80	2,178.40	2,216.80	2,260.80
Park Assistant II	G752	2,271.20	2,311.20	2,352.00	2,399.20
Park Capital Works & Construction Coordinator	G401	2,918.40	2,969.60	3,021.60	3,082.40
Park Operator-A Park	G572	2,693.60	2,740.80	2,788.80	2,844.80
Park Operator-B Park	G573	2,532.00	2,576.00	2,620.80	2,673.60
Park Patroller	G569	2,028.80	2,064.00	2,100.00	2,142.40
Park Ranger	G753	2,271.20	2,311.20	2,352.00	2,399.20

SCHEDULE "A" (cont'd)

Page 4

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Park Worker (Temporary)	G568	1,996.80	2,032.00	2,067.20	2,108.80
Park Operations Technician	G754	2,271.20	2,311.20	2,352.00	2,399.20
Pipefitter (O&M)	G615	2,859.20	2,909.60	2,960.80	3,020.00
Pipefitter/Welder	G720	2,964.80	3,016.80	3,069.60	3,131.20
Planning Coordinator	G535	2,812.80	2,862.40	2,912.80	2,971.20
Property Assistant	G596	2,140.80	2,178.40	2,216.80	2,260.80
Property Maintenance Assistant	G594	2,089.60	2,126.40	2,164.00	2,207.20
Resident Building Manager	G590	1,706.40	1,736.00	1,766.40	1,801.60
Road Maintenance Operator	G540	2,394.40	2,436.00	2,478.40	2,528.00
Security Patroller	G489	2,107.20	2,144.00	2,181.60	2,225.60
Senior Control Room Operator	G449	2,737.60	2,785.60	2,834.40	2,891.20
Senior Equipment Operator	G690	2,693.60	2,740.80	2,788.80	2,844.80
Senior Surveyor	G712	2,918.40	2,969.60	3,021.60	3,082.40
Senior Truck Driver	G659	2,476.80	2,520.00	2,564.00	2,615.20
Senior Welding Inspector	G739	2,918.40	2,969.60	3,021.60	3,082.40
Silviculture Technologist	G541	2,532.00	2,576.00	2,620.80	2,673.60
Steamfitter/Pipefitter Apprentice Year 1 [†]	G615A	2,287.20	2,328.00	2,368.80	2,416.00
Steamfitter/Pipefitter Apprentice Year 2 [†]	G615A	2,430.40	2,472.80	2,516.80	2,567.20
Steamfitter/Pipefitter Apprentice Year 3 [†]	G615A	2,630.40	2,676.80	2,724.00	2,778.40
Steamfitter/Pipefitter Apprentice Year 4 [†]	G615A	2,716.00	2,764.00	2,812.80	2,868.80
Storekeeper I	G505	2,031.20	2,066.40	2,102.40	2,144.80
Storekeeper II	G506	2,196.80	2,235.20	2,274.40	2,320.00
Storekeeper III	G507	2,349.60	2,390.40	2,432.00	2,480.80
Survey Assistant 1	G709	2,313.60	2,354.40	2,396.00	2,444.00
Survey Assistant II	G710	2,532.80	2,576.80	2,621.60	2,674.40
Surveyor	G711	2,775.20	2,824.00	2,873.60	2,931.20
Technician I	G435	2,394.40	2,436.00	2,478.40	2,528.00
Technician II	G436	2,532.00	2,576.00	2,620.80	2,673.60
Technician III	G437	2,693.60	2,740.80	2,788.80	2,844.80
Timekeeper O&M Yards	G502	2,089.60	2,126.40	2,164.00	2,207.20
Trades Foreman	G453	3,233.60	3,290.40	3,348.00	3,415.20
Trades Mechanical Foreman	G454	3,233.60	3,290.40	3,348.00	3,415.20
Truck Driver/Storekeeper I ****	G531	2,064.80	2,100.80	2,137.60	2,180.00
Truck Driver I	G656	2,064.80	2,100.80	2,137.60	2,180.00
Truck Driver II	G657	2,360.80	2,402.40	2,444.80	2,493.60
Truck Driver III	G658	2,404.80	2,447.20	2,490.40	2,540.00
Trucked Liquid Waste/First Aid*	G404	2,103.20	2,140.00	2,177.60	2,220.80

SCHEDULE "A" (cont'd)

Page 5

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Urban Drainage Assistant Foreman	G773	2,495.20	2,539.20	2,584.00	2,636.00
Urban Drainage Foreman	G547	2,693.60	2,740.80	2,788.80	2,844.80
USO I	G580	2,043.20	2,079.20	2,115.20	2,157.60
USO I (Dual Ticket)	G581	2,100.00	2,136.80	2,174.40	2,217.60
USO II	G582	2,202.40	2,240.80	2,280.00	2,325.60
USO II (EOCP Level III)	G765	2,252.00	2,291.20	2,331.20	2,377.60
USO III	G583	2,404.80	2,447.20	2,490.40	2,540.00
USO Assistant Foreman	G584	2,495.20	2,539.20	2,584.00	2,636.00
USO Foreman	G585	2,693.60	2,740.80	2,788.80	2,844.80
USO Foreman (Certified)	G586	2,887.20	2,937.60	2,988.80	3,048.80
USO Trainee	G587	1,993.60	2,028.80	2,064.00	2,105.60
Utility Systems Controller	G767	2,812.80	2,862.40	2,912.80	2,971.20
Utility Systems Operations Tech	G438	3,042.40	3,096.00	3,150.40	3,213.60
Utility Worker I	G601	2,043.20	2,079.20	2,115.20	2,157.60
Utility Worker II	G602	2,080.80	2,117.60	2,154.40	2,197.60
Utility Worker III – Civil	G772	2,202.40	2,240.80	2,280.00	2,325.60
Vegetation Management Technologist	G538	2,752.80	2,800.80	2,849.60	2,906.40
Watchman	G497	1,886.40	1,919.20	1,952.80	1,992.00
Water Treatment Operations Technical Coordinator	G757	3,042.40	3,096.00	3,150.40	3,213.60
Water Treatment Foreman	G758	3,031.20	3,084.00	3,137.60	3,200.00
Water Treatment Operator	G761	2,812.80	2,862.40	2,912.80	2,971.20
Water Treatment Operator I	G515	2,132.00	2,169.60	2,207.20	2,251.20
Water Treatment Operator II	G516	2,185.60	2,224.00	2,263.20	2,308.80
Water Treatment-Technical Foreman	G556	3,233.60	3,290.40	3,348.00	3,415.20
Water Treatment-Technical Operator	G555	3,071.20	3,124.80	3,179.20	3,242.40
Watershed Drainage Technologist	G548	2,532.00	2,576.00	2,620.80	2,673.60
Watershed Engineering Technologist	G537	2,752.80	2,800.80	2,849.60	2,906.40
Watershed Operations Assistant	G472	2,350.40	2,391.20	2,432.80	2,481.60
Watershed Operations Foreman	G756	2,812.80	2,862.40	2,912.80	2,971.20
Watershed Operations Technologist	G549	2,532.00	2,576.00	2,620.80	2,673.60
Watershed Protection Assistant	G543	2,580.80	2,625.60	2,671.20	2,724.80
Watershed Protection Officer	G544	2,693.60	2,740.80	2,788.80	2,844.80
Watershed Sanitation Worker	G546	2,107.20	2,144.00	2,181.60	2,225.60
Watershed Security Coordinator	G493	2,476.80	2,520.00	2,564.00	2,615.20
Welder	G458	2,964.80	3,016.80	3,069.60	3,131.20
Welder-Apprentice Year 1 [†]	G766A	2,372.00	2,413.60	2,456.00	2,504.80
Welder-Apprentice Year 2 [†]	G766A	2,520.00	2,564.00	2,608.80	2,661.60

SCHEDULE "A" (cont'd)

Page 6

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Welder-Apprentice Year 3 [†]	G766A	2,728.00	2,775.20	2,824.00	2,880.80
Welder-Apprentice Year 4 [†]	G766A	2,816.80	2,865.60	2,916.00	2,974.40
Welding Inspector	G738	2,812.80	2,862.40	2,912.80	2,971.20
WWTP Charge Hand III	G413	2,742.40	2,790.40	2,839.20	2,896.00
WWTP Charge Hand IV	G599	2,887.20	2,937.60	2,988.80	3,048.80
WWTP Operator I	G406	2,284.00	2,324.00	2,364.80	2,412.00
WWTP Operator II	G407	2,538.40	2,583.20	2,628.80	2,681.60
WWTP Operator III	G408	2,671.20	2,717.60	2,764.80	2,820.00
WWTP Operator III Foreman	G410	2,887.20	2,937.60	2,988.80	3,048.80
WWTP Operator IV	G414	2,812.80	2,862.40	2,912.80	2,971.20
WWTP Operator IV Foreman	G500	3,031.20	3,084.00	3,137.60	3,200.00
WWTP Operator Trainee	G405	1,993.60	2,028.80	2,064.00	2,105.60
Yard Person I/1st Aid Attendant*	G495	2,103.20	2,140.00	2,177.60	2,220.80
Yard Person II/1st Aid Attendant*	G496	2,256.80	2,296.00	2,336.00	2,382.40

NOTES:

* Includes bi-weekly first aid premium.

** The rates for this position will not be used by either party as comparators to justify any other classification adjustments.

*** These classifications will be deleted from subsequent Schedule "A" listings.

**** These classifications have been re-titled; Job Code number remains the same.

[†] The rate for this classification is based on a percentage of the journeyman's rate as per the formula in Appendix #1

SCHEDULE "A" (cont'd)

Page 7

BI-WEEKLY SALARIES
(descending order by rate of pay)

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Electrical Foreman	G450	3,233.60	3,290.40	3,348.00	3,415.20
Instrumentation Foreman	G421	3,233.60	3,290.40	3,348.00	3,415.20
Trades Foreman	G453	3,233.60	3,290.40	3,348.00	3,415.20
Trades Mechanical Foreman	G454	3,233.60	3,290.40	3,348.00	3,415.20
Water Treatment-Technical Foreman	G556	3,233.60	3,290.40	3,348.00	3,415.20
Digital Control Software Specialist	G420	3,083.20	3,136.80	3,192.00	3,256.00
Operations Optimization Software	G471	3,083.20	3,136.80	3,192.00	3,256.00
Instrument Mechanic/Technologist IV	G428	3,071.20	3,124.80	3,179.20	3,242.40
Water Treatment-Technical Operator	G555	3,071.20	3,124.80	3,179.20	3,242.40
Maintenance Planner	G434	3,042.40	3,096.00	3,150.40	3,213.60
Utility Systems Operations Tech	G438	3,042.40	3,096.00	3,150.40	3,213.60
Water Treatment Operations Technical Coordinator	G757	3,042.40	3,096.00	3,150.40	3,213.60
Water Treatment Foreman	G758	3,031.20	3,084.00	3,137.60	3,200.00
WWTP Operator IV Foreman	G500	3,031.20	3,084.00	3,137.60	3,200.00
Communications Technologist IV	G418	3,024.80	3,077.60	3,131.20	3,193.60
Instrument Mechanic-Apprentice Year 5 ⁺	G760A	2,994.40	3,046.40	3,100.00	3,161.60
Bldg Ops Supt Elec Specialty	G600	2,964.80	3,016.80	3,069.60	3,131.20
Electrician	G451	2,964.80	3,016.80	3,069.60	3,131.20
Pipefitter/Welder	G720	2,964.80	3,016.80	3,069.60	3,131.20
Welder	G458	2,964.80	3,016.80	3,069.60	3,131.20
Flow Monitoring Technologist III	G423	2,962.40	3,014.40	3,067.20	3,128.80
Capital Works & Const Coordinator	G759	2,918.40	2,969.60	3,021.60	3,082.40
Construction Coordinator	G470	2,918.40	2,969.60	3,021.60	3,082.40
Inspector V	G723	2,918.40	2,969.60	3,021.60	3,082.40
Park Capital Works & Construction Coordinator	G401	2,918.40	2,969.60	3,021.60	3,082.40
Senior Surveyor	G712	2,918.40	2,969.60	3,021.60	3,082.40
Senior Welding Inspector	G739	2,918.40	2,969.60	3,021.60	3,082.40
Instrument Mechanic-Apprentice Year 4 ⁺	G760A	2,917.60	2,968.80	3,020.00	3,080.00
Garage Mechanic (Heavy Duty Mechanic)**	G514	2,905.60	2,956.80	3,008.80	3,068.80
Maintenance Mechanic	G526	2,905.60	2,956.80	3,008.80	3,068.80
Construction Dispatch Office Foreman	G697	2,887.20	2,937.60	2,988.80	3,048.80
Construction Foreman	G455	2,887.20	2,937.60	2,988.80	3,048.80
USO Foreman (Certified)	G586	2,887.20	2,937.60	2,988.80	3,048.80
WWTP Charge Hand IV	G599	2,887.20	2,937.60	2,988.80	3,048.80

SCHEDULE "A" (cont'd)

Page 8

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
WWTP Operator III Foreman	G410	2,887.20	2,937.60	2,988.80	3,048.80
Occupational Health & Safety Coordinator	G491	2,881.60	2,932.00	2,983.20	3,043.20
Pipefitter (O&M)	G615	2,859.20	2,909.60	2,960.80	3,020.00
Instrument Mechanic-Apprentice Year 3 ⁺	G760A	2,825.60	2,875.20	2,924.80	2,983.20
Electrician Apprentice Year 4 ⁺	G452A	2,816.80	2,865.60	2,916.00	2,974.40
Welder-Apprentice Year 4 ⁺	G766A	2,816.80	2,865.60	2,916.00	2,974.40
Cap Works & Const Tech II	G545	2,812.80	2,862.40	2,912.80	2,971.20
Chlorination Mechanic II	G525	2,812.80	2,862.40	2,912.80	2,971.20
Communications System Technician	G419	2,812.80	2,862.40	2,912.80	2,971.20
Housing Technician	G603	2,812.80	2,862.40	2,912.80	2,971.20
Operations Systems Coordinator	G439	2,812.80	2,862.40	2,912.80	2,971.20
Planning Coordinator	G535	2,812.80	2,862.40	2,912.80	2,971.20
Utility Systems Controller	G767	2,812.80	2,862.40	2,912.80	2,971.20
Water Treatment Operator	G761	2,812.80	2,862.40	2,912.80	2,971.20
Watershed Operations Foreman	G756	2,812.80	2,862.40	2,912.80	2,971.20
Welding Inspector	G738	2,812.80	2,862.40	2,912.80	2,971.20
WWTP Operator IV	G414	2,812.80	2,862.40	2,912.80	2,971.20
Metal Fabricator	G457	2,785.60	2,834.40	2,884.00	2,941.60
Inspector IV	G722	2,775.20	2,824.00	2,873.60	2,931.20
Surveyor	G711	2,775.20	2,824.00	2,873.60	2,931.20
Garage Mechanic-Apprentice Year 4 ⁺	G561A	2,760.00	2,808.80	2,858.40	2,915.20
Millwright Apprentice Year 4 ⁺	G524A	2,760.00	2,808.80	2,858.40	2,915.20
LSCR Operations Foreman	G536	2,752.80	2,800.80	2,849.60	2,906.40
Vegetation Management Technologist	G538	2,752.80	2,800.80	2,849.60	2,906.40
Watershed Engineering Technologist	G537	2,752.80	2,800.80	2,849.60	2,906.40
WWTP Charge Hand III	G413	2,742.40	2,790.40	2,839.20	2,896.00
Senior Control Room Operator	G449	2,737.60	2,785.60	2,834.40	2,891.20
Electrician Apprentice Year 3 ⁺	G452A	2,728.00	2,775.20	2,824.00	2,880.80
Welder-Apprentice Year 3 ⁺	G766A	2,728.00	2,775.20	2,824.00	2,880.80
Maintenance Technologist	G708	2,717.60	2,764.80	2,812.80	2,868.80
Park Assessment Management Technologist	G400	2,717.60	2,764.80	2,812.80	2,868.80
Steamfitter/Pipefitter Apprentice Year 4 ⁺	G615A	2,716.00	2,764.00	2,812.80	2,868.80
Civil Maintenance Foreman	G750	2,693.60	2,740.80	2,788.80	2,844.80
Coating Applicator Foreman	G700	2,693.60	2,740.80	2,788.80	2,844.80
Communications Technologist III	G417	2,693.60	2,740.80	2,788.80	2,844.80
Forestry Technician III	G442	2,693.60	2,740.80	2,788.80	2,844.80
Instrument Technologist III	G427	2,693.60	2,740.80	2,788.80	2,844.80

SCHEDULE "A" (cont'd)

Page 9

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Park Operator-A Park	G572	2,693.60	2,740.80	2,788.80	2,844.80
Senior Equipment Operator	G690	2,693.60	2,740.80	2,788.80	2,844.80
Technician III	G437	2,693.60	2,740.80	2,788.80	2,844.80
Urban Drainage Foreman	G547	2,693.60	2,740.80	2,788.80	2,844.80
USO Foreman	G585	2,693.60	2,740.80	2,788.80	2,844.80
Watershed Protection Officer	G544	2,693.60	2,740.80	2,788.80	2,844.80
Garage Mechanic-Apprentice Year 3 ⁺	G561A	2,672.80	2,720.00	2,768.00	2,823.20
Millwright Apprentice Year 3 ⁺	G524A	2,672.80	2,720.00	2,768.00	2,823.20
WWTP Operator III	G408	2,671.20	2,717.60	2,764.80	2,820.00
Inspector III	G721	2,650.40	2,696.80	2,744.00	2,799.20
Building Operations Supt.	G597	2,649.60	2,696.00	2,743.20	2,798.40
Cap Works & Const Technologist	G424	2,649.60	2,696.00	2,743.20	2,798.40
Chlorination Mechanic I	G528	2,649.60	2,696.00	2,743.20	2,798.40
Flow Monitoring Technologist II**	G430	2,649.60	2,696.00	2,743.20	2,798.40
Steamfitter/Pipefitter Apprentice Year 3 ⁺	G615A	2,630.40	2,676.80	2,724.00	2,778.40
Instrument Mechanic-Apprentice Year 2 ⁺	G760A	2,610.40	2,656.00	2,702.40	2,756.00
Equipment Operator III	G689	2,580.80	2,625.60	2,671.20	2,724.80
Watershed Protection Assistant	G543	2,580.80	2,625.60	2,671.20	2,724.80
Instrumentman IV	G484	2,564.80	2,609.60	2,655.20	2,708.00
WWTP Operator II	G407	2,538.40	2,583.20	2,628.80	2,681.60
Inspector II	G714	2,532.80	2,576.80	2,621.60	2,674.40
Survey Assistant II	G710	2,532.80	2,576.80	2,621.60	2,674.40
Communications Technologist II	G416	2,532.00	2,576.00	2,620.80	2,673.60
Instrument Technologist II	G426	2,532.00	2,576.00	2,620.80	2,673.60
LSCR Field Technologist	G578	2,532.00	2,576.00	2,620.80	2,673.60
Park Operator-B Park	G573	2,532.00	2,576.00	2,620.80	2,673.60
Silviculture Technologist	G541	2,532.00	2,576.00	2,620.80	2,673.60
Technician II	G436	2,532.00	2,576.00	2,620.80	2,673.60
Watershed Drainage Technologist	G548	2,532.00	2,576.00	2,620.80	2,673.60
Watershed Operations Technologist	G549	2,532.00	2,576.00	2,620.80	2,673.60
Electrician Apprentice Year 2 ⁺	G452A	2,520.00	2,564.00	2,608.80	2,661.60
Welder-Apprentice Year 2 ⁺	G766A	2,520.00	2,564.00	2,608.80	2,661.60
Dispatcher	G509	2,514.40	2,558.40	2,603.20	2,655.20
Civil Maintenance Assistant Foreman ****	G751	2,495.20	2,539.20	2,584.00	2,636.00
Urban Drainage Assistant Foreman	G773	2,495.20	2,539.20	2,584.00	2,636.00
USO Assistant Foreman	G584	2,495.20	2,539.20	2,584.00	2,636.00
Fleet Services Asset Coordinator	G604	2,487.20	2,530.40	2,574.40	2,625.60

SCHEDULE "A" (cont'd)

Page 10

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Garage Service Advisor	G776	2,487.20	2,530.40	2,574.40	2,625.60
Combo Truck Driver ****	G588	2,476.80	2,520.00	2,564.00	2,615.20
Flow Monitoring Technologist I**	G429	2,476.80	2,520.00	2,564.00	2,615.20
Meter Reader II	G432	2,476.80	2,520.00	2,564.00	2,615.20
Senior Truck Driver	G659	2,476.80	2,520.00	2,564.00	2,615.20
Watershed Security Coordinator	G493	2,476.80	2,520.00	2,564.00	2,615.20
Garage Mechanic-Apprentice Year 2 ⁺	G561A	2,469.60	2,513.60	2,557.60	2,608.80
Millwright Apprentice Year 2 ⁺	G524A	2,469.60	2,513.60	2,557.60	2,608.80
Instrument Mechanic-Apprentice Year 1 ⁺	G760A	2,456.80	2,500.00	2,543.20	2,593.60
Instrumentman III	G483	2,449.60	2,492.80	2,536.80	2,587.20
Gardener-Iona	G521	2,438.40	2,480.80	2,524.00	2,574.40
Maintenance Mechanic III	G520	2,438.40	2,480.80	2,524.00	2,574.40
Steamfitter/Pipefitter Apprentice Year 2 ⁺	G615A	2,430.40	2,472.80	2,516.80	2,567.20
District Operator-Water	G460	2,404.80	2,447.20	2,490.40	2,540.00
Truck Driver III	G658	2,404.80	2,447.20	2,490.40	2,540.00
USO III	G583	2,404.80	2,447.20	2,490.40	2,540.00
Communications Technologist I	G415	2,394.40	2,436.00	2,478.40	2,528.00
Equipment Operator II	G688	2,394.40	2,436.00	2,478.40	2,528.00
Instrument Technologist I	G425	2,394.40	2,436.00	2,478.40	2,528.00
LSCR Operations Assistant	G579	2,394.40	2,436.00	2,478.40	2,528.00
Road Maintenance Operator	G540	2,394.40	2,436.00	2,478.40	2,528.00
Technician I	G435	2,394.40	2,436.00	2,478.40	2,528.00
Electrician Apprentice Year 1 ⁺	G452A	2,372.00	2,413.60	2,456.00	2,504.80
Welder-Apprentice Year 1 ⁺	G766A	2,372.00	2,413.60	2,456.00	2,504.80
Truck Driver II	G657	2,360.80	2,402.40	2,444.80	2,493.60
Watershed Operations Assistant	G472	2,350.40	2,391.20	2,432.80	2,481.60
Storekeeper III	G507	2,349.60	2,390.40	2,432.00	2,480.80
Instrumentman II	G482	2,339.20	2,380.00	2,421.60	2,470.40
Garage Mechanic-Apprentice Year 1 ⁺	G561A	2,324.80	2,365.60	2,407.20	2,455.20
Millwright Apprentice Year 1 ⁺	G524A	2,324.80	2,365.60	2,407.20	2,455.20
Inspector I	G713	2,313.60	2,354.40	2,396.00	2,444.00
Material and Construction Inspector III	G477	2,313.60	2,354.40	2,396.00	2,444.00
Survey Assistant 1	G709	2,313.60	2,354.40	2,396.00	2,444.00
Maintenance Mechanic II	G518	2,298.40	2,338.40	2,379.20	2,426.40
Metal Fabricator/Blacksmith Assistant II	G474	2,298.40	2,338.40	2,379.20	2,426.40
Steamfitter/Pipefitter Apprentice Year 1 ⁺	G615A	2,287.20	2,328.00	2,368.80	2,416.00
WWTP Operator I	G406	2,284.00	2,324.00	2,364.80	2,412.00

SCHEDULE "A" (cont'd)

Page 11

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Park Assistant II	G752	2,271.20	2,311.20	2,352.00	2,399.20
Park Ranger	G753	2,271.20	2,311.20	2,352.00	2,399.20
Park Operations Technician	G754	2,271.20	2,311.20	2,352.00	2,399.20
Yard Person II/1st Aid Attendant*	G496	2,256.80	2,296.00	2,336.00	2,382.40
USO II (EOCP Level III)	G765	2,252.00	2,291.20	2,331.20	2,377.60
Combo Truck Assistant ****	G560	2,236.80	2,276.00	2,316.00	2,362.40
Flow Monitoring Assistant	G755	2,236.80	2,276.00	2,316.00	2,362.40
Meter Reader I	G431	2,236.80	2,276.00	2,316.00	2,362.40
Instrumentman I	G481	2,231.20	2,270.40	2,310.40	2,356.80
Equipment Operator I	G687	2,202.40	2,240.80	2,280.00	2,325.60
USO II	G582	2,202.40	2,240.80	2,280.00	2,325.60
Utility Worker III – Civil	G772	2,202.40	2,240.80	2,280.00	2,325.60
Storekeeper II	G506	2,196.80	2,235.20	2,274.40	2,320.00
Assistant District Operator-Water	G461	2,185.60	2,224.00	2,263.20	2,308.80
Assistant Foreman	G456	2,185.60	2,224.00	2,263.20	2,308.80
Water Treatment Operator II	G516	2,185.60	2,224.00	2,263.20	2,308.80
Housing Dispatcher	G422	2,140.80	2,178.40	2,216.80	2,260.80
Material and Construction Inspector II	G476	2,140.80	2,178.40	2,216.80	2,260.80
Park Assistant	G571	2,140.80	2,178.40	2,216.80	2,260.80
Property Assistant	G596	2,140.80	2,178.40	2,216.80	2,260.80
Chlorination Mechanic Trainee	G523	2,132.00	2,169.60	2,207.20	2,251.20
Maintenance Mechanic I	G512	2,132.00	2,169.60	2,207.20	2,251.20
Metal Fabricator/Blacksmith Assistant I	G473	2,132.00	2,169.60	2,207.20	2,251.20
Painter II	G611	2,132.00	2,169.60	2,207.20	2,251.20
Water Treatment Operator I	G515	2,132.00	2,169.60	2,207.20	2,251.20
LSCR Field Assistant	G490	2,107.20	2,144.00	2,181.60	2,225.60
Security Patroller	G489	2,107.20	2,144.00	2,181.60	2,225.60
Watershed Sanitation Worker	G546	2,107.20	2,144.00	2,181.60	2,225.60
Trucked Liquid Waste/First Aid*	G404	2,103.20	2,140.00	2,177.60	2,220.80
Yard Person I/1st Aid Attendant*	G495	2,103.20	2,140.00	2,177.60	2,220.80
USO I (Dual Ticket)	G581	2,100.00	2,136.80	2,174.40	2,217.60
Material and Construction Inspector I	G475	2,089.60	2,126.40	2,164.00	2,207.20
Property Maintenance Assistant	G594	2,089.60	2,126.40	2,164.00	2,207.20
Timekeeper O&M Yards	G502	2,089.60	2,126.40	2,164.00	2,207.20
Instrumentman-Probationary	G480	2,080.80	2,117.60	2,154.40	2,197.60
Utility Worker II	G602	2,080.80	2,117.60	2,154.40	2,197.60
Truck Driver/Storekeeper I ****	G531	2,064.80	2,100.80	2,137.60	2,180.00

SCHEDULE "A" (cont'd)

Page 12

Position	Job Code	Jan 1/12	Jan 1/13	Jan 1/14	Jan 1/15
Truck Driver I	G656	2,064.80	2,100.80	2,137.60	2,180.00
Painter I	G610	2,043.20	2,079.20	2,115.20	2,157.60
USO I	G580	2,043.20	2,079.20	2,115.20	2,157.60
Utility Worker I	G601	2,043.20	2,079.20	2,115.20	2,157.60
Storekeeper I	G505	2,031.20	2,066.40	2,102.40	2,144.80
Park Patroller	G569	2,028.80	2,064.00	2,100.00	2,142.40
Housing Operations Assistant	G595	1,999.20	2,034.40	2,070.40	2,112.00
Park Worker (Temporary)	G568	1,996.80	2,032.00	2,067.20	2,108.80
Control Room Operator Trainee	G445	1,993.60	2,028.80	2,064.00	2,105.60
USO Trainee	G587	1,993.60	2,028.80	2,064.00	2,105.60
WWTP Operator Trainee	G405	1,993.60	2,028.80	2,064.00	2,105.60
Watchman	G497	1,886.40	1,919.20	1,952.80	1,992.00
Resident Building Manager	G590	1,706.40	1,736.00	1,766.40	1,801.60
Downtown Eastside Caretaker	G592	1,640.80	1,669.60	1,699.20	1,732.80

NOTES:

Sorted by rate in effect at date of ratification.

* Includes bi-weekly first aid premium.

** The rates for this position will not be used by either party as comparators to justify any other classification adjustments.

*** These classifications will be deleted from subsequent Schedule "A" listings.

**** These classifications have been re-titled; Job Code number remains the same.

† The rate for this classification is based on a percentage of the journeyman's rate as per the formula in Appendix #1

SCHEDULE "A" (cont'd)

Page 13

HOURLY RATES
(alphabetical)

Position	Job Code	2012	2013	2014	2015
Animal Control Officer	G737	25.22	25.66	26.11	26.63
Bulldozer Operator		27.29	27.77	28.26	28.83
Carpenter Apprentice Year 1	G777A	27.53	28.01	28.50	29.06
Carpenter Apprentice Year 2	G777A	29.25	29.76	30.28	30.88
Carpenter Apprentice Year 3	G777A	31.66	32.21	32.77	33.42
Carpenter Apprentice Year 4	G777A	32.69	33.26	33.84	34.51
Caulker		24.99	25.43	25.88	26.40
Coating Applicator I	G698	26.63	27.10	27.57	28.12
Coating Applicator II	G699	27.29	27.77	28.26	28.83
Compressor Man		24.99	25.43	25.88	26.40
Construction Lead Hand	G716	32.21	32.77	33.34	34.01
Construction Worker I	G774	25.55	26.00	26.46	26.99
Construction Worker II	G775	26.01	26.47	26.93	27.47
Donkey Operator		25.70	26.15	26.61	27.14
Driller		25.59	26.04	26.50	27.03
Forest Worker I	G727	25.26	25.70	26.15	26.67
Forest Worker II	G728	26.74	27.21	27.69	28.24
Forest Worker III	G729	27.88	28.37	28.87	29.45
Gas Tank Truck Driver	G651	26.03	26.49	26.95	27.49
Grade Man		24.99	25.43	25.88	26.40
Grader Operator/Service Man	G695	29.63	30.15	30.68	31.29
Graderman	G693	28.27	28.76	29.26	29.85
Labourer I	G660	24.31	24.74	25.17	25.67
Labourer II	G661	24.60	25.03	25.47	25.98
Lead Hand – TQ	G717	35.08	35.69	36.31	37.04
Logging Crew		25.70	26.15	26.61	27.14
Logging Donkey Operator		26.63	27.10	27.57	28.12
Maintenance Man		25.26	25.70	26.15	26.67
Mixerman		25.59	26.04	26.50	27.03
Padman		25.70	26.15	26.61	27.14
Pipe Layer		25.70	26.15	26.61	27.14
Pipe Tester		24.99	25.43	25.88	26.40
Powderman		26.00	26.46	26.92	27.46

SCHEDULE "A" (cont'd)

Page 14

Position	Job Code	2012	2013	2014	2015
Power Saw Operator		25.59	26.04	26.50	27.03
Pumpman		25.59	26.04	26.50	27.03
Rigger		24.99	25.43	25.88	26.40
Road Maintenance Assistant	G670	25.26	25.70	26.15	26.67
Rock Shaft Mucker		25.26	25.70	26.15	26.67
Safety Director		26.38	26.84	27.31	27.86
Shaft and Tunnel Driller		25.70	26.15	26.61	27.14
Shaft and Tunnel Mucker		24.99	25.43	25.88	26.40
Spaderman		25.59	26.04	26.50	27.03
Sub-Foreman - Construction	G715	27.29	27.77	28.26	28.83
Tiimberman		25.70	26.15	26.61	27.14
Timekeeper I		25.26	25.70	26.15	26.67
Timekeeper II		25.70	26.15	26.61	27.14
Timekeeper III	G707	25.78	26.23	26.69	27.22
Tradesman Helper	G675	24.99	25.43	25.88	26.40
Tradesman I	G684	29.63	30.15	30.68	31.29
Tradesman II	G685	31.60	32.15	32.71	33.36
Tradesman II – TQ	G686	34.41	35.01	35.62	36.33
Tradesman I-Carpenter	G778	29.63	30.15	30.68	31.29
Tradesman II-Carpenter	G779	31.60	32.15	32.71	33.36
Tradesman II-Carpenter-TQ	G780	34.41	35.01	35.62	36.33
Watershed Tour Coordinator	G726	25.26	25.70	26.15	26.67

NOTES:

For the purposes of listing Hourly Positions alphabetically, the Subsections designating Skill Class have been deleted.

SCHEDULE "A" (cont'd)

Page 15

HOURLY RATES
(descending order by rate of pay)

Position	Job Code	2012	2013	2014	2015
Lead Hand – TQ	G717	35.08	35.69	36.31	37.04
Tradesman II – TQ	G686	34.41	35.01	35.62	36.33
Tradesman II-Carpenter-TQ	G780	34.41	35.01	35.62	36.33
Carpenter Apprentice Year 4	G777A	32.69	33.26	33.84	34.51
Construction Lead Hand	G716	32.21	32.77	33.34	34.01
Carpenter Apprentice Year 3	G777A	31.66	32.21	32.77	33.42
Tradesman II	G685	31.60	32.15	32.71	33.36
Tradesman II-Carpenter	G779	31.60	32.15	32.71	33.36
Grader Operator/Service man	G695	29.63	30.15	30.68	31.29
Tradesman I	G684	29.63	30.15	30.68	31.29
Tradesman I-Carpenter	G778	29.63	30.15	30.68	31.29
Carpenter Apprentice Year 2	G777A	29.25	29.76	30.28	30.88
Graderman	G693	28.27	28.76	29.26	29.85
Forest Worker III	G729	27.88	28.37	28.87	29.45
Carpenter Apprentice Year 1	G777A	27.53	28.01	28.50	29.06
Bulldozer Operator		27.29	27.77	28.26	28.83
Coating Applicator II	G699	27.29	27.77	28.26	28.83
Sub-Foreman - Construction	G715	27.29	27.77	28.26	28.83
Forest Worker II	G728	26.74	27.21	27.69	28.24
Coating Applicator I	G698	26.63	27.10	27.57	28.12
Logging Donkey Operator		26.63	27.10	27.57	28.12
Safety Director		26.38	26.84	27.31	27.86
Gas Tank Truck Driver	G651	26.03	26.49	26.95	27.49
Construction Worker II	G775	26.01	26.47	26.93	27.47
Powderman		26.00	26.46	26.92	27.46
Timekeeper III	G707	25.78	26.23	26.69	27.22
Construction Worker I	G774	25.55	26.00	26.46	26.99
Watershed Tour Coordinator	G726	25.26	25.70	26.15	26.67
Animal Control Officer	G737	25.22	25.66	26.11	26.63

SCHEDULE "A" (cont'd)

Page 16

Position	Job Code	2012	2013	2014	2015
<u>Skilled 1st Class</u>					
Donkey Operator		25.70	26.15	26.61	27.14
Logging Crew		25.70	26.15	26.61	27.14
Padman		25.70	26.15	26.61	27.14
Pipe Layer		25.70	26.15	26.61	27.14
Shaft and Tunnel Driller		25.70	26.15	26.61	27.14
Timberman		25.70	26.15	26.61	27.14
Timekeeper II		25.70	26.15	26.61	27.14
Driller		25.59	26.04	26.50	27.03
Mixerman		25.59	26.04	26.50	27.03
Power Saw Operator		25.59	26.04	26.50	27.03
Pumpman		25.59	26.04	26.50	27.03
Spaderman		25.59	26.04	26.50	27.03
<u>Skilled 2nd Class</u>					
Forest Worker I	G727	25.26	25.70	26.15	26.67
Maintenance Man		25.26	25.70	26.15	26.67
Road Maintenance Assistant	G670	25.26	25.70	26.15	26.67
Rock Shaft Mucker		25.26	25.70	26.15	26.67
Timekeeper I		25.26	25.70	26.15	26.67
<u>Utility 1st Class</u>					
Caulker		24.99	25.43	25.88	26.40
Compressor Man		24.99	25.43	25.88	26.40
Grade Man		24.99	25.43	25.88	26.40
Pipe Tester		24.99	25.43	25.88	26.40
Rigger		24.99	25.43	25.88	26.40
Shaft and Tunnel Mucker		24.99	25.43	25.88	26.40
Tradesman Helper	G675	24.99	25.43	25.88	26.40
<u>Utility 2nd Class</u>					
Labourer II	G661	24.60	25.03	25.47	25.98
Labourer I	G660	24.31	24.74	25.17	25.67

APPENDIX #1
 BETWEEN THE
 GREATER VANCOUVER REGIONAL DISTRICT
 AND THE
 GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

APPRENTICESHIP TRAINING PROGRAM

The purpose of the Apprenticeship Training Program at the Greater Vancouver Regional District is to support the sustainability of the organization by minimizing the impact of retirements and employee turnover through development of certified tradespersons completely familiar with GVRD infrastructure, processes and practices.

The Guiding Principles include:

- GVRD employees who are members of the GVRDEU have first opportunity for apprenticeships consistent with the posting terms of the Collective Agreement.
- Program requirements and assessments are transparent and are generally applied consistently across the trade disciplines. Variation will occur only where there is a functional requirement.
- We want to develop certified tradespersons. Therefore, we won't normally consider employees who are already certified tradespersons for an apprenticeship.
- We support the success of the apprentice by providing necessary training and experiential opportunities.

A Program Governance Committee will monitor the effectiveness, consistency and management of the program ensuring that apprentices are being trained to meet GVRD standards and business needs. The committee comprises:

- one of the divisional managers of the divisions carrying apprentices, as chair, (served in rotation with colleagues),
- the Department Superintendent of each trade,
- a representative appointed by the Union,
- an Organization Development division representative.

It is agreed that the following provisions will apply:

1. Wages

Employees who are apprentices will receive wages in the first and subsequent years of their apprenticeship in accordance with the following schedule:

1 st year	-	80% of respective Tradesperson's rate
2nd year	-	85% of respective Tradesperson's rate

3rd year	-	92% of respective Tradesperson's rate
4 th year	-	95% of respective Tradesperson's rate

Employees in the classification of Instrumentation Mechanic – Apprentice (G760), will receive wages in accordance with the schedule noted above for the first to fourth years of apprenticeship. In the fifth year of apprenticeship, the wage will be paid at 97.5% of the Tradesperson's rate.

2. Mileage to Temporary Work Locations During Apprenticeship Period

Apprentices shall be assigned to work out of any permanent corporation facility for periods of time of not less than six months in duration. This accommodates the training blocks of the apprenticeship program where they will gain experience and exposure to different environments, equipment and business demands. Apprentices will not receive mileage for transporting themselves to these locations during their period of assignment except where 3.12(d) applies.

All of the assignment locations will be set out at the beginning of the apprenticeship. However, the Employer reserves the right to change work location of the block assignments upon 180 days' notice to meet changing business needs. Suggested exceptions to the 180-day notice period will be brought forward to the Program Governance Committee for discussion. If it is agreed through Committee discussions and with consent of the apprentice and the representative appointed by the Union, the notice period may be waived in whole or in part, otherwise mileage will be paid for the period of time that notice was not given.

Example: The one year schedule for the apprentice is January to June at Iona WWTP and July to December at Annacis WWTP. The Employer advises the apprentice on April 1st that the work location for the next assignment is changed to Lions Gate WWTP. Mileage will be paid for the period July 1st to October 1st, calculated from Annacis WWTP to Lions Gate WWTP and return, since the notice period given was 90 days' notice rather than 180 days' notice.

For work done at any other location during their period of assignment, mileage will apply as per Collective Agreement Clause 3.12(a), (b) and (d). An apprentice who does not normally work out of a permanent corporation facility will be paid in accordance with 3.12(c).

Note: Mileage payments may be considered a taxable benefit under Canada Revenue Agency guidelines.

3. Mileage While Attending Annual Technical School

Mileage will be paid from the apprentice's work location to and from BCIT during the schooling portion of their apprenticeship. Reimbursement for out-of-pocket expenses such as parking fees or transit fare will be available.

4. Salary Treatment While Attending Technical School

The GVRD will continue an employee's regular pay throughout the schooling component of the apprenticeship. This component varies between the trades. The days attending school will be recorded on the timesheet as training days. The apprentice must contact their supervisor to advise them of any absences from class. This will be recorded on the timesheet as appropriate.

5. Failure of Required Examinations

The Industry Training Authority provides the following criteria regarding failure of examinations:

- Re-writes for apprentice examinations are subject to a 30-day waiting period from the previous attempt.
- Candidates who write an exam for the first time and fail with a mark of between 60 and 70 percent are permitted to write a second time without fee or upgrading.
- Individuals who write an exam for the first time and fail with a mark of less than 60 percent must attend technical training or demonstrate equivalent upgrading before being permitted to write a second time.
- Individuals who write an exam for the second time or more and fail must attend technical training or demonstrate equivalent upgrading before being permitted to write again, regardless of the mark received.

If a GVRD apprentice is required to attend the same (or nearly the same) amount of technical training before being allowed to re-write a failed examination, they will attend the required training on their own time e.g. using vacation, overtime, deferred compensation or unpaid leave if necessary. The GVRD will cover course costs.

Individuals will be allowed up to 3 attempts to pass required examinations. Failure to pass on the third attempt will result in the termination of the apprenticeship agreement.

If this situation occurs, the employee will be placed in an existing full-time temporary position (replacing the FTT incumbent) within the O&M department. The wage rate will be the applicable rate to the FTT position they hold until they are able to successfully compete on a posting vacancy for which they are qualified. If an employee is not successful in obtaining a FTR position within a six month period, the Employer will seek agreement of the Union for a posting waiver of any vacancy which occurs and for which the employee is qualified and the employee will be directed to that position. The employee's status will remain as FTR so that benefits and vacation accruals continue appropriately. (There is no salary protection at the apprentice or employee's previous position rates.)

6. Permanent Work Location

Postings for apprentice positions will not specify a permanent work location but will include these two statements:

Work Location - various locations during apprenticeship

Hours of work - shift start and end times will coincide with the "*specific trade*" working at the training block location.

At the end of the apprenticeship the superintendent will determine the best work location to post the certified tradesperson vacancy. For these postings only, the process will differ from regular vacancy postings and a caption will be included on the posting that indicates:

This posting differs from the regular posting for vacancy in that it is intended to facilitate final location placement of an apprentice.

Only full-time regular (FTR) employees working in the classification of (*same trade as the newly certified tradesperson*) are invited to apply.

The work location for this vacancy is as posted. However, there may be further vacancies in this trade at other GVRD facilities as a result of this hiring process. This posting will cover those potential further vacancies; no further notification will be given.

If you are interested in this vacancy or any other work location vacancy which may become available as a result of this process, please submit your resume and indicate all location choices for which you are interested in your cover letter/application. The facilities where possible vacancies may occur are: (*list of applicable facilities*)

The newly certified tradesperson must submit a resume to the initial competition and will be considered in all vacancies within the trade until they are successful in achieving a position at any one of the GVRD facilities.

Effective 2013 April 26

Upon certification and until they successfully post into a certified tradesperson vacancy, the newly certified tradesperson will be assigned a work location, and mileage will be calculated as follows:

- For the first 12 months according to Clause 3.12(a) and (b)
- After 12 months according to Clause 3.12(c)

At the employer's option, the newly certified tradesperson may be assigned a corporate vehicle during this period, in which case no mileage will be payable.

7. Eligibility to Apply for Multiple Apprenticeships

Employees who are already certified tradespersons will not normally be considered for an apprenticeship.

Employees who are successful in obtaining an apprenticeship are not eligible to apply for other posted apprentice positions during the time they are completing their apprenticeship.

8. Tool Requirements

Employees are required to provide their own set of hand tools. Tool insurance is in accordance with the GVRDEU collective agreement *Clause 9.16 – Tool Insurance*. Tools that are purchased for work may be entitled for income tax deduction according to Canada Revenue Agency's tax legislation.

More detailed information about entry-level education requirements, recruitment process, selection criteria, measurement/assessment timetables and detailed tool lists for the Apprenticeship Training Program can be found on the GVRD intranet site.

Signed this 19th day of June, 2008.

ON BEHALF OF THE EMPLOYER:

"Johnstone Hardie"

"Linda Shore"

ON BEHALF OF THE UNION:

"Bill Eastwood"

"Bob Beaumont"

APPENDIX #2

The Greater Vancouver Regional District and the Greater Vancouver Regional District Employees' Union agree that the Auxiliary employees at the Stanley New Fountain Hotel shall be entitled to receive an additional 10% over regular earnings (including the deferred portion), which premium payment shall be considered to be in lieu of all benefits.

It is agreed that Auxiliary Employees covered under this Collective Agreement will not be employed at any other site.

APPROVED ON BEHALF OF THE
GREATER VANCOUVER REGIONAL
DISTRICT EMPLOYEES' UNION:

"Earl Everett"

"Bill Eastwood"

"M.S. Jensen"

"Chris Miller"

"D. Samis"

"D.R. Beaumont"

APPROVED ON BEHALF OF THE
GREATER VANCOUVER REGIONAL
DISTRICT:

"C.M. Leffler"

"J.J. Hardie"

"H. McConnell"

"J. Morse"

DATED: _____ November 04, 1988

LETTER OF UNDERSTANDING #1

BETWEEN THE

GREATER VANCOUVER REGIONAL DISTRICT

AND THE

GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

SEYMOUR CAPILANO FILTRATION PLANT (SCFP) SHIFT SCHEDULE

- (a) The SCFP 12-hour shift includes 11.5 paid hours and a 0.5 hour unpaid lunch break.
- (b) Water Treatment Operators on the SCFP shift work 163 12-hour shifts per calendar year based on the following shift schedule principles:
 - i. twenty-five 12-hour shifts per 8-week period, scheduled in blocks of two or three consecutive shifts followed by two days off, with two one-week breaks during each 8-week block.
 - ii. twenty-five 12-hour shifts per 8-week period, scheduled in blocks of one 12-hour day-shift and two 12-hour night-shifts consecutively per calendar week for seven out of eight weeks. In one out of eight weeks, an additional 12-hour day shift will be added.

The shift rotation will be as follows:

either;

2 nightshifts on / 2 days off / 3 nightshifts on / 7 days off / 2 dayshifts on / 2 days off / 3 dayshifts on / 2 days off / 2 dayshifts on / 3 days off

followed by;

2 nightshifts on / 2 days off / 3 nightshifts on / 7 days off / 2 dayshifts on / 2 days off / 3 dayshifts on / 2 days off / 3 dayshifts on / 2 days off,

or

7 consecutive weeks of Tuesday dayshift followed by Wednesday and Thursday nightshift, then 1 week of Monday and Tuesday dayshift followed by Wednesday and Thursday nightshift.

A day off as noted above shall be defined as a minimum 24-hour period.

- (c) With the exception of regularly scheduled hours that become subject to a premium, hours worked as premium time will not count toward an employee's commitment of regu-

lar hours worked. 12-hour shifts will not be subject to overtime premiums when worked by Water Treatment Operators on the SCFP shift schedule.

- (d) The Schedule "A" bi-weekly rate for an SCFP shift employee will include a shift differential of 3.5% above the Schedule "A" bi-weekly rate for the same classification.
- (e) For the purposes of calculating an hourly rate, the average regular hours per 2-week pay period will be 75.25 hours, inclusive of 3.375 hours of statutory holiday pay per pay period. The hourly rate for an SCFP shift employee will be their bi-weekly rate divided by 75.25.
- (f) Each 12-hour shift taken as annual vacation, sick leave, deferred compensation or other entitlements shall be recorded at a rate of 11.5 hours.
- (g) Statutory holidays will be considered as beginning at 0000 h on the declared statutory holiday and ending at 2400 h the same day. Compensating time for statutory holidays worked will be credited at one-half hour for each hour worked.
- (h) Effective 2013 April 26

Employees shall receive eight (8) hours of compensating time banked for Family Day in the pay period when Family Day occurs.
- (i) Overtime at double-time rates will apply for all hours worked in excess of regular scheduled hours.
- (j) An annual schedule for the plant will be prepared.
- (k) The Employer will give a minimum of 96 hours' notice of any change of shift from days to nights or nights to days. The employer will give a minimum of fourteen (14) days notice of any other change of shift. Overtime will apply when required notice of a shift change is not given. Regular scheduled time within the notice period will be at regular rates.

During the first year in operation these shift schedules will be reviewed jointly by union and management. Any recommendations for change will be brought forward to the Standing Committee by either the Union or Employer, for consideration prior to preparation of the 2010 annual schedule.

Signed this 19th day of June, 2008.

LETTER OF UNDERSTANDING #1 (cont'd)

Page 3

ON BEHALF OF THE EMPLOYER:

"Paul Lam"

"Dan Donnelly"

ON BEHALF OF THE UNION:

"Bill Eastwood"

"Bob Beaumont"

Effective 2013 April 26: Renewed as amended

LETTER OF UNDERSTANDING #2

BETWEEN THE

GREATER VANCOUVER REGIONAL DISTRICT

AND THE

GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION**SHIFT SCHEDULES – ANNACIS AND IONA WWTP**

The Employer and the Union agree as follows:

Annacis WWTP and Iona WWTP 12-hour shifts will be staffed by 3 Operators whenever possible, staffing with 2 Operators will be permitted dependent upon operating conditions as determined by the plant manager.

Where the Employer decides to reorganize, restructure or technologically re-engineer its operation(s) or procedure(s) which would reduce the staffing levels referenced above, the Employer agrees to:

- Provide the Union with a minimum of 12 months notice of such intention to do so; and
- Discuss and review such changes at Standing Committee and/or with the bargaining representatives under section 6.02 of the Technological Change provision of the Agreement.

Signed this 19th day of June, 2008.

ON BEHALF OF THE EMPLOYER:

ON BEHALF OF THE UNION:

"Paul Lam"

"Bill Eastwood"

"Dan Donnelly"

"Bob Beaumont"

Effective 2013 April 26: Renewed without changes

LETTER OF UNDERSTANDING #3

BETWEEN THE

GREATER VANCOUVER REGIONAL DISTRICT

AND THE

GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

REDUCED-TIME EMPLOYEES

The Employer and the Union agree that the Regional Parks Department may employ Reduced-Time Employees (RTEs) on a temporary basis on the following terms:

1. The number of RTEs employed at any one time will not exceed ten (10). The number of RTEs employed over the course of a calendar year will not exceed four (4) full time equivalents.
2. RTEs may be hired in the classification of Park Worker (Temporary), Park Patroller, or such other classifications as may be agreed between the parties, and will carry out duties as outlined in the applicable existing job description(s). RTEs will not act in any other classifications;
3. It is agreed that RTEs will not be used to displace Regular Employees or positions;
4. RTEs will be paid at an hourly rate equivalent to the Schedule "A" rate for the classification in which they work. RTEs will not be supervised by contractors;
5. RTEs will be eligible to receive employee benefits accorded to Full-Time Temporary Employees under the Collective Agreement. For clarification, sick leave credits will be prorated according to their scheduled weekly hours as a proportion of full-time hours. Additionally, should an RTE be re-hired for RTE employment in the year following termination, the prior year's employment service will be included towards dental benefit "waiting period" elimination. If a dental benefit waiting period has been completed in the previous year of employment, no waiting period shall apply;

RTEs will be eligible to receive Annual Vacation under the terms of the Collective Agreement, with their entitlement based on elapsed number of calendar days since date of hire (not prorated service); their annual vacation entitlement in terms of hours will be prorated according to their scheduled weekly hours as a proportion of full-time hours;

An RTE will be eligible to enroll in the Municipal Pension Plan when that person has completed twelve (12) months of continuous employment with earnings from the Employer at not less than 35% of the year's maximum pensionable earnings, unless the employee elects not to participate in the Plan;

6. RTEs will accrue seniority according to the Collective Agreement;

7. RTEs who are not scheduled to work on Statutory Holidays will have their Statutory Holiday pay prorated according to their scheduled weekly hours as a proportion of full-time hours; those who are scheduled to work on Statutory Holidays will be compensated according to the terms of the Collective Agreement;
8. RTEs must be scheduled to work only the schedule types listed below. Each work schedule type shall have a minimum duration of four (4) weeks. RTEs must be scheduled to have at least two (2) consecutive days off per week. No splitting of shift allowed; all daily work hours to be consecutive.

The following schedule types will be available in Parks:

- (a) Four (4) four-hour (4-hour) days in one work week followed by four (4) four-hour (4-hour) days in the subsequent work week, or;
- (b) Five (5) four-hour (4-hour) days in one work week followed by five (5) four-hour (4-hour) days in the subsequent work week, or;
- (c) Three (3) six-hour (6-hour) days in one work week followed by three (3) six-hour (6-hour) days in the subsequent work week, or;
- (d) Four (4) six-hour (6-hour) days in one work week followed by four (4) six-hour (6-hour) days in the subsequent work week, or;
- (e) Two (2) eight-hour (8-hour) days in one work week followed by two (2) eight-hour (8-hour) days in the subsequent work week, or;
- (f) Three (3) eight-hour (8-hour) days in one work week followed by three (3) eight-hour (8-hour) days in the subsequent work week, or;
- (g) Two (2) ten-hour (10-hour) days in one work week followed by two (2) ten-hour (10-hour) days in the subsequent work week.

Additional schedules may be added by mutual agreement of the Employer and Union.

9. Any time worked in excess of scheduled work hours, or scheduled work days, or five (5) consecutive days shall attract overtime premiums in accordance with the Collective Agreement. For time worked on Saturdays and Sundays RTEs will receive a shift differential of one-half (½) hour time off for Saturday and one (1) hour time off for Sunday either as time off or additional wages;
10. Every RTE will be hired under the terms of a letter of offer. Each letter of offer, which will be copied to the Union, will specify the work schedule type(s) and consecutive job location(s) and their duration(s) over the term of employment. Each job location shall have a minimum duration of four (4) weeks;
11. Work days and shift starting times may only be changed if the employee is notified at least one week in advance and the proposed change is to last at least two (2) weeks.

Shift starting times for RTEs may be varied from day to day by mutual consent, and only within the range of daily hours available to the classification in which they are employed.

12. The Employer and the Union agree to establish an RTE Committee comprised of up to three (3) representatives of the Union and up to three (3) representatives of the Employer, at least one (1) of whom from each party will have experience working with RTEs. The RTE Committee will meet as necessary to review the RTEs and consider the following criteria:
- (a) Evidence regarding the extent to which conditions outlined in this document have been honoured, except where there has been agreement to vary such conditions;
 - (b) Evidence that RTEs have not been used to displace Regular Employees or positions;
 - (c) A review of contracted work which has been repatriated and of contracted work which was avoided through the use of RTEs;
 - (d) The extent to which the language of this document has met the expectations and intent of the Union and the Employer;
 - (e) Review and make recommendations for converting RTEs to full-time temporary and/or posted positions;
 - (f) Any other criteria considered pertinent by the Committee.

Signed this 19th day of June, 2008.

ON BEHALF OF THE EMPLOYER:

"Gudrun Jensen"

"Linda Shore"

ON BEHALF OF THE UNION:

"Bill Eastwood"

"Bob Beaumont"

Effective 2013 April 26: Renewed without changes