



## TENTATIVE COLLECTIVE AGREEMENT

### *Ratification Meeting – January 25, 2014*

#### **Article 1. TERM OF AGREEMENT – Four Year Contract**

January 1, 2013 – December 31, 2016

#### **ARTICLE 13. DISCIPLINE**

13.4 After ~~three (3)~~ **two (2)** years of subsequent employment following a letter of reprimand, during which no formal disciplinary action is taken, the employee may apply to the Employer to have the letter of reprimand removed.

#### **ARTICLE 22. HOURS OF WORK**

22.1 THE MODIFIED REARRANGED WORK WEEK WILL BE EXTENDED UNTIL DECEMBER 31, **2016**.

#### **ARTICLE 26. SHIFT DIFFERENTIAL**

26.3 In addition to the regular wage and salary rates provided for elsewhere in this Agreement, **effective the first pay period after January 1, 2015**, a shift differential of ~~seventy-five cents (\$.75) per hour and effective January 1, 2012, ninety cents (\$.90)~~ **one dollar and five cents (\$1.05)** per hour shall be paid to any employee, four (4) or more of whose hours of work fall within either the evening shift (4:00 p.m. to 12:00 midnight) or the night shift (12:00 midnight to 8:00 a.m.), it being understood that, should four (4) or more of the employee's work hours fall within the evening or night shift hours specified above, the employee is to be paid shift differential for the full period of the shift.

**Effective the first pay period after January 1, 2016 shift differential will be increased to one dollar and ten cents (\$1.10) per hour.**

#### **ARTICLE 27. STAND-BY, CALLBACK AND REPORTING TO WORK**

27.1 **Effective the first pay period after January 1, 2015**, employees who are specifically designated to stand-by will receive ~~one (1)~~ **one and one half**

(1½) hours' pay at their regular rate for each eight (8) hour period or portion thereof.

Should an employee who is on stand-by be called out and fail to report, the stand-by premium will not be paid.

**Memorandum of Agreement Re: Stand-by**

**In recognition of the commitment required of employees when accepting stand-by pay, the City is prepared for the term of the agreement (ie. December 31, 2016) to increase stand-by pay as set out in Article 27.1**

**The parties understand that this adjustment is intended to result in the increased participation by employees to accept designated stand-by assignment(s).**

**In the event that participation does not increase, the adjustment will revert to one (1) hour pay at their regular rate of pay for each eight (8) hour period effective January 1, 2017.**

**ARTICLE 28. SUPERIOR DUTY PAY**

**28.1.2 Effective the first pay period after January 1, 2015 for additional assignment to the supervision of four or more employees.....~~\$0.60~~ \$1.00**

**ARTICLE 30. VACATIONS**

**30.1.4 After twenty four (24) years' accumulated service, be entitled to six (6) weeks vacation per year.**

**Effective April 1, 2015 employees that currently have thirty (30) or more accumulated years of service shall be entitled to one additional day for each subsequent year completed to a maximum of seven (7) weeks' vacation per year. (E.g. An employee with 30 years accumulated service would get one (1) additional day and employee with 36 years accumulated service would get one (1) additional day)**

**After April 1, 2015 employees that subsequently reach thirty (30) years' of accumulated service, shall be entitled to one additional day for each subsequent year completed to a maximum of seven (7) weeks' vacation per year.**

## **ARTICLE 38. CLOTHING**

### **38.2 Meter Readers**

The following items of clothing shall be issued to Meter Readers:

- 1 – Jacket (yearly)
- 2 – Pair trousers (yearly)
- 2 – Shirts (yearly)
- 1 – Hat (yearly)
- 1 – Parka (as required)

**Effective January 1, 2015** Boots (~~\$50~~ **\$100** per annum) payable during the last two (2) weeks of September.

- 38.8 Effective January 1, 2015** employees required to wear CSA-approved safety boots shall receive up to ~~one~~ **two** hundred dollars (~~\$125~~ **\$200**) reimbursement once every two (2) years for boots and/or personal equipment which is required for health and safety reasons. Employees referred to by Article 38.1 and Article 38.2 are excluded from this provision.

## **SALARY SCHEDULE**

January 1, 2013 – Employees shall receive **2.5%** increase

January 1, 2014 – Employees shall receive **2.2%** increase

January 1, 2015 – Employees shall receive **2.65%** increase

January 1, 2016 – Employees shall receive **2.65%** increase

Notwithstanding incumbents whose wages have been frozen as a result of Job Evaluation, effective January 1, 2015 and January 1, 2016 shall receive the general economic wage increase.