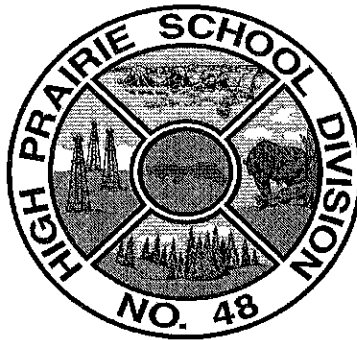


COLLECTIVE AGREEMENT

BETWEEN



HIGH PRAIRIE SCHOOL DIVISION NO. 48

AND

CUPE / *Canadian Union
of Public Employees*

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL #1038**

September 1, 2011 – August 31, 2014

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THIS AGREEMENT entered into this 27 day of January, A.D. 2012

BETWEEN:

THE HIGH PRAIRIE SCHOOL DIVISION NO. 48
High Prairie, Alberta
(hereinafter called the "Employer")

PARTY OF THE FIRST PART

- and -

THE CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL NO. 1038
High Prairie, Alberta
(hereinafter called the "Union")

PARTY OF THE SECOND PART

ARTICLE 1 RECOGNITION AND NEGOTIATIONS

- 1.1 The Employer recognizes the Canadian Union of Public Employees and its Local 1038 as the sole and exclusive bargaining agent for the unit of Employees as specified in Certificate No. 1701-91 issued by the Labour Relations Board for the Province of Alberta on the 24th day of April, 1967, which unit is "all regular school bus drivers."
- 1.2 Persons whose jobs are not in the bargaining unit, shall not work on any jobs which are included in the bargaining unit, except for purposes of instruction, in emergencies, or when regular Employees are not available, and providing that the act of performing the aforementioned operations does not reduce the regular wages of any Employee.
- 1.3 No Employee covered by this agreement shall be permitted to make any written or verbal agreement with the Employer or any representative of the Employer which may conflict with the terms of the Collective Agreement.
- 1.4 The Union shall, annually, advise the Employer in writing of the names of its officers.

1.5 Management Rights

The Union recognizes the right of the Employer to manage and direct the Employee's service in all respects in accordance with its commitments, and to make and alter from time to time, rules and regulations to be observed by the Employees, which rules and regulations shall not be inconsistent with this Agreement.

All references to one gender is meant to include both (he/she, him/her).

- 1.6 The Employer shall be at liberty to transfer the bus drivers from one route to another, whenever such transfer is, in the sole opinion of the Employer, desirable for a more effective transportation system. After September 30th of each school year, the Employer shall provide twenty (20) working days notice, in writing, of its intention to do so to those Employees to be affected by such a transfer, with a copy to the Union.

The regular driver, who is transferred to a route where a conflict occurs in order to temporarily alleviate the conflict, shall receive no less pay than he/she was entitled to on his/her regular route.

- 1.7 The Employer shall provide copies of seniority lists to the Union and the Employee(s) as of June 30th of each year. Such list shall be provided no later than July 31st.

- 1.8 All correspondence to the Local shall be sent to the address provided to the Employer.

ARTICLE 2 DISCRIMINATION

- 2.1 The Employer and the Union agree that there shall be no discrimination, interference, restrictions or coercion exercised or practised with respect to the Employer or any Employee in the matter of hiring, wage rates, upgrading, promotion, transfer, layoff, recall, discipline, discharge, or otherwise by reason of race, creed, colour, national origin, political or religious affiliation, gender or marital status, nor by reason of his membership or non-membership or activity in the Union.

- 2.2 The Employer shall be the sole judge of competence in relation to driving habits, accident record, care of equipment and all matters pertaining to the safe transportation of students and the efficient running of the bus fleet. Notwithstanding this clause, an Employee or the Union shall not be denied the right of instituting a grievance under Article 4.

ARTICLE 3 UNION DUES

- 3.1 Union dues shall be deducted from Employees covered by this Agreement and shall be forwarded to the National Secretary-Treasurer of the Union within fifteen (15) days after the end of the month for which deductions were made, including a list of names and addresses of Employees from whom deductions were made.
- 3.2 Union dues shall be deducted from substitute drivers who drive for the same regular driver in excess of twenty (20) consecutive working days. Once a driver has commenced paying union dues, the driver shall continue to be deducted union dues. A substitute driver is one who substitutes for a regular driver as a result of sickness, injury or other leave of absence. Substitute drivers do not have a continuing employment relationship and shall not accrue benefits or seniority.

ARTICLE 4 GRIEVANCE PROCEDURES

- 4.1 In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the right of the Union to appoint or select Stewards whose duties shall be to assist any Employee which the Steward represents, in preparing and in presenting his grievance in accordance with the grievance procedure.
- 4.2 The Union shall notify the Employer, in writing, of the names and addresses of all Union officers or representatives which may from time to time be involved in the investigation and processing disputes or differences arising out of this Collective Agreement.
- 4.3 The Employer agrees that the Stewards shall not be hindered, coerced, or restrained in any way in the performance of their duties while investigating disputes as provided in this Article. No Steward shall leave his work without obtaining the permission of his Supervisor, which permission shall not be unreasonably withheld and shall be given within a reasonable time.
- 4.4 A grievance under this Agreement shall be a difference concerning the interpretation, application, operation or any alleged violation of this Collective Agreement.

- 4.5 An earnest effort shall be made to settle any grievances fairly and promptly, in the following manner:
- Step 1: The Employee shall first attempt to settle the dispute with the Director of Transportation within ten (10) days of the alleged occurrence. The Director of Transportation shall render his decision in writing within ten (10) days of the grievance being submitted under Step 1.
 - Step 2: Failing satisfactory settlement in Step 1, the Union shall submit within ten (10) days of the decision in Step 1, the grievance to the Superintendent of Schools. The grievance shall be submitted in writing and shall contain the nature of the dispute and the redress sought. The Superintendent of Schools shall render his decision within ten (10) days of the grievance being submitted under Step 2.
 - Step 3: Failing satisfactory settlement in Step 2, the Union shall submit, within ten (10) days of the decision in Step 2, the grievance to the High Prairie School Division #48 Board of Trustees. The High Prairie School Division #48 Board of Trustees shall render its decision within ten (10) days after its next regular meeting.
 - Step 4: Failing satisfactory settlement in Step 3, the Union shall submit, within ten (10) days of the decision in Step 3, the grievance to Arbitration.
- 4.6 Where the Union wishes to process a policy grievance, Clause 4.5, Step 1 may be by-passed.
- 4.7 Replies to grievances shall be in writing at all stages.
- 4.8 The Employer shall supply the necessary facilities for the grievance meetings.
- 4.9 Supplementary agreements, if any, shall form part of this Agreement and are subject to the grievance and Arbitration procedure.
- 4.10 For the purpose of Article 4, Grievance Procedure, "days" shall be defined as the regular operating days that the Employees are scheduled to work.
- 4.11 The time limits as set out in Article 4, Grievance Procedure, may be extended by mutual agreement between the Employer and the Union.

- 4.12 The Griever shall have the right to be present and have Union representation commencing at Step 2 of the Grievance Procedure.

ARTICLE 5 ARBITRATION

- 5.1 Arbitration procedure shall be as set out under the Alberta Labour Relations Code as may be amended from time to time.

ARTICLE 6 PROBATIONARY PERIOD

- 6.1 Any new Employee appointed to a position included in this Agreement, shall serve a probation period of ninety (90) days worked from the date of his/her commencement of service. Notwithstanding anything contained in this Agreement, if a new Employee is unsatisfactory in the opinion of the Employer, he/she may be discharged at any time during the probation period, and such discharge shall have recourse to Steps 1, 2, and 3 of the Grievance Procedure.
- 6.2 In the event that a substitute driver, who has worked more than one hundred twenty (120) days without a break in employment, is hired to a permanent position, and subject to an adequate evaluation and completion of the "S" endorsement, he/she will be deemed to have completed their probationary period.

ARTICLE 7 DISCIPLINE

- 7.1 Whenever the Employer censures an Employee and indicates that dismissal may follow if the Employee fails to bring his work up to a required standard by a given date or that dismissal may follow in the event of any repetition of the act complained of, or omission referred to, then in such event, the Employer shall within five (5) days after censuring the Employee, give written particulars of such censure to the Employee involved. The Employer shall immediately notify the Local, in writing, with a copy to the National Representative, of any Employee who is given a written censure. It is understood that the Employer is not required to censure an Employee prior to dismissing that Employee for just cause, should the Employer so elect.

- 7.2 Upon request of the Employee, all record of any safety disciplinary action taken by the Employer shall be removed after seven (7) years and any other disciplinary action taken by the Employer shall be removed after three (3) years from the date of the discipline provided no further disciplinary action has occurred within the intervening period. This clause does not apply to arbitration decisions.

ARTICLE 8 HIRING PRACTICES

- 8.1 New permanent positions or vacancies in existing positions, after application of Article 1.6, shall be advertised with a copy sent to the secretary of the Union.

ARTICLE 9 LAYOFFS

- 9.1 Both Parties recognize that job security should increase in proportion to the length of service. Therefore, where a route is terminated, the laid off Employee may, within five (5) working days of being notified of a layoff, bump the least senior Employee who has a route first pickup point within thirty (30) kilometres of the laid off Employees residence. All Employee requests are to be in writing. An Employee displaced as a result of a bump may bump under the same conditions as stated above. All notifications are to be copied to the Union. Employees shall be recalled in order of seniority provided they are qualified to do the work, and such recall provision extends to June 30 of the subsequent school year. Employees shall be recalled to routes within thirty (30) kilometres of the laid off Employee's residence.
- 9.2 Wherever possible, the Employer shall notify Employees who are to be laid off, exclusive of July and August, fifteen (15) working days before the layoff is to be effective. If the Employee laid off has not had the opportunity to work fifteen (15) full days after notice of layoff, he shall be paid in lieu of work for that part of the fifteen (15) days during which work was not made available, other than for reasons beyond the control of the Employer such as mechanical or weather or school holidays.
- 9.3 Unless otherwise mutually agreed, a full-time bus driver must give ten (10) working days notice before leaving the employ of the Employer.

- 9.4 Seniority shall be defined as the length of service in the bargaining unit from the last date of hire. An Employee shall only lose his/her seniority in the event:
1. he/she is discharged for just cause and is not re-instated
 2. he/she resigns in writing
 3. he/she does not return to work on recall from a layoff

ARTICLE 10 GENERAL HOLIDAYS

- 10.1 Each Employee within the bargaining unit shall receive three percent (3%) of his gross earnings in lieu of General Holidays to be paid at the end of each month worked.

ARTICLE 11 VACATION PAY

- 11.1 All Employees within the bargaining unit shall receive vacation pay as set out below:
- (a) Employees employed up to and including one hundred and twenty (120) days worked shall receive four percent (4%) of their gross earnings.
 - (b) Employees employed after one hundred and twenty (120) days worked shall receive six percent (6%) of their gross earnings.
 - (c) Employees employed after ten (10) years of continuous service shall receive eight percent (8%) of their gross earnings.

Vacation pay entitlement will be paid at the end of each month worked, based on their gross monthly earnings.

ARTICLE 12 LEAVE OF ABSENCE

- 12.1 The Employer or its representative will grant representatives of the Union leave of absence, without pay and without loss of seniority, for the purpose of negotiations with the Employer or for attendance at Union Conventions and/or Seminars. Such leave shall not exceed a combined total of thirty (30) operational days per year.
- 12.2 The Employer will grant leave of absence without pay, sick leave eligibility, or loss of seniority during the period of requested leave for reason of farm operation or holidays providing the Employee shall arrange for a substitute

driver meeting the conditions of this Agreement and the Employer's policy, with the Employer being responsible for the financial arrangements of the substitute driver. The request for leave of absence shall be in writing but shall not come into force or effect until granted by the Employer. The Employer agrees not to unreasonably withhold approval for such a request.

12.3 In addition to leave of absence as provided for in Clause 11.2, the Employer may grant leave of absence with or without pay to an Employee applying for such leave.

12.4 An Employee shall be granted up to four (4) consecutive working days leave of absence without loss of regular wages or benefits in the event of death of an Employee's spouse, parent, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, or brother-in-law. In recognition of the fact that circumstances which call for bereavement leave are based on individual circumstances, the Employer, on request, may grant additional bereavement leave without pay.

12.5 In case of illness of a spouse or dependent, an Employee shall be entitled to, upon notifying their supervisor, use accumulated sick leave, to an annual maximum of two (2) days, to care and or make arrangements for the family member who is ill.

Dependent is defined as a member of the Employee's family who is dependent on the support of the Employee.

12.6 The Employer shall grant leave of absence without loss of seniority or benefits to an Employee who is required to serve as a juror or to answer a subpoena or summons to attend as a witness in a criminal matter or as a result of the performance of their duties as a bus driver. Leave shall be granted at full pay. The Employee shall remit to the Board any witness fee paid by the Court to the Employee, exclusive of expenses.

ARTICLE 13 WORKER'S COMPENSATION

13.1 The Employer shall maintain coverage by the Workers' Compensation Board for Employees within the bargaining unit while such Employees are within the scope of the Workers' Compensation Act.

ARTICLE 14 SAFETY AND HEALTH

14.1 The Union and the Employer shall cooperate in continuing and perfecting regulations which will afford adequate protection to Employees.

- 14.2 All matters pertaining to safety and health shall be referred to the Liaison Committee. All unsafe, hazardous, or dangerous conditions shall be taken up and dealt with at the Liaison Committee meetings.
- 14.3 Where an Employee on reasonable grounds believes a vehicle to be unsafe, he shall be entitled to refuse to operate that vehicle until it is put in safe condition.
- 14.4 An Officer of the Union shall be notified within twenty-four (24) hours of each accident in which injury to a member of the Union has been sustained.
- 14.5 An Employee who is injured on the job, and is required to leave for treatment or is sent home for such injury, shall receive payment for the remainder of the shift at his regular rate of pay.

ARTICLE 15 EMPLOYEE BENEFITS

- 15.1 Sick leave credits shall accumulate at the rate of one and one-half (1½) days per month worked to a maximum of seventy-five (75) days. Provision of sick leave credits shall permit the Board to retain and not pass on to the Employees any rebates of premiums otherwise required under unemployment insurance regulations.
- 15.2 A Certificate of illness from a qualified Medical Practitioner may be required to support any request for sick leave with pay. A certificate of health from a medical practitioner may be required to support a return to work. Where such proof is required to support a return to work, the Employer will reimburse the Employee for the cost of the certificate.
- 15.3 The Employer reserves the right at its expense to require a medical examination by a doctor of its own choice. The Employee shall be provided with a copy of the report.
- 15.4 The amount payable for each day of sick leave with pay shall be the regular daily wages.
- 15.5 At the end of June each year, the Employer shall advise each Employee, in writing, of the amount of sick leave accrued to his/her credit.

15.6 Effective September 1, 2008, the Employer shall, on behalf of each Employee who has completed ninety (90) consecutive days worked, contribute eighty percent (80%) toward:

- a) ASEBP Extended Health Care Plan II
- b) Dental Care Plan 3 provided minimum Employee enrolment criterion is met.
- c) ASEBP Life, Accidental Death and Dismemberment Schedule 2

Coverage for all of these plans is continuous for twelve (12) months.

15.7 Effective September 1, 2010 eligible Employees will qualify for a Five Hundred dollar (\$500.00) ASEBP Health Spending Account. The definition of "eligible" is Employees on staff as of September 30th who have completed their probationary period.

Effective September 1, 2012, the Health Spending Account will increase to Five Hundred Seventy Five dollars (\$575.00).

Effective September 1, 2013, the Health Spending Account will increase to Six Hundred Fifty dollars (\$650.00).

15.8 The Employer shall match the RRSP contributions of those Employees who have completed the probationary period to an amount of up to five percent (5%) of the Employee's gross salary.

ARTICLE 16 JOB SECURITY

16.1 In order to provide job security for the members of the bargaining unit, the Employer agrees that work or services presently performed or hereafter assigned to the collective bargaining unit shall not be sub-contracted, transferred, leased, assigned or conveyed to any other plan, person, company, or non-unit Employee.

16.2 The Union agrees that the Employer shall have the right to subcontract, transfer, lease, assign or convey ten percent (10%) or five (5) buses, whichever is greater, of its total fleet units per year should the Employer find such action compatible with public interest, but not before advising the Union in writing by registered mail for a full three (3) months prior to such subcontract, transfer, lease, assignment, or conveyance at which time the Union will be permitted to make representation at a public School Board meeting.

ARTICLE 17 LIAISON COMMITTEE

17.1 The Employer and the Employees recognize the need and advantages of improved communications among Employees, Trustees, and Administrators on matters pertaining to bussing. As such, it is agreed that a liaison committee will be established to discuss matters pertaining to bussing. The membership of the committee shall be made up of two Trustees and three Employees, along with the Director of Transportation, the Assistant Superintendent of Business and the Superintendent of Schools in an advisory capacity.

The committee shall meet upon request by either the Employer or the Union. Minutes of committee meetings shall be kept with copies of such minutes sent to each member of the committee, the Employer, and the Union.

The Union shall advise the Employer of the three appointees prior to the first meeting of the year.

ARTICLE 18 TERMS OF AGREEMENT

18.1 This Agreement shall be binding and in effect from September 1, 2011 to August 31, 2014 and shall continue from year to year thereafter unless either party gives to the other party notice in writing of the changes or amendments proposed, not more than one hundred and fifty (150) days nor less than sixty (60) days prior to the termination date of this Agreement. Within ninety (90) calendar days of service notice, both parties shall meet and have a mutual exchange of proposals. If neither party submits notice, this Agreement shall continue from year to year thereafter until notification of desire to amend or terminate is given within the aforementioned sixty (60) to one hundred fifty (150) days in a subsequent year.

18.2 The parties may at any time during the existence of this Agreement mutually agree to any amendments to this Agreement.

18.3 Notwithstanding the termination dates of this Agreement, if notice has been given to commence collective bargaining, the terms and conditions contained herein shall remain in full force and effect until otherwise altered through the advent of a new Collective Agreement, or until notice of a strike or lockout is received, whichever is first.

ARTICLE 19 SCHEDULE OF RATES

19.1 Effective September 1, 2011, the basic salary shall be \$60.68 per operating day and the minimum operating days shall be 190.

Effective September 1, 2012, the basic salary shall be \$62.50 per operating day and the operating days shall be 190.

Effective September 1, 2013, the basic salary shall be \$64.69 per operating day and the operating days shall be 190.

Basic salary means a basic payment for a minimum of 190 operating days per school year, to be calculated in accordance with the following formula:

$$\text{Payout} = (A/B) * C * D$$

Where

- A = Minimum operating days – B
- B = Number of operating days in the school year
- C = Total paid days (days run and other route days driven for HPSD purposes plus sick days paid)
- D = Route pay (basic + km pay)

Effective September 1, 2011, bus driver hourly rate is \$18.09. Application of rate determined by transportation policy.

Effective September 1, 2012, bus driver hourly rate is \$18.63.

Effective September 1, 2013, bus driver hourly rate is \$19.28.

19.2 The kilometrage to be paid shall be for each route kilometre travelled per day for a minimum of 190 operating days per school year. "Route kilometres" means the distance from the first pupil pick-up to the school(s) and return after school.

The kilometrage allowance to be paid is as follows:

Route Kilometres

Effective September 1, 2011:

0 – 35	kilometres	\$.2571
36 – 70	kilometres	\$.2721
71 – 105	kilometres	\$.2857
106+	kilometres	\$.3008

Effective September 1, 2012:		
0 – 35	kilometres	\$.2648
36 – 70	kilometres	\$.2803
71 – 105	kilometres	\$.2943
106+	kilometres	\$.3098

Effective September 1, 2013:		
0 – 35	kilometres	\$.2741
36 – 70	kilometres	\$.2901
71 – 105	kilometres	\$.3046
106+	kilometres	\$.3206

19.3 The Employer agrees to pay the full cost of the medical examination as required by the Highway Traffic Board.

19.4 Long Service Bonus

Effective September 1, 2011, Long Service Bonuses will be paid lump sum annually by September 10th of each year for the previous year worked.

After the completion of three (3) consecutive years of driving, an Employee shall receive an additional Two Hundred Ninety Two ---35/100 Dollars (\$292.35) per annum.

After the completion of five (5) full years of driving, an Employee shall receive Three Hundred Sixty Nine ---69/100 Dollars (\$369.69) per annum.

After the completion of ten (10) full years of driving, an Employee shall receive an additional Four Hundred Forty Seven ---01/100 Dollars (\$447.01) per annum.

After the completion of fifteen (15) full years of driving, an Employee shall receive an additional Five Hundred Twenty Four ---34/100 Dollars (\$524.34) per annum.

After the completion of twenty (20) full years of driving, an Employee shall receive an additional Six Hundred One ---67/100 Dollars (\$601.67) per annum.

After the completion of twenty five (25) full years of driving, an Employee shall be entitled to receive an additional Six Hundred Seventy Five ---29/100 Dollars (\$675.29) per annum.

After the completion of thirty (30) full years of driving, an Employee shall be entitled to receive an additional Seven Hundred Forty Eight $\frac{84}{100}$ Dollars (\$748.84) per annum.

After the completion of thirty five (35) full years of driving, an Employee shall be entitled to receive an additional Eight Hundred Twenty Two $\frac{45}{100}$ Dollars (\$822.45) per annum.

The Long Service Bonus is paid to Employees who provided active driving service during the previous school year and remained an Employee on the last driving day of that school year.

Effective September 1, 2012, Long Service Bonuses will be paid lump sum annually by September 10th of each year for the previous year worked.

After the completion of three (3) consecutive years of driving, an Employee shall receive an additional Three Hundred One $\frac{12}{100}$ Dollars (\$301.12) per annum.

After the completion of five (5) full years of driving, an Employee shall receive Three Hundred Eighty $\frac{78}{100}$ Dollars (\$380.78) per annum.

After the completion of ten (10) full years of driving, an Employee shall receive an additional Four Hundred Sixty $\frac{42}{100}$ Dollars (\$460.42) per annum.

After the completion of fifteen (15) full years of driving, an Employee shall receive an additional Five Hundred Forty $\frac{07}{100}$ Dollars (\$540.07) per annum.

After the completion of twenty (20) full years of driving, an Employee shall receive an additional Six Hundred Nineteen $\frac{72}{100}$ Dollars (\$619.72) per annum.

After the completion of twenty five (25) full years of driving, an Employee shall be entitled to receive an additional Six Hundred Ninety Five $\frac{55}{100}$ Dollars (\$695.55) per annum.

After the completion of thirty (30) full years of driving, an Employee shall be entitled to receive an additional Seven Hundred Seventy One $\frac{31}{100}$ Dollars (\$771.31) per annum.

After the completion of thirty five (35) full years of driving, an Employee shall be entitled to receive an additional Eight Hundred Forty Seven $\frac{12}{100}$ Dollars (\$847.12) per annum.

Effective September 1, 2013, Long Service Bonuses will be paid lump sum annually by September 10th of each year for the previous year worked.

After the completion of three (3) consecutive years of driving, an Employee shall receive an additional Three Hundred Eleven $\frac{66}{100}$ Dollars (\$311.66) per annum.

After the completion of five (5) full years of driving, an Employee shall receive Three Hundred Ninety Four $\frac{11}{100}$ Dollars (\$394.11) per annum.

After the completion of ten (10) full years of driving, an Employee shall receive an additional Four Hundred Seventy Six $\frac{54}{100}$ Dollars (\$476.54) per annum.

After the completion of fifteen (15) full years of driving, an Employee shall receive an additional Five Hundred Fifty Eight $\frac{97}{100}$ Dollars (\$558.97) per annum.

After the completion of twenty (20) full years of driving, an Employee shall receive an additional Six Hundred Forty One $\frac{41}{100}$ Dollars (\$641.41) per annum.

After the completion of twenty five (25) full years of driving, an Employee shall be entitled to receive an additional Seven Hundred Nineteen $\frac{89}{100}$ Dollars (\$719.89) per annum.

After the completion of thirty (30) full years of driving, an Employee shall be entitled to receive an additional Seven Hundred Ninety Eight $\frac{30}{100}$ Dollars (\$798.30) per annum.

After the completion of thirty five (35) full years of driving, an Employee shall be entitled to receive an additional Eight Hundred Seventy Six $\frac{77}{100}$ Dollars (\$876.77) per annum.

19.5 Any reports or recommendations about to be made to the Board dealing with matters of policy and/or conditions of employment and which affect Employees within this bargaining unit, shall be communicated by the Employer to the Union in time to afford the Union a reasonable opportunity to consider them and, if deemed necessary, of speaking to them when they are dealt with by the Board.

19.6 Cost of electrical power consumed from an Employee's private property for the purpose of providing electrical heat to buses during winter months shall be reimbursed to the Employee at rates determined by the Board.

- 19.7 The Board agrees to make available the Royal Bank, C.I. Funds, and London Life Group Registered Retirement Savings Plans as a payroll deduction.
- 19.8 Effective September 1, 2008, \$4,000.00 of the salary earned per calendar year shall be considered a Travel Assistance Benefit paid in a designated area as defined by Revenue Canada and shall be indicated as such in the appropriate box on the annual T4 slip. The provision of this benefit shall in no fashion add to the cost of salary or benefits to the Employer and shall be in accordance with the provisions set by Revenue Canada.
- 19.9 Employees shall be paid monthly in accordance with the "Schedule of Rates" under Article 18. The Employer shall pay wages by the 10th of each month.

HIGH PRAIRIE SCHOOL DIVISION NO. 48

CUPE LOCAL 1038

Raymonde Lussier
Laura Polyz

Date Jan 27, 2012

Pearl Miller
Al McArmott

Date 27 January 2012

ew/cope#491

