

COLLECTIVE AGREEMENT BETWEEN

CALGARY ROMAN CATHOLIC SEPARATE SCHOOL DISTRICT NO. 1

AND

THE CALGARY LOCAL NO. 520, CANADIAN UNION OF PUBLIC EMPLOYEES


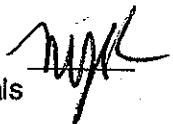
EXPIRY: AUGUST 31, 2013

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COLLECTIVE AGREEMENT

BETWEEN:

THE BOARD OF TRUSTEES OF THE CALGARY ROMAN CATHOLIC SEPARATE SCHOOL DISTRICT NO. 1 OF THE PROVINCE OF ALBERTA, (hereinafter referred to as "the Employer"),

OF THE FIRST PART

- and -

THE CALGARY LOCAL NO. 520, CANADIAN UNION OF PUBLIC EMPLOYEES, (hereinafter referred to as "the Union").

OF THE SECOND PART

WITNESSETH:

WHEREAS the Union is the Bargaining Agent of the employees of the Employer that come within the scope of this Agreement; and

WHEREAS it is the desire of the parties to maintain the harmonious relations and settled conditions of employment between the Employer and its employees; and

WHEREAS the terms and conditions of employment of the employees and their wages have been the subject of negotiations between the parties; and

WHEREAS the parties desire that these matters be set forth in an Agreement;

NOW, THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

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ARTICLE I - TERM

- 1.1 Effective Date. Unless otherwise specifically provided for in this Agreement, this Agreement shall be binding and remain in effect from September 1, 2007 to August 31, 2013.
- 1.2 Agreement Extension. This Agreement shall continue from year-to-year unless either party gives to the other party notice in writing between the period of sixty (60) and one hundred and fifty (150) days prior to August 31, 2013.

ARTICLE II - INTERPRETATION AND APPLICATION

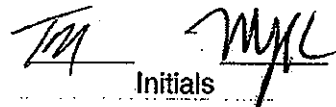
- 2.1 Employees Covered. This Agreement shall be applicable to all employees with the categories set out in Certificate No. 320-92 dated July 13, 1992, or any amended certificate issued by the Alberta Labour Relations Board and as more particularly defined in Appendix "B" hereto.
- 2.2 Feminine Terms Apply. The use of the masculine gender to this Agreement shall include the feminine gender also.
- 2.3 Regular Full-Time Employee. Is a person who has been appointed to a permanent full-time position established by the Employer, and has served a complete probationary period, and who works the normal full-time hours of work as specified in clause 11.1.
- 2.4 Regular Part-Time Employee. Is a person who has been appointed to a permanent part-time position established by the Employer, and has served a complete probationary period, and who works less than the normal full-time hours of work as specified in clause 11.1.
- 2.5 Probationary Employee. Is a person who has been appointed to a permanent position and is serving a probationary period for the purpose of establishing permanency and meeting the requirements of the position.
- 2.6 Temporary Employee. Is a person who has been appointed to a temporary position established by the Employer for a period of up to six (6) months. A temporary employee may be assigned either full-time or part-time hours of work by the Employer. A temporary employee may be terminated at any time during the temporary assignment.
- Time worked in the temporary position will be counted toward completion of the probationary period provided no break in service occurs.
- A temporary employee hired to replace an employee on maternity or adoption leave or on Long Term Disability shall not be subject to recall when services are no longer required.
- 2.7 Permanent Position. Is a position established by the Employer, where the work is expected to be of an ongoing nature from year to year.

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2.8 Temporary Position. Is a position established by the Employer, where the work is of limited or fixed duration of six (6) months or less.

2.9 Application.

- (a) Regular full-time and regular part-time employees will be entitled to all provisions of this collective agreement, except that the following will not apply:
- (i) Leaves of Absence, Clauses 15.1.1, 15.1.2, 15.1.3, 15.1.4, 15.1.6, 15.1.7, 15.1.8, 15.2, 15.3, and 15.4, for regular part-time employees who work less than fifteen (15) hours per week;
 - (ii) Pension and Health Plans, Article XVI, for regular part-time employees who work less than twenty (20) hours per week;
 - (iii) Allowances and Additional Certificates, Clause 17.1, for regular part-time employees who work less than twenty (20) hours per week;
 - (iv) General, Clause 19.2, for regular part-time employees who work less than twenty (20) hours per week.
- (b) Probationary employees will be entitled to all provisions of this collective agreement, except that the following will not apply:
- (i) Seniority, Clauses 8.2 and 8.3;
 - (ii) Employment, Clause 7.3;
 - (iii) Lay-off and Recall, Article X;
 - (iv) Leaves of Absence, Clause 15.1.7;
 - (v) Pension and Health Plans, Article XVI;
 - (vi) Allowances and Additional Certificates, Clause 17.1.
- (c) Temporary employees whose term of employment is less than six (6) months will be entitled to all provisions of this collective agreement, except that the following will not apply:
- (i) Employment, Clauses 7.1, 7.3, 7.7 and 7.8;
 - (ii) Seniority, Article VIII;
 - (iii) Lay-off and Recall, Article X;
 - (iv) Leaves of Absence, Clauses 15.1.1, 15.1.2, 15.1.3, 15.1.4, 15.1.6, 15.1.7, 15.1.8, 15.2, 15.3, and 15.4, for temporary employees who work less than fifteen (15) hours per week;


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- (v) Pension and Health Plans, Article XVI, for temporary employees who work less than twenty (20) hours per week;
 - (vi) Allowances and Additional Certificates, Clause 17.1;
 - (vii) General, Clause 19.2, for temporary employees who work less than twenty (20) hours per week;
 - (viii) Letters of Understanding.
- (d) The provisions of Leaves of Absence, Clauses 15.1.1, 15.1.2, 15.1.3, 15.1.4, 15.1.6, 15.1.8, 15.2, 15.3, and 15.4 will be applied to eligible employees on a prorata basis based upon the comparison of an employee's hours of work to the normal hours of work for a regular full-time employee.

ARTICLE III - MANAGEMENT RIGHTS

- 3.1 Rights. The Union recognizes that it is the function of the Employer to exercise the regular and customary functions of management and to direct the working forces of the Employer, subject to the terms of this Agreement.

ARTICLE IV - UNION RECOGNITION

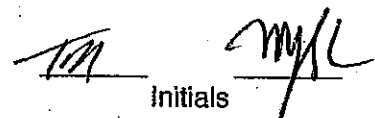
- 4.1 Union Dues. Union dues as set by the Union shall be deducted from all employees covered by this Agreement.

Deductions shall be made on a bi-weekly basis and shall be forwarded to the Secretary-Treasurer of the Union not later than ten (10) calendar days following the deduction, accompanied by a list of the names and classifications of the employees from whose wages the deductions have been made.

The Employer agrees to make deductions from all employees covered by this Agreement of any assessment of a general nature applicable to all employees and duly approved by the membership during a general meeting, provided that one month advance notice is given.

ARTICLE V - LABOUR MANAGEMENT RELATIONS

- 5.1 Labour Management Committee. The parties agree to the formation of a Labour Management Committee consisting of not more than three (3) members each from Management and the Union for the purpose of maintaining communication between the parties on matters of mutual interest. Such committee shall meet every two (2) months if required by either party and shall be a discursive committee. It is understood that this committee will not hear matters pertaining to grievances and collective bargaining. Attendance at committee meetings for members of the Bargaining Unit shall be without loss of salary.


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ARTICLE VI - GRIEVANCE PROCEDURE

6.1 Differences. In the event that a dispute occurs between the Employer and the Union on the one hand and/or the Employer and one or more members of the Bargaining Unit on the other hand regarding the interpretation, application, operation or alleged violation of this Agreement, the following procedure of settlement shall be followed:

(a) By the Employee(s)

Step 1. The employee or employees concerned, with or without Union representatives in attendance, shall first seek to settle the dispute in discussion with the immediate supervisor within fourteen (14) days of the incident giving rise to the dispute.

Step 2. If the dispute is not resolved satisfactorily in Step 1, it then becomes a grievance. The grievance shall then be reduced to writing by the Union indicating the nature of the grievance, the section of the Agreement alleged to have been violated and the redress required, and submitted in this form to the Director, Labour Relations or designate within fourteen (14) days of the response from the immediate supervisor. The Director, Labour Relations or designate will make known his decision to the Griever and the Union within fourteen (14) days of the receipt of the grievance. The above-mentioned times may be extended by the parties if mutually agreed.

Step 3. Failing settlement in Step 2, the grievance may be submitted by either party to a single arbitrator as outlined in The Labour Relations Code.

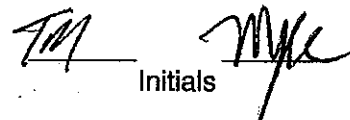
(b) By the Union or Employer

In the event that either the Employer or the Union on their own behalf wish to process a grievance, such grievance shall be submitted by the one party to the other, in writing, within fourteen (14) days of act causing the grievance.

The party in receipt of the grievance shall schedule a meeting to hear the grievance and must make known its decision regarding the grievance within fourteen (14) days of the meeting. Failing settlement, the grievance may be submitted by either party to a single arbitrator as outlined in the Labour Relations Code.

6.2 Time Limits. The time limits expressed in the foregoing shall be exclusive of Saturdays, Sundays and Statutory Holidays and normal time off.

6.3 Failure to Process. In the event that either party fails to process the grievance within the time limits established in this Article, that party shall be deemed to have conceded the grievance in favour of the other party.



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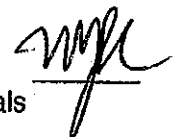
- 6.4 Representative of Canadian Union of Public Employees. The Union or any member thereof shall have the right to have the assistance of representatives of the Canadian Union of Public Employees when dealing with or negotiating with the Employer. The Union shall not conduct any grievance handling or other Union activity on the Employer's property so as to interfere with an employee's performance of work during working hours, without the consent of the Employer. The Employer shall not deny to the Union reasonable access to its property to investigate and assist in settlement of a grievance.

ARTICLE VII - EMPLOYMENT

- 7.1 Examinations. Probationary employees in Group I may be required to pass, to the satisfaction of the Caretaking Supervisors, an examination on caretaking procedures at the conclusion of classes designated by the Employer for that purpose and such classes will be at no cost to the employee. Such classes shall normally be held on weekdays and the employees shall receive their basic regular pay for attendance at these classes.
- 7.2 No Discrimination. The Employer shall not discriminate against any employee because of membership or activity in the Union, and neither the Employer nor the Union shall discriminate against any employee within the scope of this Agreement because of race, nationality, colour, creed, sex, marital status or family relationships provided that in no instance will two (2) members of the same immediate family be appointed to positions in the same work location.
- For the purpose of this clause, "immediate family" means the employee's husband, wife, child, step-child, parent, step-parent, grandparent, grandparent-in-law, brother, sister, father/mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law and grandchild.
- 7.3 Notice of Termination. No employee who has served his probationary period may be terminated for other than proper and sufficient cause.
- 7.4 Notice of Termination of Employment by Employee. An employee shall give to the Employer one (1) calendar month's advance notice in writing of intention to terminate his employment with the Employer.
- 7.5 Employee Records. A copy of any report on or evaluation of an employee that is to become part of the employee's record shall be given to the employee. The employee's written reply or comments in regard to such report or evaluation must also become part of the record. On request, the employee may examine his file. Should an employee consider that an adverse report, made part of his record, is unjust, he may grieve as provided for in Article VI of this Agreement

When an employee is disciplined and the discipline is to be a matter of record on the employee's file, the employee shall be given written particulars stating the reason for the action and the terms of penalty. Employees shall be advised of their right to Union representation when they are to be disciplined. A copy of all discipline letters shall be forwarded to the Union.



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After three (3) years from the date of issuance of a disciplinary record, provided there have been no further disciplinary actions during this period, the disciplinary record will be removed from the employee's personnel file.

- 7.6 Probationary Period. The probationary period shall be six (6) months. During such probationary period, employees may be discharged, disciplined or laid-off without reference to the grievance procedure and the Employer has no obligation to rehire such employees.

It is further understood that the probationary period shall be extended by any absences from work that fall within the said probationary period. Any absences from work that fall in July and August shall not extend the probationary period.

The probationary period shall continue through July and August, however, this time shall not be counted as part of the six (6) month probationary period.

- 7.7 Contracting-Out. No employees shall lose their employment nor suffer a reduction in regular wages or hours of work, as specified in this Collective Agreement, as a result of contracting-out.


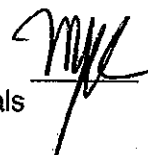
7.8 Technological Changes.

- (a) Technological change means the introduction of new methods or machines which lead to a substantive difference in job content requiring new or greater skills than are currently used by present employees.
- (b) The Employer or its representative shall give the Union notice of any proposed technological change, which is likely to cause problems relating to lay-off and/or reduced hours of work.
- (c) In the event that the Employer introduces technological change which requires new or greater skills than are possessed by the present employee, such employee shall be able to apply for a transfer, or, at the expense of the Employer, be given a reasonable period of time, during which he may perfect or acquire skills necessitated by the new method of operation. There shall be no change in salary rates or wages during the training period of such employee and no reduction of pay upon being re-classified in the new position.

ARTICLE VIII - SENIORITY

- 8.1 Seniority. Seniority is defined as the length of service in the bargaining unit and shall operate on a bargaining unit wide basis. No employee shall have seniority status until they have successfully completed the probationary period.

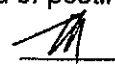
Regular part-time employees who transfer from Cleaning Assistant (Classification 16) to Cleaner (Classification 12) shall, for the purpose of future postings only, have their seniority pro-rated by the number of hours worked daily divided by 8.



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- 8.2 Seniority Lists. The Employer will maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date list shall be sent electronically to the Recording Secretary of the Union in January of each year. The list shall contain the current address and telephone number of each union member.
- 8.3 Loss of Seniority. An employee shall not lose any seniority if he is absent from work because of sickness, accident, lay-off or leave of absence approved by the Employer. An employee shall lose his seniority in the event that:
- (a) his employment is terminated by the Employer for a cause and he is not reinstated,
 - (b) he resigns his employment,
 - (c) he is absent from work in excess of five (5) working days without notifying the Employer unless such notice was not reasonably possible,
 - (d) following lay-off, he fails to return to work within seven (7) working days after delivery of said notice, unless his failure to return is due to illness or other reason in the discretion of the Employer deemed just cause,
 - (e) he is laid-off for a period in excess of one (1) year,
 - (f) he is transferred to a position outside the bargaining unit and remains in that position for a period in excess of one (1) year.

ARTICLE IX - JOB POSTINGS

- 9.1 Job Postings. Vacancies in permanent classifications excluding classifications 12, 13, 15 and 16 in Group I and classification 26 in Group II of Appendix "B" to this Agreement shall be posted by the Employer for a period of five (5) days exclusive of Saturdays, Sundays and other holidays. A time limit of five (5) days exclusive of Saturdays, Sundays and other holidays from the last date of posting will be placed upon receipt of applications. Postings will not be made during the months of July and August. A copy of all postings shall be sent to the Union.
- 9.2 Information in Postings. Such notice shall contain the following information: Nature of position, qualifications, required knowledge and education, skills, shift, wage or salary rate or range and location. Such qualifications may not be established in an arbitrary or discriminatory manner. All job postings shall state "This position is open to all qualified applicants."
- 9.3 No Outside Applicants. No outside applicants shall be processed until applications of present employees have been processed.
- 9.4 Role of Seniority in Promotions and Transfers. Both parties recognize that, in making staff changes, transfers or promotions, appointment shall be made of the applicant with the greatest seniority and having the required qualifications. Appointments from within the bargaining unit shall be made within three (3) weeks of end of posting.



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- 9.5 Trial Period. Successful applicants from within the bargaining unit shall be placed on a trial period of six (6) months. Conditional on satisfactory service, the employee shall be declared regular after the period of six (6) months. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable to perform the duties of a new job classification, he shall be returned to his former position, or to a position comparable to his former position, wage or salary rate, without loss of seniority. It is further understood that the trial period shall be extended by any vacation time, authorized leave of absence that falls within the said trial period.
- 9.6 Notification to Employees and Union. Within seven (7) calendar days of the date of appointment to a vacant position, the name of the successful applicant shall be sent to each work location and electronically to the Union Office. The Union shall be notified of all appointments, hiring, lay-offs, transfers, recall and terminations of employment.
- 9.7 Transfer. The Employer may transfer an employee to another position having the same classification and may transfer a relief employee to another position having a different classification when desirable for greater efficiency within the system. Where a relief employee is transferred to a position that has a lower rate of pay, the relief employee shall retain their rate of pay until the rate of pay of the transferred position is equal to or higher than the relief employee's current rate of pay.
- 9.8 Reposting due to Illness, Injury or Disability. When an employee is off work because of illness, injury or disability for a continuous period of time in excess of twelve (12) months, the Employer may repost the position. Prior to reposting a position, the Employer will meet with the Union to discuss the need for reposting.

When the employee is medically fit and able to return to work after his position has been reposted, he shall provide a medical certificate from a qualified medical practitioner. The employee shall be returned to the first vacant position for which he is qualified, without loss of wages, benefits or seniority.

ARTICLE X - LAY-OFF AND RECALL

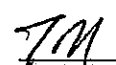
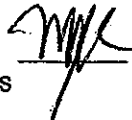
- 10.1 Order of Lay-off. When Lay-offs are necessary, the employees shall be laid-off in reverse order of seniority, provided the employees retained have the necessary qualifications to fill the available jobs.
- 10.2 Order of Recall. Employees who are laid-off shall be recalled in the order of seniority, provided they have the necessary qualifications to fill the jobs available.
- 10.3 Notice of Recall. Regular employees being recalled shall be notified by the Employer by telephone call or by Priority Post (signature required) to the last known address of such employee. The employee shall keep the Employer informed of his address. An employee so notified shall:
- (a) notify the Employer of their intent to accept recall within forty-eight (48) hours of the date of the telephone call or Priority Post notice, failure to advise within the time limit shall be deemed a refusal to return;

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- (b) report to work within five (5) working days after the date of the telephone call or Priority Post notice; and
 - (c) a copy of the recall notice shall also be delivered to the Secretary of the Union.
- 10.4 Notice of Lay-off. When an employee is Laid-off, the Employer shall give him two (2) weeks notice thereof.

ARTICLE XI - HOURS OF WORK

- 11.1 Normal Hours of Work. The normal hours of work shall be eight (8) hours per day, five (5) consecutive days per calendar week, to a total of forty (40) hours per week, from Monday to Friday inclusive. Regular hours of work for regular part-time employees, except as noted hereunder, will also be between Monday to Friday inclusive. Saturday and Sunday shifts at basic pay will be limited to the following:
- (i) regular part-time employees who give notice of intention to work on a Saturday or a Sunday.
- (a) During the Christmas holidays where school is not in session, the regular hours of work shall be seven and one-half (7 1/2) hours per day exclusive of one-half (1/2) hour lunch break. Regular Full-Time employees will continue to be paid at forty (40) hours per week. It is agreed and understood there shall be no increase in staffing hours as it relates to the staffing formula during this period.
 - (b) Commencing the first Monday following June 30 and for a maximum of six (6) weeks provided school is not in session, the Employer agrees to implement a four-day work week schedule based on thirty-seven and one-half (37 1/2) work hours per week, exclusive of the one-half (1/2) hour lunch breaks. Regular Full-Time employees will continue to be paid at forty (40) hours per week. It is agreed and understood there shall be no increase in staffing hours as it relates to the staffing formula during this period.
 - (c) Where school is not in session, all employees scheduled to work the afternoon shift shall start their shift at noon on the last day of school before Christmas, Easter and the last day of the school year.
- 11.2 Relief Employees Shift. The work day of a Relief Employee shall not necessarily correspond to the work day of the employee being relieved.
- 11.3 Shifts. Work shifts for employees shall be as follows:
- (a) day shift - any shift that commences after 7:00 a.m. and before 2:00 p.m.
 - (b) afternoon shift - any shift that commences after 2:00 p.m. or ends before 12:00 midnight.

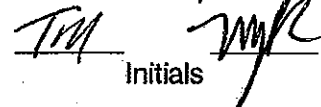


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- (c) night shift - any shift that commences after 10:00 p.m. and before 12:00 midnight.
 - (d) shifts worked on weekends or holidays will be staffed at the above shift times except that pay will be at overtime rates as outlined in Article XII of this Agreement for other than the classifications of employees noted in clause 11.1.
- 11.4 Shift Differential. A seventy-five cents (\$0.75) per hour shift differential shall be granted to employees assigned to work an afternoon or night shift (excluding overtime).
- 11.5 Meal and Rest Periods. All regular full-time employees working a day shift of eight (8) hours, shall have two (2) paid rest periods of fifteen (15) minutes duration and one (1) sixty (60) minute unpaid meal period.

All regular full-time employees working an evening or night shift of eight (8) hours, shall have two (2) paid rest periods of fifteen (15) minutes duration and one (1) thirty (30) minute unpaid meal period.

ARTICLE XII - OVERTIME

- 12.1 Overtime Defined. Except time worked in accordance with clause 11.3 (d) and clause 12.7, all time worked beyond the normal work day, the normal work week or on a holiday shall be considered as overtime. A minimum of one and one-half (1 1/2) hours pay shall be paid on scheduled overtime that is an extension of the employee's regular shift for the first two (2) hours of overtime and double (2x) times thereafter.
- 12.2 Overtime of Regular Part-time Employees. In lieu of advance notice of 24 hours prior to commencing their regular shift, regular part-time employees in Group I categories 15 and 16, shall be paid at a rate of time-and-one half for hours worked beyond their regular daily shifts.
- 12.3 Authorization to Work Overtime. No overtime shall be worked or paid for unless the overtime work has been authorized in advance by the Employer or its agent designate.
- 12.4 Payment for Overtime. The Employer shall pay to employees for overtime worked after midnight and before 7:00 a.m., double (2x) times the applicable hourly rate set forth in Appendix "A".
- The Employer shall pay to employees for overtime worked on Sundays double (2x) times the applicable hourly rate set forth in Appendix "A".
- 12.5 Scheduled Call-Back Overtime. Employees shall be paid for a minimum of two (2) hours work at the rate set out in clause 12.1 for authorized scheduled overtime worked after the employee has left his work location following his regular shift.
- 12.6 Call-Out Emergency Overtime. When, because of an emergency, an employee is called out to work overtime, he shall be paid for a minimum of four (4) hours, the first two (2) at one and one-half (1 1/2) times and the remaining two (2) hours at double (2x) times the basic hourly rate. Should an emergency situation develop at the time of an inspection of


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school buildings, as provided for in clause 12.7, an employee shall be paid the applicable amount for the inspection as provided in clause 12.6 plus one and one-half (1 1/2) times the basic hourly rate for the first two (2) hours and the remaining two (2) hours at double (2x) time, for calculation of overtime.

- 12.7 Holidays and Days Off. An employee that works a regular shift on any holiday or on his regular day off shall be paid the rate of one and one-half (1 1/2) times for the first two (2) hours and double (2x) times the applicable hourly rate thereafter.
- 12.8 Time Off in Lieu. By mutual agreement with his immediate supervisor, an employee may take time off in lieu of payment for overtime worked; time off so arranged must be taken within the calendar year in which the overtime is worked. Any outstanding time off remaining to an employee by way of this arrangement shall be paid out as salary at December 31st in any given year. Time off or pay-out shall be the applicable overtime rate for the overtime worked.
- 12.9 Notice of Overtime. Except for checking of schools and emergencies, the Employer will provide twenty-four (24) hours' notice for overtime that can be anticipated and scheduled in advance. If an employee, because of a previous engagement or other reason, is unable to work overtime and so notifies the Employer twenty-four (24) hours in advance of scheduled overtime, the Employer will assign an alternative employee.

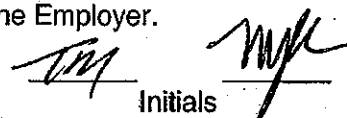
ARTICLE XIII - NAMED HOLIDAYS

- 13.1 Holidays Defined. For the purpose of this Agreement, the term "holiday" shall mean and include New Year's Day, Thanksgiving Day, Good Friday, Victoria Day, Canada Day, Labour Day, Remembrance Day, Christmas Day, Boxing Day, August Civic Holiday, Alberta Family Day, and any other day that is declared a holiday pursuant to statutory right of the City of Calgary, the Government of Alberta or the Government of Canada.

If Christmas Eve and New Year's Eve are on a working day, the employees will receive one-half (1/2) day off. All employees covered by this Agreement will be given one-half (1/2) day off during Stampede Week and the Monday of Spring Break.

- 13.2 Payment for Holidays. Employees will receive payment for holidays not worked at the regular rate of pay and regular part-time employees shall receive regular pay for the number of hours equivalent to the normal hours worked per day during the four-week period preceding the holiday provided that the employee:
- (a) has completed thirty (30) days of employment with the Employer during the previous twelve (12) months,
 - (b) is not on leave of absence,
 - (c) is not absent the last regular work day before or the first regular work day following the holiday, unless the employee has prior permission or produces acceptable proof of illness for such absence,

provided that any of the above conditions may be waived by the Employer.


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- 13.3 Payment for Holiday During Leave of Absence. Notwithstanding the provision of clause 13.2 hereof, employees on leave of absence shall be entitled to payment for a holiday that falls within such leave if absence was caused by:
- (a) compassionate leave,
 - (b) leave of absence, up to seven (7) days, if combined with and immediately following annual vacation.
- 13.4 Holidays on Normal Day Off. When a holiday falls on an employee's scheduled day off, the employee shall receive another day off with pay at a time mutually agreed upon between the employee and the employer.

ARTICLE XIV - VACATIONS

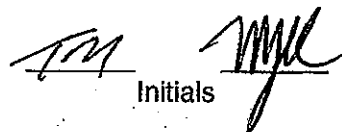
- 14.1 Vacation Entitlement. All employees within the scope of this Agreement will be entitled to an annual vacation as follows:

Less than one year of service	- 1.25 days per month of service
One year but less than 8 years of service	- 3 weeks
8 years or more but less than 18 years of service	- 4 weeks
18 years or more but less than 25 years of service	- 5 weeks
25 years or more of service	- 6 weeks

Any employee leaving the employment at any time in the year before the employee has had vacation shall be entitled to a proportionate payment of salary or wages in lieu of such vacation.

Any employee who leaves their employment prior to September 30th and who has taken vacation, shall have their final pay adjusted to reflect any overpayment/underpayment of vacation pay.

- 14.2 Date for Determining Eligibility. September 30th of each year shall be established as the date for determining eligibility of employees for annual vacation in accordance with clause 14.1. Accordingly, any employee whose date of commencement of service falls on or before September 30th shall in that year be eligible for annual vacation in accordance with clause 14.1.
- 14.3 Holidays During Vacation. If a holiday is observed during an employee's vacation, such employee shall be granted an additional day of vacation for each such holiday in addition to the vacation time determined in accordance with clause 14.1.
- 14.4 Employer to Schedule Vacation Periods. A vacation schedule shall be prepared by the Employer in consultation with employees and approved by the Employer. Such schedules shall provide that an employee's vacation shall commence immediately following an employee's regularly scheduled days off and shall be posted by May 31st of each year.


 Initials

- 14.5 Regular Part-Time Employees. A regular part-time employee shall be paid vacation pay based on their total gross earnings since and including their previous vacation pay if employment is uninterrupted, or since recall if employment is interrupted, at the following rates:

Less than 8 years of service	- 6%
8 years or more but less than 18 years of service	- 8%
18 years or more but less than 25 years of service	- 10%
25 years or more of service	- 12%

- 14.6 Unbroken Vacation Period. Employees, except those in Group II of Appendix "B" to this Agreement, are entitled to an unbroken vacation period during the months of July and August. Employees in Group II of Appendix "B", upon application, and in accordance with their entitlement under clause 14.1, will be permitted to a two-week vacation period during the months of July and August and the balance of their vacation at a time mutually agreed between the Employer and the employee.

Employees, upon being entitled to three (3) weeks or more vacation, shall be entitled, upon written request, to bank one (1) week per year of annual vacation to a maximum of four (4) weeks; there will be no cash payment in lieu of banked vacation entitlement.

- 14.7 Vacation Credits. For any absence from work in excess of thirty (30) consecutive calendar days, excluding Workers' Compensation of up to one (1) year, paid sick leave and vacation, an employee shall not earn any vacation credits for the entire period of absence.

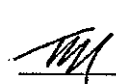
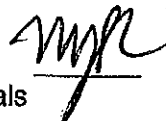
Upon returning to work, an employee shall be entitled to use any vacation credits accumulated prior to the commencement date of the absence and shall qualify to earn vacation credits in accordance with the employee's years of seniority exclusive of the period of absence. In the case of a Long Term Disability absence, all vacation credits earned prior to the commencement of the absence shall be paid to the employee once the Long Term Disability absence exceeds one year.

- 14.8 Illness During Vacation. An employee entitled to sick leave who is ill for five (5) days or more during a vacation period that would otherwise have been a scheduled work period for the employee shall, upon presentation of a medical certificate have vacation time so affected reinstated.

ARTICLE XV - LEAVES OF ABSENCE

- 15.1.1 Sick Leave. During a calendar year, an employee shall be granted a leave of absence with pay up to twenty-four (24) working days accumulated on the basis of two (2) days per month, plus all accumulated sick leave, for:

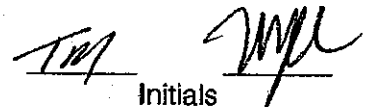
- (a) necessary medical or dental treatment,
- (b) sickness or disability,

 
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- (c) an accident for which compensation is not payable under the Worker's Compensation Act,
- (d) isolation by the Public Health Authorities.

For the purpose of calculating sick leave, time on holidays, vacation, or approved leave of absence of four (4) weeks or less will be counted.

- 15.1.2 Cumulative Sick Leave. The unused portion of sick leave with pay that an employee is entitled to in a calendar year under clause 15.1.1 shall accumulate for each consecutive year of employment with the Employer up to but not exceeding 165 days. In addition, an employee shall be entitled to the earned portion of sick leave under clause 15.1.1 for the current year for a total possible maximum cumulation of 189 days in any year.
- 15.1.3 Deductions from Sick Leave. Deductions shall be made from accumulated sick leave for all normal working days or hours (exclusive of holidays), that an employee is absent for reasons set out in clause 15.1.1.
- 15.1.4 Proof of Illness. An employee will be required to produce a certificate from a qualified medical or dental practitioner for any illness in excess of three (3) working days, certifying that such employee is unable to carry out his duties due to illness.
- 15.1.5 Certificate of Good Health. At the discretion of the Employer, an employee may be required to provide a certificate of good health, signed by a qualified medical practitioner, or with written notification (outlining the Employer's reasoning) to the employee and the Union, an employee may be directed to a medical examination and/or to a Functional Work Assessment. In either case, the Employer shall designate the medical practitioner and/or assessor and pay the cost thereof, except in the case of a certificate required under clause 15.1.4.
- 15.1.6 Cessation of Sick Leave. When an employee is laid-off, he shall not receive sick leave credit for the period of lay-off, but upon recall from lay-off he shall retain his cumulative sick leave earned, if any, that existed immediately prior to such lay-off.
- An employee, commencing their fifth (5th) week of an approved leave of absence, shall cease accumulating sick leave credit, but on the expiration of such leave of absence he shall retain his cumulative sick leave earned, if any, that existed immediately prior to the fifth (5th) week of the leave of absence.
- 15.1.7 Supplementation of Compensation Award. If an employee is prevented from performing his regular work with the Employer on account of an occupational accident that is recognized by the Workers' Compensation Board as compensable within the meaning of the Compensation Act, the Employer will supplement the award made by the Compensation Board together with such supplementation will equal the employee's regular wage, and the employee's cumulative sick leave shall be reduced in the same proportion that the supplementation bears to the employee's regular wage. Such supplementation shall continue until the employee's cumulative sick leave is exhausted.
- 15.1.8 Sick Leave Records. After the close of each calendar year, each employee is to be advised of the amount of sick leave accumulated to his credit.

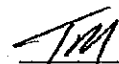


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- 15.2 Compassionate Leave. Employees attending the funeral of a member of the employee's immediate family shall be granted three (3) days leave of absence with pay if the funeral is in the city of Calgary or five (5) days if the funeral is outside the city. If the employee does not attend the funeral, reasonable leave with pay may be granted by the Employer.
- 15.3 Immediate Family. For the purpose of clauses 15.2 and 15.4, "immediate family" means the employee's husband, wife, child, step-child, parent, step-parent, grandparent, grandparent-in-law, brother, sister, father/mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law and grandchild.
- 15.4 Family Critical Illness Leave. In the event of a critical illness of a member of the employee's immediate family, a leave of absence with pay up to five (5) days may be granted to an employee at the discretion of the Superintendent, Human Resources or designate.
- 15.5 Personal Leave. The Employer may grant a leave of absence without pay to an employee for any reason that the Employer considers sufficient.

During such leave, continuation of employee benefits shall be conditional upon the employee paying the full cost of such plans.

- 15.6 Maternity Leave. The Employer shall grant leave of absence without pay for a period of fifteen (15) weeks to an employee who has been employed for fifty-two (52) weeks, for maternity purposes subject to the following conditions:

- (a) Maternity leave will consist of:
- i) a period not exceeding twelve (12) calendar weeks immediately preceding the estimated date of delivery or such shorter period as the employee may request,
 - ii) the period, if any, between the estimated date of delivery and the actual date of delivery,
 - iii) a period not shorter than six (6) calendar weeks following the actual date of delivery unless the employee supplies medical documentation that she is fit to return to work sooner, and
 - iv) where the pregnancy of the employee interferes with the performance of her duties, the Employer may, by notice to the employee, require the employee to commence Maternity Leave.
- (b) The employee shall give a minimum of six (6) calendar weeks notice in writing of the day upon which she intends to commence Maternity Leave together with a medical statement certifying that she is pregnant and giving the estimated date of delivery.

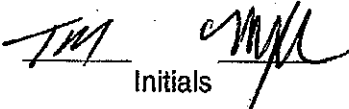
 
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- (c) Except for the health related portion, maternity leave shall be without pay and the sick leave provisions and vacation provisions shall not apply.
- (d) An employee hired to replace an employee on maternity leave shall be terminated when services are no longer required, unless accepted for alternate employment.
- (e) Continuation of benefits shall be conditional upon the employee paying the full cost of such plans during maternity leave other than the health related portion.
- (f) The Employer shall implement a Supplemental Employment Benefits plan, which each employee shall access for pay during the health related portion of Maternity Leave. An employee who is not eligible for EI benefits is entitled to access sick leave for the duration of the health related portion of Maternity Leave. The Employer shall pay its portion of required group insurance premiums described in Article XVI during the health related portion of Maternity Leave. The remainder of Maternity Leave, not covered by the health related portion, shall be taken at no cost to the Employer.
- (g) Upon receipt of four (4) calendar weeks' notification of availability, the Employer shall place the employee in her former position. If her former position does not exist, the Employer will place her in a comparable position.
- (h) An employee shall be granted one (1) day of leave with pay during the confinement of the employee's spouse for maternity purposes.

Effective January 1, 2008, an employee shall be granted two (2) days of leave with pay during the confinement of the employee's spouse for maternity purposes.

15.7 Parental Leave.

- (a) The Employer shall grant Parental Leave to an employee who has been employed for fifty-two (52) weeks as follows:
 - (i) to an employee entitled to Maternity Leave as per clause 15.6, a period of not more than thirty-seven (37) consecutive weeks immediately following the last day of Maternity Leave;
 - (ii) to an employee who is the father, a period of not more than thirty-seven (37) consecutive weeks within fifty-two (52) weeks after the child's birth;
 - (iii) to an employee who is the adoptive parent, a period of not more than thirty-seven (37) consecutive weeks within fifty-two (52) weeks after the child is placed with the adoptive parent for purposes of adoption.
- (b) Where both parents are employees, the leave may be taken by either the father or mother or shared between them, with the total leave not to exceed thirty-seven (37) consecutive weeks. The Employer is not required to grant Parental Leave to more than one (1) employee at a time.


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- (c) The employee shall, where possible, give a minimum of six (6) calendar weeks notice in writing of the day upon which the employee intends to commence Parental Leave.
- (d) Upon receipt of four (4) weeks' notification of availability, the Employer shall place the employee in their former position. If their former position does not exist, the Employer will place the employee in a comparable position.
- (e) Parental Leave shall be without pay and the sick leave provisions and vacation provisions shall not apply.
- (f) During such leave, continuation of employee benefits shall be conditional upon the employee paying the full cost of such plans.

15.8 Union Leave. Leave of absence without pay shall be granted, upon request to the Employer, to employees elected or appointed by the Union to represent the Union at conventions of the Canadian Union of Public Employees or other organizations with which the Union is affiliated, and at executive or committee meetings of the Union provided that the number of employees attending such convention or meetings shall not exceed five (5) Union members with a maximum of two (2) from Group IV, at any one time and the duration of such leave shall not be more than five (5) working days, unless otherwise mutually agreed.



The Union shall request the leave, in writing, from the Superintendent, Human Resource Services or designate, with as much notice as is feasible, indicating, the employee's name, the nature of the business and the time involved. An employee granted such leave shall continue to be paid by the Employer, and subsequently, the Union shall reimburse the Employer.

An employee who is elected or selected for a full-time position with the Union shall be granted leave of absence therefore without loss of seniority for a maximum period of one (1) year. Employees requiring such leave of absence shall give at least thirty (30) days' notice in advance and shall also give thirty (30) days' notice of desire to return to employment with the Employer.

An employee who has been selected to perform duties of any office of the parent union shall be granted leave of absence, without loss of seniority, for a maximum period of six (6) months. Employees requiring such leave of absence shall give at least thirty (30) days' notice in advance and shall also give thirty (30) days' notice of desire to return to employment with the Employer.

15.9 Jury Duty. An employee shall be granted by the Employer such time as is required for jury duty. The employee shall present proof of service and will return to the Employer such fees as are paid to them by the court for jury duty appearances.

15.10 Court Appearances. An employee shall be granted by the Employer such time as is required for appearance as a subpoenaed witness provided that the matter for which the employee is required to testify is not against the Employer or in an action commenced by

 
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the employee for financial gain. The employee shall present proof of service and will return to the Employer such fees as are paid to them by the court for such appearances.

ARTICLE XVI - PENSION AND HEALTH PLANS

16.1 Pension Fund. All employees hired after May 1, 1978, shall be required to participate in the Local Authorities Board Pension Plan. Date of eligibility for participation in the plan shall be the first day of appointment to regular staff. For the purpose of this clause, "regular status" shall be recognized after twelve (12) months of continuous employment with the Employer.

Those employees who are presently not in the pension plan shall be given the option to join effective May 1, 1978.

(a) Any employee who, before May 1, 1978, was not eligible for the Local Authorities Board Pension Plan and was employed by the Employer for a period in excess of ten (10) years prior to May 1, 1978, shall receive a retirement allowance in lieu of the pension plan on the following basis:

Ten (10) years' service prior to May 1, 1978	- 3 months' pay
For each additional three (3) years' service	- 1 month's pay

These amounts shall be payable one (1) week prior to planned retirement so that employees can purchase their pension rights if desirable from the pension plan.

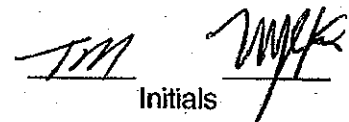
(b) All employees who retire in accordance with the Local Authorities Board Pension Plan Regulations shall receive a pro-rata retirement allowance based upon the following formula:

After ten (10) years' service	- 1 month's salary
After fifteen (15) years' service	- 2 months' salary
After twenty (20) years' service	- 2½ months' salary
After twenty-five (25) years' service	- 3 months' salary

(c) Employees covered by clause (a) shall be eligible for benefit under clause (b) in accordance with the number of years worked from May 1, 1978, if they decide to join the pension plan at that date.

16.2 Allowance. Employees, who voluntarily leave the employ of the Employer, and are not eligible for the provisions in 16.1 (b), shall receive a pro-rata allowance based upon the following formula:

After ten (10) years' service	- 1 month's salary
After fifteen (15) years' service	- 2 months' salary
After twenty (20) years' service	- 2½ months' salary
After twenty-five (25) years' service	- 3 months' salary


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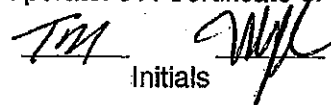
- 16.3 Medical and Hospital Insurance. The Employer shall maintain group insurance plans to provide coverage for regular employees under Alberta Health Care Commission and a major medical plan. The Employer shall pay for each employee one hundred percent (100%) of the premium for Alberta Health Care, the major medical coverage, the Dental Plan and the Vision/Hearing Plan.
- 16.4 Group Life, Accidental Death and Dismemberment and Long Term Disability Insurance. The Employer shall effect and maintain a Group Life and Accidental Death and Dismemberment insurance and Long Term Disability Income Insurance and shall pay for each regular employee one hundred percent (100%) of the premium for Group Life and Accidental Death and Dismemberment. The employee shall pay one hundred percent (100%) of the premium for Long Term Disability Income Insurance.
- 16.5 Personal Health Spending Account. Effective January 1, 2008 (or as soon thereafter as the carrier can provide) the Employer will establish for each regular full-time and regular part-time employee a Personal Health Spending Account. Eligible regular full-time and regular part-time employees will be actively at work, on paid sick leave, or on approved Long Term Disability (LTD) benefits or Workers Compensation Board (WCB) benefits. The Employer will contribute an annual amount of \$250 for each eligible regular full-time and regular part-time employee covered under this Agreement who are on the payroll of the Employer as at the first working day of the 2008 calendar year.

Contributions to the personal Health Spending Account will be pro-rated for regular full-time and regular part-time employees who occupy a position less than one full-time equivalent (1.0 FTE) covered by this Agreement who are on the payroll of the Employer as at the first working day of each calendar year.

The unused balance is carried forward to the next plan year. The carry forward amount must be used by the end of that year, or it will be lost. Regular full-time and regular part-time employees leaving the employ of the Employer for any reason will automatically forfeit any unused balance.

ARTICLE XVII - ALLOWANCES AND ADDITIONAL CERTIFICATES

- 17.1 Subsidy of Cost of Obtaining Alberta Building Operator's B Certificate (or the Fifth Class Power Engineering Certificate of Competency) or Alberta Building Operator's A Certificate (or the Fourth Class Power Engineering Certificate of Competency). Where an employee is required to obtain an Alberta Building Operator's B Certificate (or the Fifth Class Power Engineering Certificate of Competency) or an Alberta Building Operator's A Certificate (or the Fourth Class Power Engineering Certificate of Competency), the Employer will subsidize the cost of instruction to limit the employee's cost to \$10.00. Other courses required by the Employer of an employee to perform his work shall be paid for by the Employer with no loss of wages to the employee.
- 17.2 Allowances The Employer shall pay to employees in the above classifications an Allowance as follows:
- (a) To Caretakers who are assigned to a school building that has a central refrigeration system, and who hold an Alberta Building Operator's A Certificate or


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the Fourth Class Power Engineering Certificate of Competency, the sum of \$11.00 per month.

- (b) To an employee temporarily designated as a Charge Hand, the sum of five percent (5%) above his basic hourly rate during the period of performance of duties as a Charge Hand.
- (c) To all employees employed prior to January 1, 1971, the following sums for Long Service: 10 years of service or more - \$5.50 per month; 20 years of service or more - \$11.00 per month.
- (d) All employees assigned to two (2) or more permanent work locations shall receive the sum of \$20.00 per month.

17.3 Travel Allowance

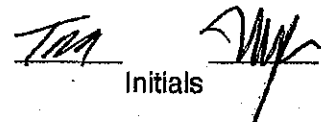
The Employer shall pay to an employee authorized by the Employer to use their personal vehicle for travel between the Employer's buildings for the performance of work, a travel allowance at the prevailing rate approved by the District. On an annual basis, the Employer shall, in writing, notify the union of the prevailing rate.

The applicable employees shall submit their mileage claims monthly in sufficient details to the Supervisor of Caretaking for approval.

In addition, Maintenance Repairman I and II, who are required by the Employer to carry tools, shall receive a tool carrying allowance of thirty dollars (\$30.00) per month. In the circumstances wherein employees only require their vehicle for specified days in the week or are on leave of absence due to vacation, sickness or other leaves for a minimum of five (5) days during any month, this tool carrying allowance shall be prorated as to days vehicle used over days of work in that month.

ARTICLE XVIII - PAYMENT OF WAGES

- 18.1 Wage Rates. Wage rates for the term of this collective agreement are as set forth in Appendix "A".
- 18.2 Substitution in Higher Wage Category. Where a regular employee substitutes for another employee in a higher wage category for a period of three (3) or more consecutive working days, such employee shall, during the period of substitution, be paid the wage rate applicable for the job classification in which he is substituting and that rate shall be retroactive to the first day of the substitute assignment.
- 18.3 Dates of Payment. The Employer will pay salaries and wages on the Friday of every second week. Regular part-time and hourly employees will also be paid every second week with any adjustments to regular hours worked paid at the next occurring pay period. Overtime earned in a two-week period shall be added to the wage payment due on the last Friday of the following two-week period.


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- 18.4 Overpayment. If at any time the Employer pays wages and/or entitlements to an employee in excess of the amount due to the employee at the time of payment, the Employer may deduct an amount equal to the overpayment from any money owing the employee by the Employer.

The Employer shall provide to the employee written notice of the amount of overpayment, including repayment options and shall discuss the repayment options with the employee. The Employer and the employee shall arrive at a mutually acceptable schedule for the recovery of the overpayment prior to the Employer commencing deductions from the employee's pay.

Should a mutually acceptable schedule not be arrived at, the Employer will provide written notice to the employee that the Employer will commence deductions from the employee's pay based on the Employer's schedule of recovery.

The Employer and/or the employee may request the assistance of the Union at any point during this process.

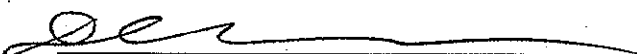
ARTICLE XIX - GENERAL

- 19.1 Duties. The duties of employees shall be as established from time-to-time by the Employer. Work schedules approved by the Employer for Group I employees and copies of applicable regulations shall be posted at each permanent place of work.
- 19.2 Parking Lots. Where available, parking lots without car heater outlets shall be provided free-of-charge. Effective September 1, 1982, car heater outlets, where available, will be provided at no cost.
- 19.3 Protective Clothing. Protective clothing will be issued without cost to the employee when it is considered necessary by management; such clothing shall remain the property of the Employer.
- 19.4 Agenda and Minutes of Meetings. The Employer will supply to the Secretary of the Union an agenda and a copy of the minutes of meetings of the Board of Trustees of the Calgary Roman Catholic Separate School District No. 1.

TM Initials MYK


IN WITNESS WHEREOF the parties have caused this Agreement to be executed by their respective officers, duly authorized hereunto, this 31st day of March, 2008.

THE BOARD OF TRUSTEES OF THE
CALGARY ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 1


Secretary-Treasurer


Director, Labour Relations


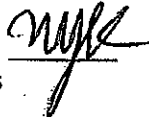
THE CALGARY LOCAL NO. 520,
CANADIAN UNION OF PUBLIC
EMPLOYEES


President


Recording Secretary

THE CANADIAN UNION OF PUBLIC
EMPLOYEES


Representative

 
Initials

APPENDIX "A" – SCHEDULE OF WAGESClassification

<u>Group I Employees:</u>	<u>Sept. 1, 2007</u>
1. Head Caretaker II	\$21.94
2. Head Caretaker I	\$21.62
3. Assistant Head Caretaker II	\$21.57
4. Assistant Head Caretaker I	\$21.35
5. Caretaker V	\$21.35
6. Assistant Caretaker V	\$21.00
7. Caretaker IV	\$21.00
8. Caretaker III	\$20.76
9. Caretaker II	\$20.62
10. Caretaker I	\$20.18
11. Relief Caretaker	\$20.62 (\$21.35 effective December 12, 2007)
13. Cleaner II	\$19.41*
15. Relief Cleaning Assistant	\$17.17


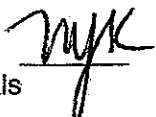
* For employees hired prior to June 28, 2000.

For employees hired on and after June 28, 2000, refer to 12. Cleaner classification on page 25.

<u>Group II Employees</u>	<u>Sept. 1, 2007</u>
Maintenance Repairman II	
17. Carpenter	\$28.79
18. Plumber	\$30.18
19. Controls Technician	\$30.18
23. Equipment Operator	\$21.60
24. Truck Driver	\$20.20
25. Driver	\$19.94
26. Labourer	\$19.15
27. Summer Grounds Maintenance Student Worker	\$13.04

<u>Group IV Employees:</u>	
29. Materials Handler/Vehicle Operator	\$21.35

<u>Group II Employees:</u>	<u>Sept. 1, 2007</u>
Maintenance Repairman I	
21. Computer Technician	Step 1 \$24.28
	Step 2 \$24.90
	Step 3 \$25.51
	Step 4 \$26.12
	Step 5 \$26.98
	Step 6 \$27.69
	Step 7 \$28.34



 Initials

Step 8	\$29.01
Step 9	\$29.67

A probationary employee shall receive a salary increment at the successful completion of the probationary period.

All increases shall be granted on the completion of each six (6) months employment from the date of successful completion of the probationary period until the employee reaches the maximum salary of the applicable pay range. An increase may be withheld for unsatisfactory written evaluation.

<u>Group I Employees:</u>		<u>Sept. 1, 2007</u>
12. Cleaner	Step 1	\$15.63
	Step 2	\$17.59
	Step 3	\$19.56

The hourly pay rate incremental increase from Step 1 to Step 2 shall occur following:

- (a) the completion of 1,040 regular hours of work, or
- (b) the successful completion of the Employer's training course in caretaking procedures or holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

The hourly pay rate incremental increase from Step 2 to Step 3 shall occur following:

- (a) the completion of 2,080 regular hours of work,
- (b) the successful completion of the Employer's training course in caretaking procedures, and
- (c) holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

<u>Group I Employees:</u>		<u>Sept. 1, 2007</u>
16. Cleaning Assistant	Step 1	\$13.76
	Step 2	\$14.60
	Step 3	\$15.45
	Step 4	\$16.30
	Step 5	\$17.17

Hourly pay rate step increases occur following the accumulation of each five hundred and twenty (520) regular hours of work.

TM VW/K
Initials

APPENDIX "A" – SCHEDULE OF WAGESClassification

<u>Group I Employees:</u>	<u>Sept. 1, 2008</u>
1. Head Caretaker II	\$22.93
2. Head Caretaker I	\$22.60
3. Assistant Head Caretaker II	\$22.55
4. Assistant Head Caretaker I	\$22.32
5. Caretaker V	\$22.32
6. Assistant Caretaker V	\$21.95
7. Caretaker IV	\$21.95
8. Caretaker III	\$21.70
9. Caretaker II	\$21.55
10. Caretaker I	\$21.09
11. Relief Caretaker	\$22.32
13. Cleaner II	\$20.29*
15. Relief Cleaning Assistant	\$17.95

* For employees hired prior to June 28, 2000.

For employees hired on and after June 28, 2000, refer to 12. Cleaner classification on page 27.

<u>Group II Employees</u>	<u>Sept. 1, 2008</u>
Maintenance Repairman II	
17. Carpenter	\$30.09
18. Plumber	\$31.55
19. Controls Technician	\$31.55
23. Equipment Operator	\$22.58
24. Truck Driver	\$21.11
25. Driver	\$20.84
26. Labourer	\$20.02
27. Summer Grounds Maintenance Student Worker	\$13.63

<u>Group IV Employees:</u>	
31. Material Handle/Vehicle Operator	\$22.32

<u>Group II Employees:</u>		<u>Sept. 1, 2008</u>
Maintenance Repairman I		
21. Computer Technician.	Step 1	\$25.38
	Step 2	\$26.03
	Step 3	\$26.67
	Step 4	\$27.30
	Step 5	\$28.20
	Step 6	\$28.94
	Step 7	\$29.62

TM WJK
Initials

Step 8	\$30.32
Step 9	\$31.01

A probationary employee shall receive a salary increment at the successful completion of the probationary period.

All increases shall be granted on the completion of each six (6) months employment from the date of successful completion of the probationary period until the employee reaches the maximum salary of the applicable pay range. An increase may be withheld for unsatisfactory written evaluation.

<u>Group I Employees:</u>		<u>Sept. 1, 2008</u>
12. Cleaner	Step 1	\$16.34
	Step 2	\$18.39
	Step 3	\$20.45

The hourly pay rate incremental increase from Step 1 to Step 2 shall occur following:

- (c) the completion of 1,040 regular hours of work, or
- (d) the successful completion of the Employer's training course in caretaking procedures or holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

The hourly pay rate incremental increase from Step 2 to Step 3 shall occur following:

- (d) the completion of 2,080 regular hours of work,
- (e) the successful completion of the Employer's training course in caretaking procedures, and
- (f) holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

<u>Group I Employees:</u>		<u>Sept. 1, 2008</u>
16. Cleaning Assistant	Step 1	\$14.38
	Step 2	\$15.26
	Step 3	\$16.15
	Step 4	\$17.04
	Step 5	\$17.95

Hourly pay rate step increases occur following the accumulation of each five hundred and twenty (520) regular hours of work.

TM WJK
Initials

WAGE INCREASES:

Year 3 - The increase for September 1, 2009, will be calculated by comparing the Average Weekly Earnings Index for Alberta* from January 1, 2008 to December 31, 2008 to the Average Weekly Earnings Index for Alberta* from January 1, 2007 to December 31, 2007.

~~45~~ 45

APPENDIX "A" - SCHEDULE OF WAGESClassification

<u>Group I Employees:</u>	Sept. 1, 2009
1. Head Caretaker II	\$24.30
2. Head Caretaker I	\$23.95
3. Assistant Head Caretaker II	\$23.90
4. Assistant Head Caretaker I	\$23.66
5. Caretaker V	\$23.66
6. Assistant Caretaker V	\$23.26
7. Caretaker IV	\$23.26
8. Caretaker III	\$23.00
9. Caretaker II	\$22.84
10. Caretaker I	\$22.35
11. Relief Caretaker	\$23.66
13. Cleaner II	\$21.50*
15. Relief Cleaning Assistant	\$19.02

* For employees hired prior to June 28, 2000.
For employees hired on and after June 28, 2000, refer to 12. Cleaner classification on page 26.

<u>Group II Employees</u>	Sept. 1, 2009
Maintenance Repairman II	
17. Carpenter	\$31.89
18. Plumber	\$33.44
19. Controls Technician	\$33.44
23. Equipment Operator	\$23.93
24. Truck Driver	\$22.37
25. Driver	\$22.09
26. Labourer	\$21.22
27. Summer Grounds Maintenance Student Worker	\$14.45

TM WJ
Initials

~~46~~ 46

Group IV Employees:

31. Materials Handler/
Vehicle Operator \$23.66

Group II Employees:

Maintenance Repairman I
21. Computer Technician Sept. 1, 2009

Step 1	\$26.90
Step 2	\$27.59
Step 3	\$28.27
Step 4	\$28.93
Step 5	\$29.89
Step 6	\$30.67
Step 7	\$31.39
Step 8	\$32.14
Step 9	\$32.87

A probationary employee shall receive a salary increment at the successful completion of the probationary period.

All increases shall be granted on the completion of each six (6) months employment from the date of successful completion of the probationary period until the employee reaches the maximum salary of the applicable pay range. An increase may be withheld for unsatisfactory written evaluation.

Group I Employees:

12. Cleaner Sept. 1, 2009

Step 1	\$17.32
Step 2	\$19.49
Step 3	\$21.67

The hourly pay rate incremental increase from Step 1 to Step 2 shall occur following:

- (a) the completion of 1,040 regular hours of work, or
- (b) the successful completion of the Employer's training

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course in caretaking procedures or holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

The hourly pay rate incremental increase from Step 2 to Step 3 shall occur following:

- (a) the completion of 2,080 regular hours of work,
- (b) the successful completion of the Employer's training course in caretaking procedures, and
- (c) holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

Group I Employees:

16. Cleaning Assistant Sept. 1, 2009

Step 1	\$15.24
Step 2	\$16.17
Step 3	\$17.12
Step 4	\$18.06
Step 5	\$19.02

Hourly pay rate step increases occur following the accumulation of each five hundred and twenty (520) regular hours of work.

JM *Myk*
Initials

WAGE INCREASES:

Year 4 - The increase for September 1, 2010, will be calculated by comparing the Average Weekly Earnings Index for Alberta* from January 1, 2009 to December 31, 2009 to the Average Weekly Earnings Index for Alberta* from January 1, 2008 to December 31, 2008.

28 48		40 49	
<u>APPENDIX "A" - SCHEDULE OF WAGES.</u>		<u>Group IV Employees:</u>	
<u>Classification</u>		31. Materials Handler/ Vehicle Operator	\$24.35
<u>Group I Employees:</u>	Sept. 1, 2010	<u>Group II Employees:</u>	Sept. 1, 2010
1. Head Caretaker II	\$25.01	Maintenance Repairman I	
2. Head Caretaker I	\$24.65	21. Computer Technician	
3. Assistant Head Caretaker II	\$24.60	Step 1	\$27.69
4. Assistant Head Caretaker I	\$24.35	Step 2	\$28.40
5. Caretaker V	\$24.35	Step 3	\$29.10
6. Assistant Caretaker V	\$23.94	Step 4	\$29.77
7. Caretaker IV	\$23.94	Step 5	\$30.76
8. Caretaker III	\$23.67	Step 6	\$31.57
9. Caretaker II	\$23.51	Step 7	\$32.31
10. Caretaker I	\$23.00	Step 8	\$33.08
11. Relief Caretaker	\$24.35	Step 9	\$33.83
13. Cleaner II	\$22.13*		
15. Relief Cleaning Assistant	\$19.58		
		A probationary employee shall receive a salary increment at the successful completion of the probationary period.	
* For employees hired prior to June 28, 2000. For employees hired on and after June 28, 2000, refer to 12. Cleaner classification on page 26.		All increases shall be granted on the completion of each six (6) months employment from the date of successful completion of the probationary period until the employee reaches the maximum salary of the applicable pay range. An increase may be withheld for unsatisfactory written evaluation.	
<u>Group II Employees</u>	Sept. 1, 2010	<u>Group I Employees:</u>	Sept. 1, 2010
Maintenance Repairman II		12. Cleaner	
17. Carpenter	\$32.82	Step 1	\$17.83
18. Plumber	\$34.42	Step 2	\$20.06
19. Controls Technician	\$34.42	Step 3	\$22.30
23. Equipment Operator	\$24.63	The hourly pay rate incremental increase from Step 1 to Step 2 shall occur following:	
24. Truck Driver	\$23.02	(a) the completion of 1,040 regular hours of work, or	
25. Driver	\$22.74	(b) the successful completion of the Employer's training	
26. Labourer	\$21.84		
27. Summer Grounds Maintenance Student Worker	\$14.87		

TM
Initials

4/30

course in caretaking procedures or holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

The hourly pay rate incremental increase from Step 2 to Step 3 shall occur following:

- (a) the completion of 2,080 regular hours of work,
- (b) the successful completion of the Employer's training course in caretaking procedures, and
- (c) holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

Group I Employees: Sept. 1, 2010

16. Cleaning Assistant	
Step 1	\$15.69
Step 2	\$16.64
Step 3	\$17.62
Step 4	\$18.59
Step 5	\$19.58

Hourly pay rate step increases occur following the accumulation of each five hundred and twenty (520) regular hours of work.

TM *myr*

 Initials

WAGE INCREASES:

Year 5 - The increase for September 1, 2011, will be calculated by comparing the Average Weekly Earnings Index for Alberta* from January 1, 2010 to December 31, 2010 to the Average Weekly Earnings Index for Alberta* from January 1, 2009 to December 31, 2009.

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APPENDIX "A" - SCHEDULE OF WAGES:Classification

<u>Group I Employees:</u>	Sept. 1, 2011
1. Head Caretaker II	\$26.15
2. Head Caretaker I	\$25.77
3. Assistant Head Caretaker II	\$25.72
4. Assistant Head Caretaker I	\$25.46
5. Caretaker V	\$25.46
6. Assistant Caretaker V	\$25.03
7. Caretaker IV	\$25.03
8. Caretaker III	\$24.74
9. Caretaker II	\$24.58
10. Caretaker I	\$24.04
11. Relief Caretaker	\$25.46
13. Cleaner II	\$23.13*
15. Relief Cleaning Assistant	\$20.47

* For employees hired prior to June 28, 2000.
For employees hired on and after June 28, 2000, refer to 12. Cleaner classification on page 26.

<u>Group II Employees</u>	Sept. 1, 2011
Maintenance Repairman II	
17. Carpenter	\$34.31
18. Plumber	\$35.98
19. Controls Technician	\$35.98
23. Equipment Operator	\$25.75
24. Truck Driver	\$24.07
25. Driver	\$23.77
26. Labourer	\$22.83
27. Summer Grounds	
Maintenance Student Worker	\$15.55

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Group IV Employees:

31. Materials Handler/ Vehicle Operator	\$25.46
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Group II Employees:

Maintenance Repairman I	Sept. 1, 2011
21. Computer Technician	
Step 1	\$28.95
Step 2	\$29.69
Step 3	\$30.42
Step 4	\$31.12
Step 5	\$32.16
Step 6	\$33.00
Step 7	\$33.78
Step 8	\$34.58
Step 9	\$35.37

A probationary employee shall receive a salary increment at the successful completion of the probationary period.

All increases shall be granted on the completion of each six (6) months employment from the date of successful completion of the probationary period until the employee reaches the maximum salary of the applicable pay range. An increase may be withheld for unsatisfactory written evaluation.

Group I Employees:

12. Cleaner	Sept. 1, 2011
Step 1	\$18.64
Step 2	\$20.97
Step 3	\$23.31

The hourly pay rate incremental increase from Step 1 to Step 2 shall occur following:

- (a) the completion of 1,040 regular hours of work, or
- (b) the successful completion of the Employer's training

TM *WPL*
Initials


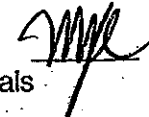
course in caretaking procedures or holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

The hourly pay rate incremental increase from Step 2 to Step 3 shall occur following:

- (a) the completion of 2,080 regular hours of work,
- (b) the successful completion of the Employer's training course in caretaking procedures, and
- (c) holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

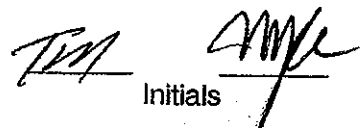
<u>Group I Employees:</u>	Sept. 1, 2011
16. Cleaning Assistant	
Step 1	\$16.40
Step 2	\$17.40
Step 3	\$18.42
Step 4	\$19.43
Step 5	\$20.47

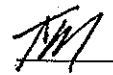

Hourly pay rate step increases occur following the accumulation of each five hundred and twenty (520) regular hours of work.



 Initials

WAGE INCREASES:

Year 6 - The increase for September 1, 2012, will be calculated by comparing the Average Weekly Earnings Index for Alberta* from January 1, 2011 to December 31, 2011 to the Average Weekly Earnings Index for Alberta* from January 1, 2010 to December 31, 2010.


Initials

 
Initials

*The Average Weekly Earnings Index for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026)

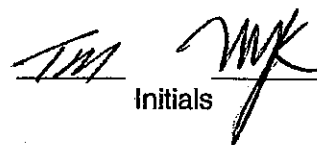
In no case will a reduction in wages be applied. If the formula produces a negative number, the existing schedule of wages shall continue for the subsequent year.

This is the same Average Weekly Earnings Index rate used to determine M.L.A. salary increases.

3. Changes in Classification. When the duties or functions of work in any classification are changed or increased, or where the Union and/or an employee feel he is unfairly or incorrectly classified, or when a position not covered in Appendix "A" is established during the term of this Agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. If the parties are unable to agree on the reclassification and/or rate of pay of the job in question, such dispute shall be submitted to grievance and arbitration. The new rate shall become retroactive to the time the position was first filled by an employee.

If a change in classification of an employee results in a pay reduction and said change of classification is caused by circumstances beyond the control of the employee, the level of pay of the employee will be frozen at the level currently being earned.

Items beyond the control of the employee will be deemed to be the number of teachers assigned to the school, the number of pupils enrolled at the school, the gross area assigned or the acres of school site. The freeze in classification of the employee will be continued until such time that the Employer is able to offer to the employee a job opening which would at least be equal to the classification of the job which he previously occupied prior to the change.


Initials

APPENDIX "B" - CLASSIFICATIONS

- A. The following are the classifications of employees, appointments to which shall be made by the Employer.



Group I

1. Head Caretaker II: An Employee who holds a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and participation in general caretaking duties as required in a school building where the gross area is over 150,000 square feet, (13935m square), as outlined in Appendix C.
2. Head Caretaker I: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency and if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and participation in general caretaking duties as required in a school building where the gross area is over 100,000 square feet (9290m square) up to 150,000 square feet (13935m square), as outlined in Appendix C.
3. Assistant Head Caretaker II: An Employee who holds a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include the duties of Head Caretaker when that person is not on duty; and who is employed in a school building where the gross area is over 150,000 square feet (13935m square), as outlined in Appendix C.
4. Assistant Head Caretaker I: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency and if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include the duties of the Head Caretaker when that person is not on duty; and who is employed in a school building where the gross area is over 100,000 square feet (9290m square) up to 150,000 square feet (13935m square), as outlined in Appendix C.
5. Caretaker V: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, and if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and general caretaking duties as required in a school building where the gross area is over 75,000 square feet (6967.5m square) up to 100,000 square feet (9290m square), as outlined in Appendix C.
6. Assistant Caretaker V: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, and if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate, or the Fourth Class Power Engineering Certificate of


Initials

Competency, and whose duties include the duties of Caretaker V when that person is not on duty; and who is employed in a school building where the gross area is over 75,000 square feet (6967.5m square) up to 100,000 square feet (9290m square), as outlined in Appendix C.

7. Caretaker IV: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, and, if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and general caretaking duties as required in a school building where the gross area is over 52,500 square feet (4877.25m square) up to 75,000 square feet (6967.5m square), as outlined in Appendix C.
8. Caretaker III: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, and, if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and general caretaking duties as required in a school building where the gross area is over 35,000 square feet (3251.5m square) up to 52,500 square feet (4877.25m square), as outlined in Appendix C. Such employee may be required to complete his normal eight (8) hour shift in another school building.
9. Caretaker II: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, and, if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and general caretaking duties as required in a school building where the gross area is over 17,500 square feet (1625.75m square) up to 35,000 square feet (3251.5m square), as outlined in Appendix C. Such employee may be required to complete his normal eight (8) hour shift in another school building.
10. Caretaker I: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, and, if employed in a school building containing a central refrigeration system, a valid Alberta Building Operator's A Certificate or the Fourth Class Power Engineering Certificate of Competency, and whose duties include scheduling of work, direction of staff and general caretaking duties as required in a school building where the gross area is up to 17,500 square feet (1625.75m square), as outlined in Appendix C. Such employee may be required to complete his normal eight (8) hour shift in another school building.
11. Relief Caretaker: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency and whose duties include the scheduled duties of any Group I employee who is off duty and such other work as directed by the Employer.

 
Initials

12. Effective as of June 28, 2000:

Cleaner - Step 3: An Employee who holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency, who has successfully completed the Employer's training course in caretaking procedures and who has completed 2,080 regular hours of work for the Employer; and whose duties include general cleaning duties as scheduled by a Head Caretaker, Assistant Head Caretaker or Caretaker.


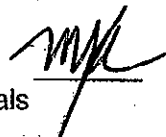
Cleaner - Step 2: An Employee who has successfully completed the Employer's training course in caretaking procedures or holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency or who has completed 1,040 regular hours of work for the Employer and whose duties include general cleaning duties as scheduled by a Head Caretaker, Assistant Head Caretaker or Caretaker.

Cleaner - Step 1: An Employee without qualifications other than "on the job training" whose duties include general cleaning duties as scheduled by a Head Caretaker, Assistant Head Caretaker or Caretaker.

13. Cleaner II: An Employee who has successfully completed the Employer's training course in caretaking procedures or holds a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency and has worked six (6) months for the Employer and whose duties include general cleaning duties as scheduled by a Head Caretaker, Assistant Head Caretaker or Caretaker.
15. Relief Cleaning Assistant: An Employee who performs the scheduled duties of any Cleaning Assistant who is not on duty and such other duties as may be assigned, consistent with those of a Cleaning Assistant.
16. Cleaning Assistant: A regular part-time employee who performs general cleaning duties as scheduled by the Supervisor of Caretaking. Such duties shall not include the care and operation of heating and ventilating equipment.

Group II

- 17.-19. Maintenance Repairman II: An Employee who holds a valid Alberta Journeyman Trade Certificate and performs skilled work in one or more trade fields in the maintenance and repair of buildings, fixtures and equipment as well as fabricates new work. The Employee shall supply his own tools.
21. Maintenance Repairman I: An Employee with no trade qualifications at the journeyman level but who performs semi-skilled work in one or more trade fields in the maintenance of buildings, equipment and fixtures. The Employee shall supply his own tools.
23. Equipment Operator: An Employee who operates and performs minor servicing of light mobile equipment such as rubber-tired tractors, snowplows, towed mowers and landscaping equipment and who performs truck driving and labouring duties when so required by the Employer.

 
Initials

24. Truck Driver: An Employee who operates, loads, unloads, performs minor servicing of single axle trucks of gross vehicle weight in excess of 12,300 kg used to transport material, tools, equipment and personnel and who performs general labouring duties when not so engaged. Such employees shall be in possession of a valid Alberta Class 3 Operator's license.
25. Driver: An Employee who operates, loads, unloads and performs minor servicing of single axle vehicles of gross vehicle weight under 12,000 kg used to transport material, tools, equipment and personnel and who performs general labouring duties when not so engaged. Such employees shall be in possession of a valid Alberta Class 5 Operator's license.
26. Labourer: An Employee over 18 years of age who performs general unskilled labouring duties.
27. Summer Grounds Maintenance Student Worker: A high school, college or university student employed as a seasonal worker in grounds maintenance work during his/her summer vacation periods.

Group IV:

29. Materials Handler / Vehicle Operator: An Employee who, under direction of Assistant Distribution Centre Supervisor, ensures that all material is properly shipped and received at the Distribution Centre. Assists in loading and unloading of trucks. Follows up shortages, over-shipments, and damaged goods. Operates, loads, unloads District single axle vehicles used to transport materials, tools, equipment and supplies from and to all District locations and supplier sites. Performs other Distribution Centre duties as assigned.

IM MPK
Initials

APPENDIX "C" - STAFFING FORMULA

A. The following formula is established by the Employer and incorporated in the Agreement for purposes of calculating the minimum daily man hour allotment of Group I employee time to be provided at each school building.

1. 8 man hours for every 9 teachers assigned to the school
 8 man hours for every 240 pupils enrolled at the school
 8 man hours for each 14,250 square feet (1486.4m square) of gross area
 8 man hours for each 4.5 acres (1.82ha) of school site.
2. School buildings of 120,000 gross square feet (11148m square) of building area or more; 1 man hour per day for each 2,200 square feet (204.38m square) of net building area.

Staff members currently included in the 1996 - 1998 Collective Agreement, will continue to maintain their position in the new Agreement with no reduction in hours, unless through personal choice or application for another position covered in the agreement.

3. One occupied free standing portable classroom not linked to the main school building with a connecting corridor on a school site will for the purpose of this formula be equated to 1,300 gross square feet (120.77m square) or 1,200 net square feet (111.48m square).

One occupied portable classroom linked to the main school building with a connecting corridor on a school site will for the purpose of this formula be based on the actual measured gross or net area of the portable classroom and any corresponding connecting corridor.

4. No change in manpower services will be provided for unless the application of the formula changes the minimum average daily allotment by 0.5 hours per day.
5. Lists of schools and average daily man hours allotted shall be furnished to the Secretary of the Union on October 15th and February 15th of each school year, this being for information purposes only and will not be an integral part of this Collective Agreement.

B. (i) Schools up to 17,500 square feet (1625.75m square) gross area:

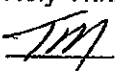

St. Andrew Corpus Christi St. Thomas Aquinas St. John

(ii) Schools over 17,500 square feet (1625.75m square) up to 35,000 square (3251.5m square) gross area:

St. Bernadette
 St. Dominic
 St. Angela
 Holy Family
 St. Sylvester

St. Benedict
 John Paul II
 St. Leo
 Holy Redeemer
 St. Boniface

St. William
 Blessed Damien
 St. Philip
 St. Catherine
 Holy Trinity

 
 Initials

St. Luke	St. Clement	Sacred Heart
St. Mark	St. Patrick	St. Hubert
St. Henry	Holy Name	St. Thomas More
St. Rita	St. Rupert	Msgr. E.L. Doyle
St. Maria Goretti	St. James	Father Doucet
Mother Mary Greene	St. Charles	St. Pius
Blessed K. Tekakwitha	John Costello	Holy Spirit
Msgr. Neville Anderson	Msgr. Hethrington	Our Lady of Peace

- (iii) Schools over 35,000 square feet (3521.5m square) up to 52,500 square feet (4877.25m square) gross area:

St. Cecilia	Madeleine d'Houet	Ste. Anne
St. Wilfrid	St. Joseph	St. Stephen
Bishop Kidd	St. Gerard	St. Jude
St. Helena	St. Peter	St. Bede
St. Bonaventure	Mother Teresa	St. Vincent de Paul
Father Scollen	Msgr. Smith	
Our Lady Queen of Peace		

- (iv) Schools over 52,500 square feet (4877.25m square) up to 75,000 square feet (6967.5m square) gross area:

Our Lady of Assumption	Brebeuf	St. Alphonsus
St. Gregory	St. Matthew	St. Margaret
St. Augustine	St. Michael	St. Monica
St. Martha	John XXIII	St. Rose of Lima
Don Bosco	St. Cyril	Father James Whelihan
Ste. Marguerite Bourgeois	Cardinal Newman	


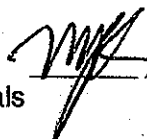
- (v) Schools over 75,000 square feet (6967.5m square) up to 150,000 square feet (13935m square) gross area:

St. Mary's High	Bishop Carroll	Father Lacombe
Holy Cross		

- (vi) Schools over 150,000 square feet (13935m square) gross area:

St. Francis	Bishop Grandin	Bishop McNally
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- C. Review Committee. If there is a disagreement in the application of the work formula in Appendix "C" of this Agreement, this disagreement shall be reviewed by a committee consisting of the Secretary Treasurer and a Trustee; if disagreement cannot be settled by the Union and the Caretaking Supervisor in the first instance.

 
Initials

APPENDIX "D" - SUPPLEMENTAL EMPLOYMENT BENEFIT (SEB) PLAN

- A. All employees eligible for Maternity Leave and sick leave benefits will be covered by the Supplemental Employment Benefit Plan, hereinafter called "the Plan":
- B. The Plan is to supplement Employment Insurance benefits (E.I. benefits) received by employees for temporary unemployment caused by health related reasons relating to pregnancy, during Maternity Leave. The Plan shall only be payable for days which the employee would have worked had she not been absent on Maternity Leave.
- C.
1. Employees shall apply for E.I. benefits and submit proof that they have applied for and are in receipt of E.I. benefits, and that they are incapable for working because of a condition related to the pregnancy in order to receive payment under the Plan.
 2. The Plan is payable for a period during which an employee is not in receipt of E.I. benefits if the only reason for non-receipt is the claimant is serving a two (2) week E.I. waiting period.
 3. Employees shall submit a medical certificate recommending absence from work because of a condition relating to her pregnancy.
- D.
1. The benefit level paid under the Plan is set at the equivalent of the employee's regular salary and benefits.
 2. The total amount of Plan benefits and E.I. benefits will not be greater nor less than the equivalent of the employee's regular salary and benefits.
 3. An employee who is not eligible for E.I. benefits shall be entitled to access sick leave for the duration of the health related portion of Maternity Leave.
- E. The Plan will be paid for the duration of absence from duties for a health reason relating to pregnancy, during Maternity Leave up to a maximum of 15 weeks. The duration of absence shall be determined by a medical certificate from the employee's physician. After ninety (90) consecutive working days of disability, the employee shall apply for Long Term Disability Insurance benefits and the Plan payments shall cease.
- F.
1. The Plan will be financed by the Employer's general revenues.
 2. SEB payments will be identified and kept separately from the Employer's payroll records.
- G. Employees do not have any right to the Plan payments except for supplementation of the E.I. benefits for the unemployment period specified in the Plan.
- H. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits will not be reduced or increased by payments received under the Plan.

TJA MJR
Initials

- I. Working days, designated as health related portion of Maternity Leave, shall be considered for increment purposes.

TJM MYK
Initials

LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF TRUSTEES OF THE CALGARY
ROMAN CATHOLIC SEPARATE SCHOOL
DISTRICT NO. 1

- and -

THE CALGARY LOCAL NO. 520, CANADIAN
UNION OF PUBLIC EMPLOYEES

CONTRACTING OUT


The Employer agrees that it does not have the intention to contract out cleaning work of the bargaining unit that is not currently contracted out at this time. However, in the event the Employer believes it needs to consider using non-employees to perform bargaining unit work, the Union shall have the opportunity to make a submission to the Employer within thirty (30) calendar days of written notice to the Union.

This Letter of Understanding does not apply to bargaining unit work currently contracted out by the Employer.

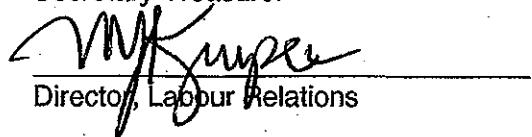
DATED this 31st day of March, 2008.

THE BOARD OF TRUSTEES OF
THE CALGARY ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 1

THE CALGARY LOCAL NO. 520,
CANADIAN UNION OF
PUBLIC EMPLOYEES



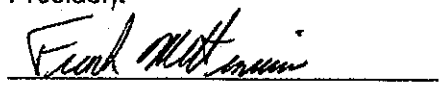
Secretary-Treasurer



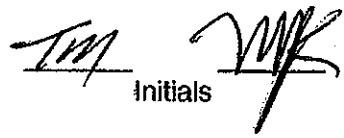
Director, Labour Relations



President



Recording Secretary


Initials

LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF TRUSTEES OF THE CALGARY
ROMAN CATHOLIC SEPARATE SCHOOL
DISTRICT NO. 1

- and -

THE CALGARY LOCAL NO. 520, CANADIAN
UNION OF PUBLIC EMPLOYEES

BENEFIT PLANS

It is the Employer's desire that all of its unionized employees enjoy the same benefit coverages as identified in Article 17 of the Collective Agreement, unless negotiated otherwise by the respective parties.

Should the Employer anticipate changes to the Benefit Plans (excluding Long Term Disability Insurance), the Employer shall formally discuss anticipated changes with the Union Executive. The Union shall be fully informed of all particulars, where possible, at least one (1) month in advance, prior to any meeting(s).

The Director, Labour Relations shall convene a meeting(s) of the parties, to review the anticipated changes, methods of maintaining the current Benefit Plans and suggested alternatives brought forward by any party.

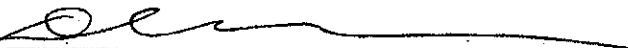
Currently, employees pay the full premium cost for the Long Term Disability Insurance. If changes to the Long Term Disability Insurance are anticipated, the changes may be made at any time by mutual agreement between the Employer and the Union.

If in the future the Employer pays any portion of the premium cost for the Long Term Disability Insurance and if changes to the Long Term Disability Insurance are anticipated, then the changes shall occur through the discussion process referenced above.


DATED this ^{31st} day of March, 2008.

THE BOARD OF TRUSTEES OF
THE CALGARY ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 1

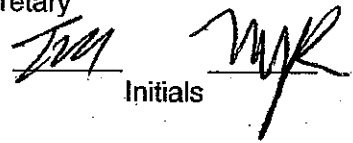
THE CALGARY LOCAL NO. 520,
CANADIAN UNION OF
PUBLIC EMPLOYEES


Secretary-Treasurer


President


Director, Labour Relations


Recording Secretary


Initials

LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF TRUSTEES OF THE CALGARY
ROMAN CATHOLIC SEPARATE SCHOOL
DISTRICT NO. 1

- and -

THE CALGARY LOCAL NO. 520, CANADIAN
UNION OF PUBLIC EMPLOYEES

Joint Health And Safety Committee

A Health and Safety Committee shall be established which is composed of an equal number of Union and Employer representatives, but with a minimum of two (2) Union and two (2) Employer members.

Committee meetings shall be scheduled during normal working hours unless unforeseen circumstances arise.


The Committee shall hold meetings every two (2) months or more frequently if agreed to by the Union and the Employer, for jointly considering, reviewing and improving health and safety conditions and practices.


Minutes shall be taken of all meetings and copies shall be sent to the Employer and the Union.

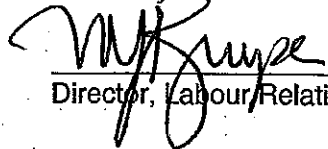
DATED this 31st day of March, 2008.

THE BOARD OF TRUSTEES OF
THE CALGARY ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 1

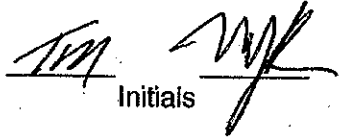
THE CALGARY LOCAL NO. 520,
CANADIAN UNION OF
PUBLIC EMPLOYEES


Secretary-Treasurer


President


Director, Labour Relations


Recording Secretary


Initials

LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF TRUSTEES OF THE CALGARY
ROMAN CATHOLIC SEPARATE SCHOOL
DISTRICT NO. 1

- and -

THE CALGARY LOCAL NO. 520, CANADIAN
UNION OF PUBLIC EMPLOYEES

SUBROGATION OF SICK LEAVE AND OTHER BENEFITS

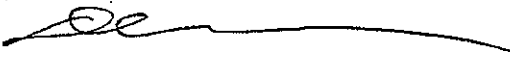
All employees on their behalf and on behalf of their dependants, assign to the Employer, in consideration of benefits provided, all rights or recovery against any person whose action caused or contributed to an occurrence giving rise to the payments under such policies to any employee and/or the employee's dependants. The Employer or their designate shall thereby subrogate on behalf of the employee or the employee's dependants against such third party, for any amounts paid pursuant to these policies.

The employees, on their own and on their dependants' behalf, agree that the subrogation rights of the Employer may exercised directly by the Employer or by the Employer assigning its rights of subrogation to the solicitor representing the employee or the employee's dependants. Such assignment will be on the basis that the Employer shall negotiate, in its sole discretion, such amount by way of legal fees and costs in connection with the monies paid to the employee under the policies as it deems acceptable.

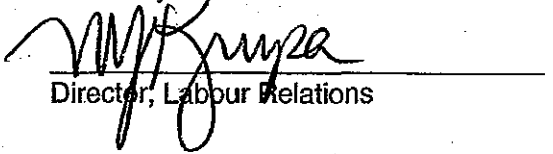
The Employer shall restore any employee benefits that are lost as a result of the absence that can be recovered via subrogation to the extent of the monies recovered from the third party.

DATED this 31st day of March, 2008.

THE BOARD OF TRUSTEES OF
THE CALGARY ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 1



Secretary-Treasurer


Director, Labour Relations

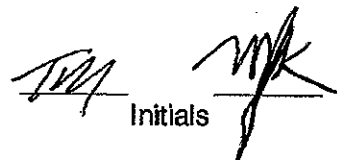
THE CALGARY LOCAL NO. 520,
CANADIAN UNION OF
PUBLIC EMPLOYEES



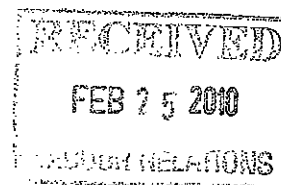
President



Recording Secretary


Initials

23. Equipment Operator	\$23.93
24. Truck Driver	\$22.37
25. Driver	\$22.09
26. Labourer	\$21.22
27. Summer Grounds Maintenance Student Worker	\$14.45



Group IV Employees:

31. Material Handle/Vehicle Operator	\$23.66
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Group II Employees:

Sept. 1, 2009

Maintenance Repairman I

21. Computer Technician	Step 1	\$26.90
	Step 2	\$27.59
	Step 3	\$28.27
	Step 4	\$28.93
	Step 5	\$29.89
	Step 6	\$30.67
	Step 7	\$31.39
	Step 8	\$32.14
	Step 9	\$32.87

A probationary employee shall receive a salary increment at the successful completion of the probationary period.

All increases shall be granted on the completion of each six (6) months employment from the date of successful completion of the probationary period until the employee reaches the maximum salary of the applicable pay range. An increase may be withheld for unsatisfactory written evaluation.

Group I Employees:

Sept. 1, 2009

12. Cleaner	Step 1	\$17.32
	Step 2	\$19.49
	Step 3	\$21.67

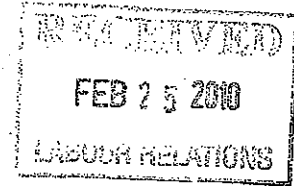
The hourly pay rate incremental increase from Step 1 to Step 2 shall occur following:

- (a) the completion of 1,040 regular hours of work, or
- (b) the successful completion of the Employer's training course in caretaking procedures or holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

The hourly pay rate incremental increase from Step 2 to Step 3 shall occur following:

- (a) the completion of 2,080 regular hours of work,
- (b) the successful completion of the Employer's training course in caretaking procedures, and
- (c) holding a valid Alberta Building Operator's B Certificate or the Fifth Class Power Engineering Certificate of Competency.

<u>Group I Employees:</u>		<u>Sept. 1, 2009</u>
16. Cleaning Assistant	Step 1	\$15.24
	Step 2	\$16.17
	Step 3	\$17.12
	Step 4	\$18.06
	Step 5	\$19.02



Hourly pay rate step increases occur following the accumulation of each five hundred and twenty (520) regular hours of work.

DATED this ^{1st} day of ^{April} ~~February~~, 2010. *mjk*

THE BOARD OF TRUSTEES OF
THE CALGARY ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 1

THE CALGARY LOCAL NO. 520,
CANADIAN UNION OF
PUBLIC EMPLOYEES

J. Cleary
Secretary-Treasurer

Frank Mettman
President

mjk
Director, Labour Relations

Shirley Kelly
Recording Secretary