

The 2012 - 2015 Collective Agreement

Between

**The Board of Trustees of
Black Gold Regional Division No. 18**

And

The Canadian Union of Public Employees

Local 3484

School Support Staff Unit

Accounting/Beauty Culture Technicians

Education Assistants

Educational Transliterators

Library Technicians

School Secretaries and Library Clerks

Information regarding union dues should be obtained from CUPE Executive at the following numbers:

Tracy Leeder	780-848-2424	Business
	780-721-0275	Residence
Jocelyne LePage	780-929-8663	Business
	780-929-6385	Residence
Lana Wotherspoon	780-929-8663	Business
	780-929-5028	Residence

INDEX

ARTICLE	SUBJECT	PAGE NUMBER
1	Management Rights	1
2	Recognition	1
3	Definitions.....	1 - 2
4	No Discrimination	2
5	Deduction of Union Dues	3
6	Labour Management Relations	3
7	Grievance Procedure	3 - 4
8	Seniority	5 - 6
9	Promotions and Staff Changes	6 - 7
10	Layoff and Recall.....	7 - 8
11	Hours of Work	8
12	Overtime.....	9
13	Holidays.....	9 - 10
14	Vacation Pay	10
15	Sick Leave and Employee Benefits.....	10 - 11
16	Leave of Absence.....	12 - 13
17	Other Allowances	13 - 14
18	Job Classification and Reclassification	14
19	General.....	15
20	Discipline.....	15
21	Copies of the Collective Agreement.....	15
22	Term of Agreement	15
	Letters of Understanding.....	16
	Appendix A	17
	Appendix B	18 - 19
	Appendix C.....	20
	Appendix D	21
	Appendix E	22
	Appendix F	23

This Collective Agreement made this 27 day of Sept, 2013.

BETWEEN:

**THE BOARD OF TRUSTEES OF
BLACK GOLD REGIONAL DIVISION NO. 18**
(hereinafter called the "Employer")
OF THE FIRST PART

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3484
(hereinafter called the "Union"),
OF THE SECOND PART

ARTICLE 1 - MANAGEMENT RIGHTS

1.1 The Employer reserves all rights not specifically restricted by this collective agreement.

ARTICLE 2 - RECOGNITION

2.1 Bargaining Unit

The Employer recognizes the Canadian Union of Public Employees Local 3484 as the sole and exclusive bargaining agent for all employees described in Certificate 38-2002 issued by the Labour Relations Board.

2.1.1 The Employer will provide, upon the request of the Union Executive, a list of the names, e-mail addresses and locations of the newly hired employees within the Local.

2.2 No Other Agreement

No employee shall be permitted to make a written or verbal agreement with the Employer which may conflict with the terms of this Collective Agreement.

2.3 Work Of Bargaining Unit

2.3.1 Employees whose jobs are within the bargaining unit shall not have their hours of work nor rate of pay reduced by reason of any employee(s) outside the bargaining unit temporarily performing a job(s) within the bargaining unit.

2.3.2 In the event that employee(s) outside the bargaining unit are temporarily employed within the bargaining unit, they shall be paid the start rate for the position they are filling.

ARTICLE 3 - DEFINITIONS

3.1 **Employee** is defined as any person who comes within the scope of this Collective Agreement or the Union's Certificate 38-2002.

- 3.2 **Regular Employee** is an employee who occupies an established full-time or part-time position and is assigned a shift schedule of regular hours of work.
- (a) **Full-time employee** is a regular employee assigned regularly scheduled hours of work in accordance with Article 11.
- (b) **Part-time employee** is a regular employee assigned fewer regularly scheduled hours of work than a regular full-time employee.

Part-time Employees shall receive pro-rated benefits, holidays and pay rate progression (in accordance with the applicable salary appendix) based on hours worked in comparison to that of a full-time equivalent employee in the same classification.

- 3.3 **Probationary Employee** shall mean a regular employee who is filling a position and is serving the probation period specified in Article 8.3.
- 3.4 **Contract Year** shall mean that period of time from September 1 to August 31.
- 3.5 **Calendar Year** shall mean that period of time from January 1 to December 31.
- 3.6 **Substitute Employee** shall mean an employee who replaces a regular employee absent due to illness, injury, vacation, holiday, or other approved leave of absence.
- 3.7 **Temporary Employee** shall mean an employee hired to fill a temporary position for a period of time not to exceed three (3) months.
- Substitute and Temporary Employees shall not be eligible for benefits or pension, shall not accrue seniority and shall not be given first consideration for job postings under Article 9.1.2. Holidays and pay rate progression shall be pro-rated based on hours worked in comparison to that of a full-time employee in the same classification.
- 3.8 **Layoff** is defined as any reduction in the number of regular employees.
- 3.9 **Permanent Layoff** shall mean any layoff exceeding or anticipated to exceed twenty-four (24) months.
- 3.10 **Certified** shall mean an employee possessing a job related certification/diploma recognized by the Board that is from a registered educational institution in the Province of Alberta.

ARTICLE 4 - NO DISCRIMINATION

4.1 Employer Shall Not Discriminate

The Employer and Union agree that there shall be no discrimination exercised or practiced with respect to any employee by reason of age, race, creed, colour, national origin, religious affiliation, gender or marital status, sexual orientation, place of residence, nor by reason of membership or activity or non-activity in the Union.

4.2 Sexual Harassment

The Employer will not tolerate sexual harassment of its employees.

ARTICLE 5 - DEDUCTION OF UNION DUES

- 5.1 The Employer agrees to a monthly deduction of Union Dues according to the Constitution and By-Laws of the Union. As a condition of employment all employees of the bargaining unit shall be required to pay union dues, and shall become members of the Union. The Union agrees to provide the employer with thirty (30) days advance notice of any change to the amount of union deductions. The Employer shall show all dues deductions on employees pay stubs and on T4 slips.
- 5.2 Deductions shall be made from the payroll each month and shall be forwarded to the Secretary-Treasurer of the Union not later than the fifteenth (15th) day from the first of the following month, accompanied by a list of names, addresses, and amount deducted of employees from whose wages the deductions have been made.
- 5.3 In consideration of this deduction and forwarding service by the Employer, the Union agrees to indemnify and save harmless the Employer against any claim or liability arising out of or resulting from the collection and forwarding of these dues.

ARTICLE 6 - LABOUR MANAGEMENT RELATIONS

- 6.1 Representative of Canadian Union of Public Employees

Unless otherwise mutually agreed between the parties, the Union shall have the right at any time to have the assistance of a maximum of two (2) representatives of the Canadian Union of Public Employees when dealing or negotiating with the Employer.

ARTICLE 7 - GRIEVANCE PROCEDURE

- 7.1 Any differences arising from the interpretation, meaning, operation or application of any of the terms of this Collective Agreement shall be subject to grievance procedure as outlined below:

Step 1 -- When a difference allegedly has occurred, the employee(s) concerned shall first seek to settle the difference with the Employee's designated Supervisor. A grievance submitted in writing will be replied to in writing by the Supervisor within five (5) working days of receipt of the written grievance.

Step 2 -- In the event that the grievance is not settled in Step 1, the Union shall, within ten (10) working days of the receipt by the Employee of the reply from Step 1, submit the grievance in writing to the Secretary-Treasurer for consideration by the Board of Trustees. The Union and the griever will be provided with an opportunity to present the grievance at the next regularly scheduled Board meeting. The Board shall render a written decision within five (5) working days of the meeting.

Step 3 -- Failing a satisfactory settlement being reached under Step 2, the Union may refer the dispute to arbitration by serving written notice, notwithstanding other sub-articles, within fourteen working days in accordance with the provisions stipulated in Article 7.7.

- 7.2 The Employer acknowledges the right of the Union to appoint or elect stewards whose duties shall be to assist any employee which the steward represents in preparing and in presenting her grievance in accordance with the grievance procedure.

- 7.3 Where a dispute involving a question of general application or interpretation occurs, or where the Union has a grievance on the application or interpretation of the contract, Step 1 of this Article may be bypassed.
- 7.4 The time limits fixed in the grievance procedure may be extended by mutual consent in writing of the parties.
- 7.5 An employee, other than a casual, temporary or probationary employee, shall have the right to proceed under the grievance procedure in matters of discharge, suspension and discipline.
- 7.6 In case of discharge and/or discipline the Employer shall only discharge or discipline for just cause.
- 7.7 When either party requests that a Grievance be submitted to arbitration, each party shall appoint one member as its representative on the Arbitration Board within seven days of such notice and shall so inform the other party of its appointee. The two members so appointed shall, within five days of the appointment of the second of them, appoint a third person who shall be the chairman. In the event of any failure to agree upon the appointment of a chairman, either party may request the Minister of Labour to make the appointment.
- 7.7.1 The Arbitration Board shall determine its own procedure but shall give full opportunity to all parties to present evidence and to be heard.
- 7.7.2 The Arbitration Board shall not change, amend or alter any of the terms of this agreement. All grievances or differences submitted shall present an arbitral issue under this agreement.
- 7.7.3 The findings and decision of the majority is the award of the Arbitration Board and is final and binding upon the parties and upon any employee affected by it. If there is not a majority, a decision of the chairman governs and it shall be deemed to be the award of the Board.
- 7.7.4 The Arbitration Board shall give its decision not later than 14 days after the appointment of the chairman provided, however, that this time period may be extended by written consent of the parties.
- 7.7.5 Each party to the Grievance shall bear the expense of its respective appointee and the two parties shall bear equally the expenses of the chairman.
- 7.7.6 All the aforesaid time limits referred to in the Grievance Procedure shall be exclusive of Saturdays, Sundays and Statutory Holidays.
- 7.7.7 A grievance or arbitration shall not be deemed invalid by reason of a defect in form, technical irregularity, or an error of procedure if it results in a denial of natural justice.
- 7.7.8 Any of the aforesaid time limits may be extended at any stage with the written consent of the parties.

ARTICLE 8 - SENIORITY

8.1 Seniority Defined

(a) **Education Assistants:**

Seniority is defined as the length of employment after the hire date in the Education Assistant classification as set out in Appendix 'B'.

Seniority shall be used as a consideration in determining preference or priority in promotions, transfers, demotions, lay-offs and recall. Seniority shall operate on a bargaining unit wide basis.

(b) **School Secretaries/Library Clerks:**

Seniority is defined as the length of employment after the hire date in the School Secretaries/Library Clerk classification as set out in Appendix 'A'.

Seniority shall be used as a consideration in determining preference or priority in promotions, transfers, demotions, layoffs, and recall. Seniority shall operate on a bargaining unit wide basis.

(c) **Beauty Culture/Accounting Technicians:**

Seniority is defined as the length of employment after the hire date in the Beauty Culture/Accounting Technician classification as set out in Appendix 'C'.

Seniority shall be used as a consideration in determining preference or priority in promotions, transfers, demotions, layoffs, and recall. Seniority shall operate on a bargaining unit wide basis.

(d) **Library Technicians:**

Seniority is defined as the length of employment after the hire date in the Library Technician classification as set out in Appendix 'D'.

Seniority shall be used as a consideration in determining preference or priority in promotions, transfers, demotions, layoffs, and recall. Seniority shall operate on a bargaining unit wide basis.

(e) **Educational Transliterators:**

Seniority is defined as the length of employment after the hire date in the Educational Transliterator classification as set out in Appendix 'E'.

Seniority shall be used as a consideration in determining preference or priority in promotions, transfers, demotions, layoffs, and recall. Seniority shall operate on a bargaining unit wide basis.

8.2 Seniority List

The Employer shall maintain a seniority list showing the date upon which each employee's service commenced in the applicable classification. An up-to-date seniority list shall be sent to the Secretary-Treasurer of the Local prior to March 1st of each year and a second list shall be provided in September, if requested by the Union.

8.3 Probation of Newly-Hired Employees

Effective January 1, 1998 newly hired employees shall serve a probation period as follows:

- (a) In the case of full-time employees a period of three (3) months worked;
- (b) In the case of part-time employees a period of six (6) months worked;

In either case, should the Employer deem it necessary to evaluate the employee further, the probation period may be extended an additional three (3) month period. During the probation period, employees shall be entitled to all rights and benefits of this Collective Agreement, except with respect to the grievance procedure for discharge, suspension and discipline, the employee benefit plan and the Local Authorities Pension Plan. After completion of the probation period, seniority shall commence from the date of hiring.

8.4 Loss of Seniority:

An employee shall not lose seniority rights if the employee is absent from work because of sickness, accident, layoff, or leave of absence approved by the Employer.

Seniority shall be considered broken, all rights forfeited and there shall be no obligation to rehire when:

- (a) the employment relationship is terminated by either the Employer or the employee;
- (b) twenty-four (24) months has expired following a layoff.

ARTICLE 9 - PROMOTIONS AND STAFF CHANGES

9.1 Job Postings:

9.1.1 When a new position under this Collective Agreement is created by the Employer or when a vacancy under this Collective Agreement occurs and the Employer decides to recruit to the vacancy, the Employer shall post a notice of the position for a period of seven (7) calendar days. The notice will describe the nature of the position, the required qualifications and the closing date for submission of applications. A copy of the notice will be forwarded to the Secretary of the Union.

9.1.2 Employees covered by this Collective Agreement will be given first consideration for new or vacant positions in their specific classifications under this Collective Agreement. Where an employee covered by this Collective Agreement is the successful applicant that employee will be appointed to the position within ten (10) work days following the specified closing date.

9.1.3 In the case of promotions and transfers, it is agreed that where the Employer determines qualifications and ability of applicants are equal, seniority shall be the determining factor.

9.2 If there is no qualified internal candidate, then the Employer may advertise externally to recruit for new and vacant positions.

9.3 Union Notification:

The Secretary-Treasurer of the Local shall be notified of all hiring, layoffs, transfers, recalls and terminations of employment with the bargaining unit. In the case of terminations the reasons thereof are to be included.

9.4 Staff Changes

No reduction in the hourly wage rate will occur as a result of a full-time or part-time employee transferring within the same classification or being promoted to a higher classification.

ARTICLE 10 - LAYOFF AND RECALL

10.1 Role of Seniority in Layoffs

10.1.1 In the event of a layoff, employees shall be retained on the basis of seniority provided they have the ability and qualifications to do the work required.

10.1.2 Layoff Notice

Unless legislation is more favourable to the employees, the Employer shall notify employees in writing who are to be laid off, five (5) working days prior to the effective day of layoff. If the employee has not had the opportunity to work the days as provided in this Article, the employee shall be paid for the days for which work was not made available.

10.2 Summer Break - Layoff and Recall

10.2.1 The most senior employees shall be recalled first, provided they are qualified to do the job required.

It shall be the obligation of an employee to ensure that the Employer has his/her current address and phone number. Notices arising from the operation of this article shall be deemed served when mailed to the last address provided.

If a response from the employee is not received by the Employer within fourteen (14) calendar days of the notice having been issued, the recall shall be rescinded.

10.2.2 Employees will be laid off and recalled, in accordance with Article 10.1 and 10.1.2, as required by the Employer at the various schools.

Every effort will be made to maintain employee assignments from the previous year.

10.3 Layoff and Recall During a School Year

10.3.1 In the event it is necessary to layoff an Education Assistant during the School Year, the least senior employee within the school shall be first laid off provided the remaining employee(s) have the ability and qualifications to perform the work. The least senior employee in the school shall be first laid off, displaced, or have hours of work reduced.

In the event the Employer is unable to layoff, displace, or reduce the hours of work of the least senior employee, the next least senior employee shall be so affected.

School Secretaries/Library Clerks, Beauty Culture/Accounting Technicians, Library Technicians and Educational Transliterators will be laid off in accordance with Articles 10.1 and 10.1.2.

10.4 Severance Pay

In the event of permanent layoff, employees will be eligible for severance pay of 1 week per year of service to a maximum of 24 weeks.

10.5 Continuation of Benefits during Summer Months:

During July and August the Employer will continue to pay its portion of premiums for all Health and Welfare Plans for employees.

In the event an employee is not recalled in September, benefits continuation shall cease.

ARTICLE 11 - HOURS OF WORK

11.1.1 Education Assistants

Regular hours of work for regular full-time Education Assistants shall be no less than six (6) hours per day and not less than thirty (30) hours per week.

The foregoing shall be exclusive of an unpaid meal break of one (1) hour per day, maximum, but no less than one-half (1/2) hour, off for lunch. The meal break is to be taken at a time as mutually agreed upon between the employee and the immediate supervisor, provided that in the event that no mutual agreement can be reached, the Employer retains the right to schedule lunch breaks.

11.1.2 School Secretaries/Library Clerks, Beauty Culture/Accounting Technicians, Library Technicians, Educational Transliterators

Regular hours of work for regular full-time School Secretaries/Library Clerks, Beauty Culture/Accounting Technicians, Library Technicians and Educational Transliterators shall not be less than thirty-five (35) hours per week and not less than seven (7) hours per day.

The foregoing shall be exclusive of an unpaid meal break of one (1) hour per day, maximum, but no less than one-half (1/2) hour, off for lunch. The meal break is to be taken at a time as mutually agreed upon between the employee and the immediate supervisor, provided that in the event that no mutual agreement can be reached, the Employer retains the right to schedule lunch breaks.

11.1.3 Minimum Assignment

Employees shall not be assigned less than three (3) hours of work on a regular work day.

11.1.4 Rest Periods

Employees shall receive a paid rest period of fifteen (15) minutes during each half of a regular working shift as set out in Articles 11.1.1 and 11.1.2.

ARTICLE 12 - OVERTIME

12.1 Overtime Defined

Employees with a regular work day of 7 hours or less will be paid overtime for hours worked beyond 7 hours on that day or on a paid holiday, except as otherwise indicated in this Collective Agreement.

Employees with a regular work day exceeding 7 hours will be paid overtime for hours worked beyond the regular hours that day or on a paid holiday, except as otherwise indicated in this Collective Agreement.

12.2 Overtime Rate

Overtime shall be paid at the rate of one and one-half (1 1/2) times the regular base rate for the first (1st) three (3) hours per incident of overtime and two (2) times thereafter, or equivalent time off at the employees option at a mutually agreed time.

12.3 Overtime For Part-Time Employees

Part-time employees working less than the regular hours per day, and who are required to work longer than the employee's normal working day, shall be paid at the rate of straight time for the hours so worked, up to and including the regular hours in the working day. The overtime rate shall apply after the regular hours in the working day and for all work performed on holidays and regular days off provided the employee works in excess of the regular weekly hours.

12.4 Overtime Authorization

All overtime must be authorized by the designated supervisor.

12.5 Overtime For Paid Holidays

Employees required to work on a paid holiday named in Article 13 shall be paid double (x2) time the regular base rate for all hours so worked.

12.6 Overtime for Call Back

An employee who is called back to work outside her regular working hours shall be paid for a minimum of three (3) hours at overtime rates, or equivalent time off at the employee's option at a mutually agreed time.

ARTICLE 13 - HOLIDAYS

13.1 The Employer recognizes the following as paid holidays:

New Year's Day	Thanksgiving Day
Family Day	Remembrance Day
Good Friday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Civic Holiday
Labour Day	

And Easter Monday, unless it is an instructional day, whereby the 1st Monday of Spring Break will be recognized as the paid holiday instead of Easter Monday and any other day

other than those listed above proclaimed as a holiday by the Federal or Provincial Government or the Employer.

ARTICLE 14 - VACATION PAY

14.1 Vacation pay in lieu of earned vacation entitlement will be paid according to the following schedule:

- Up to 10 Years Service: Six percent (6%) for 15 days
- After 10 Years of Service: Eight percent (8%) for 20 days
- After 15 Years of Service: Ten percent (10%) for 25 days
- After 20 Years of Service: Twelve percent (12%) for 30 days

During the first and last year of employment, the entitlement will be pro-rated according to the number of calendar months of service provided.

Those being paid by a percentage will be paid monthly through the (10) months.

Years of service is defined in Appendix A, B, C, D, and E.

ARTICLE 15 - SICK LEAVE AND EMPLOYEE BENEFITS

15.1 Sick Leave Defined

Sick Leave is the period of time an employee is permitted to be absent with full pay due to sickness, disability, quarantine or accident not covered by Workers' Compensation or the Alberta School Employee Benefit Plan.

15.2 Sick Leave Rate

Sick Leave for full-time employees shall accrue at the rate of two (2) days per month to a maximum of twenty (20) working days per year. The unused portion of sick leave shall accumulate to a maximum of seventy-five (75) working days.

In order to determine the number of sick days per month for other than full-time employees, the following formula shall apply:

The total number of hours per month divided by the full-time equivalent hours per month X one hundred percent (100%) = the percent of benefit entitlement.

15.3 Extended Disability Leave

The Extended Disability Leave benefit under the ASEBP will commence after ninety (90) calendar days.

15.4 Proof Of Illness

15.4.1 An employee who is absent from work to obtain necessary medical or dental treatment, or because of accident, disability or sickness, for a period of more than three (3) consecutive working days, shall be required to present his/her supervisor with a medical certificate within fourteen (14) calendar days from the commencement of the absence.

The medical certificate shall include the information contained in the form shown in Appendix 'F'.

15.4.2 An employee who is absent from work to obtain necessary medical or dental treatment, or because of accident or sickness for a period of three (3) consecutive working days or less may be required to present to his/her supervisor a signed statement giving the reason for such absence immediately upon return to duties.

15.4.3 In the case of any request for prolonged sick leave with pay, the Employer may require, at its expense, a certificate from a medical practitioner designated by the Employer.

15.5 Sick Leave during Leave Of Absence

When an employee is given leave of absence without pay and returns to work upon expiration of such leave of absence, the employee shall not receive sick leave credit for the period of such absence, but shall retain the cumulative credit.

15.6 Employee Benefit Plan

15.6.1 Subject to the provisions of the Master Policies, and effective the first of the month following successful completion of the probationary period, all eligible employees, as a condition of employment shall be enrolled in the Alberta School Employee Benefit Plan for Life & AD&D, Plan 2 & EDB, Plan D. Employees shall be entitled to have benefit premiums paid by the employer on a pro-rata basis in the proportion that their weekly hours of work bear to the weekly hours of work of a full time employee at their school.

15.6.2 The Employer agrees to make available the following plans for regular employees and contribute 92% toward the premium payable for:

- Plan 2 of ASEBP (LIFE & AD&D)
- Plan 1 - Extended Health Care of ASEBP
- Plan 3 - Dental
- Alberta Health Care (where applicable)
- Plan D - ASEBP (EDB)
- Plan 3 – ASEBP Vision/Hearing Care

effective the first of the month following the date this Collective Agreement is signed by the parties.

Effective September 1, 2013, the Board shall pay 94% toward the premiums.

15.6.3 Health Spending Account

The Board will establish a health spending account, which adheres to Revenue Canada Requirements, by making monthly contributions for each eligible regular employee based on the FTE for the month. The annual contribution per FTE will be \$500.

15.7 Alberta Local Authorities Pension Plan

All regular employees who meet the eligibility requirements of the Local Authorities Pension Plan shall be entitled to participate in the Plan. The employer will not be responsible for any prior service purchase.

ARTICLE 16 - LEAVE OF ABSENCE

16.1 Negotiations, Grievance and Arbitration Leave

16.1.1 (a) Education Assistants:

Employee representatives of the Union shall not suffer any loss of pay when required to leave their employment temporarily in order to carry on negotiations or in connection with a grievance or arbitration procedure with the Employer. The Union will reimburse the employer for any substitution costs. Employee representatives at the above mentioned proceedings shall not exceed two (2).

16.1.2 (b) School Secretaries/Library Clerks, Beauty Culture/Accounting Technicians, Library Technicians and Educational Transliterators:

Employee representatives of the Union shall not suffer any loss of pay when required to leave their employment temporarily in order to carry on negotiations or in connection with a grievance or arbitration procedure with the Employer. The Union will reimburse the employer for any substitution costs. Employee representatives at the above mentioned proceedings shall not exceed two (2).

16.2 Leave Of Absence for Union Functions

Leave of absence without pay and without loss of seniority shall be granted to not more than four (4) employees, upon request to the Employer, to employees elected or appointed to represent the Union at conventions. Leave of absence without pay shall be granted to not more than four (4) employees to attend executive and committee meetings of C.U.P.E., its affiliated or chartered bodies.

16.3 Paid Bereavement Leave

16.3.1 An employee shall be granted up to five (5) consecutive working days off for the purposes of making arrangements for and attending a funeral without loss of wages in the case of death of a parent (including step parent), or former guardian, spouse (including common-law), brother, brother-in-law, sister, sister-in-law, child (including step child), grandparent, grandchild, daughter-in-law, son-in-law, parent-in-law, step-parent, step-child, grandparent of spouse, or any relative who has been residing in the same household. When the funeral necessitates extensive traveling, the Employer may grant, at its discretion, up to five (5) days traveling time. Such travel time may be with or without pay.

An employee shall be granted one (1) working day off with pay to attend the funeral of a close friend.

16.3.2 Leave of absence with pay, to a maximum of five (5) days per year shall be granted to an employee in the event of a critical illness of an employee's spouse, child, mother or father, step-child, step-parent if such critical illness is supported by a medical certificate.

16.4 Parental Leave

16.4.1 The Employer shall grant parental leave in accordance with the provisions of the Employment Standards Code and implement a Registered Supplemental Unemployment Benefit Plan for the health-related portion of a maternity leave for the

employee. The leave may be for a period not exceeding twelve (12) months and shall expire on a mutually agreed date.

16.5 Court Service Leave

The Employer shall grant leave of absence without loss of seniority to any employee who serves as a juror or witness in any court. The Employer shall pay such an employee the difference between her normal earnings and the earnings she receives for jury service or court witness, exclusive of expenses as paid by the Court, excluding payment whereby the employee acts as a witness against the Employer.

16.6 Pallbearer Leave

One (1) day leave shall be granted without loss of salary or wages to attend a funeral as a pallbearer. Additional leave with pay will be at the discretion of the Employer.

16.7 Inclement Weather

An employee who is required to be at work, and, despite reasonable effort, is unable to travel to her school from her place of residence because of:

- a) inclement weather
- b) impassable road conditions

is entitled to her wages for the periods of absence so occasioned.

16.8 Personal Leave

Leave of absence of one (1) day per school year, with pay, will be available for personal reasons. The employee must make the request to the principal of the school, in writing in advance, to use the personal day, except where the time is required for circumstances that are unexpected and of pressing necessity that require the employee's immediate attention.

16.9 General Leave

The Employer may grant leave of absence with or without pay and without loss of seniority to any employee requesting such leave for good and sufficient cause. Such request to be in writing and approved by the Employer.

ARTICLE 17 - OTHER ALLOWANCES

17.1 Wages

17.1.1 The Basic Rates of Pay for School Secretaries/Library Clerks and Education Assistants shall be expressed in hourly rates in Appendix 'A' and 'B' which is attached to and forms part of this Collective Agreement. The Basic Rates of Pay for Beauty Culture/Accounting Technicians, Library Technicians and Educational Transliterators shall be expressed as an annual rate not inclusive of vacation pay in Appendix 'C', 'D', and 'E'. The Annual Salary **inclusive of vacation pay**, is to be paid over the ten month period (September – June).

17.1.2 The pay period will be from the first of the month to the end of the month.

17.1.3 Pay date will be within the first 10 days of the following month based on submitted time sheets.

17.2 Equal Pay for Equal Work

The principle of equal pay for equal work shall apply.

17.3 Part-time Employees

Part-time and temporary employees shall receive the wage rate and benefits, as set forth in this Agreement, on a pro-rata basis in the proportion that their weekly hours of work bear to the weekly hours of work of a full-time employee at their school.

17.4 Education Allowance

The Employer shall pay the registration cost upon successful completion of an academic or technical course approved by the Employer. The employee shall make every effort possible to obtain Employer approval prior to registration.

17.5 Other Allowance

17.5.1 Employees who are required by the employer to attend in-service programs shall receive their regular hourly rate of pay for the time period the in-service program is offered, to a maximum of seven (7) hours per day.

17.5.2 Employees required to use their own vehicle for employer business shall be paid in accordance with current Board policy for the kilometers traveled.

ARTICLE 18 - JOB CLASSIFICATION AND RECLASSIFICATION

18.1 Job Descriptions:

The Employer agrees to draw up job descriptions for all positions and classifications for which the Union is bargaining agent. Upon request the Employer shall supply job description(s) to the employees and Union.

18.2 No Elimination of Present Classification

Existing classifications shall not be eliminated without prior notification to the Union.

18.3.1 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 feels she is unfairly or incorrectly classified, or when a position not covered in Appendix 'A', 'B', 'C', 'D' or 'E' is established during the term of this Collective Agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. Where the parties are unable to satisfactorily resolve the matter such matter shall be submitted to arbitration under the Grievance Procedure.

18.3.2 Any adjustment to the rate(s) of pay for the classification or position shall be effective the first of the month following the date of receipt by the Employer of the submission for reclassification.

ARTICLE 19 - GENERAL

19.1 Whenever the singular or feminine is used in this Collective Agreement, it shall be considered as if the plural or masculine has been used where the context of the party or parties hereto so require.

19.2 Substitute List

An accessible list of substitute employees and contact phone numbers shall be maintained in each school facility.

ARTICLE 20 - DISCIPLINE

20.01 The Employer recognizes the value of progressive discipline and where appropriate will provide Employees with written warnings and recommendations for improvement before pursuing disciplinary action. On disciplinary matters requiring an interview, the employee will be given the opportunity to be accompanied by a Shop Steward or other Union representative. No disciplinary documents from a personnel file shall be relied upon or entered as evidence in any grievance or arbitration proceeding unless the Employee has received a copy.

20.02 The parties agreed that after twenty-one (21) months no reference may be made to any disciplinary documentation in the Employee's personnel file in future disciplinary matters or used against the Employee in the event of transfer or promotions or demotion.

ARTICLE 21 - COPIES OF THE COLLECTIVE AGREEMENT

21.01 The Employer shall provide a copy of the Collective Agreement to each new Employee upon appointment. The Employer will make the current Collective Agreement available to all current Employees and the Union via electronic means.

ARTICLE 22 - TERM OF AGREEMENT

22.1 Unless otherwise specifically provided for, this Collective Agreement takes effect on the latter of September 1, 2012 or the first of the month following ratification by both parties and remains in effect until August 31, 2015, and shall continue in force and effect beyond the expiration date from year to year thereafter unless amended or terminated as stipulated in Section 22.2.

22.2 Either party desiring to propose changes to this Agreement shall, between the period of sixty (60) and one hundred twenty (120) days prior to the expiration date, give notice in writing requiring the other party to the Agreement to commence collective bargaining.

22.3 If notice is given by either party as per Article 22.2, this Agreement shall remain in full force and effect during the period of bonafide collective bargaining.

IN WITNESS WHEREOF THE PARTIES HAVE EXECUTED THIS AGREEMENT

THIS 27 DAY OF Sept, A.D., 2013.

**THE BOARD OF TRUSTEES OF
BLACK GOLD REGIONAL DIVISION NO. 18**

[Redacted Signature]

Chairman - Board of Education

[Redacted Signature]

Associate Superintendent - Business & Finance

**CANADIAN UNION OF PUBLIC
EMPLOYEES LOCAL 3484**

[Redacted Signature]

[Redacted Signature]

[Redacted Signature]

[Redacted Signature]

[Redacted Signature]

LETTER OF UNDERSTANDING #1

A substitute employee who works for either 3 months consecutively in one position as a full-time employee or 6 months consecutively in one position as a part-time employee, will receive health benefits as defined in clause 15.6.1 and 15.6.2.

LETTER OF UNDERSTANDING #2

Wage Reopener in 2014-15

The Board agrees to conduct a wage review of surrounding, like-sized school jurisdictions and discuss the implications of the review on Appendices A, B, C, D, and E for the 2014-15 school year. Within thirty (30) days of March 1, 2014, the parties will establish a mutually agreed upon date to meet.

APPENDIX A
School Secretaries and Library Clerks

Effective September 1, 2012 – 1.0%

School Secretary/ Library Clerk Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Secretary I Library Clerks	18.89	19.48	20.16	20.81	21.48	22.18
Head Secretary	20.17	20.88	21.59	22.32	23.09	23.88
Head Secretary ESBCHS & LCHS	20.69	21.45	22.19	22.96	23.72	24.54

Effective September 1, 2014 – 1.0%

School Secretary/ Library Clerk Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Secretary I Library Clerks	19.08	19.67	20.36	21.02	21.69	22.40
Head Secretary	20.37	21.09	21.81	22.54	23.32	24.12
Head Secretary ESBCHS & LCHS	20.90	21.66	22.41	23.19	23.96	24.79

1. Employees shall receive Pay Step advancements the first of the month following the completion of 1414 hours worked at each step of the pay range to which the employee has been allocated.
2. Every school shall have a Head Secretary.
3. Benefit Contributions - Tax Flip - BenMax

Both parties acknowledge that, effective January 2004, the practice of contributing to the benefit contributions of employees covered by this Collective Agreement during the processing of the current month's payroll will be directed in a manner to generate the maximum tax advantage for the employees.

**APPENDIX B
Education Assistants**

Effective September 1, 2012 – 1.0%

Education Assistants Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Level 1 – Uncertified	18.31	18.98	19.60	20.13	20.97
Level 2 – Certified 1 Year	19.01	19.67	20.34	20.89	21.87
Level 3 – Certified 2 Years	20.19	20.85	21.49	22.17	22.83

Effective September 1, 2014 – 1.0%

Education Assistants Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Level 1 – Uncertified	18.49	19.17	19.80	20.33	21.18
Level 2 – Certified 1 Year	19.20	19.87	20.54	21.10	22.09
Level 3 – Certified 2 Years	20.39	21.06	21.70	22.39	23.06

1. Employees shall receive Pay Step advancements the first of the month following the completion of 960 hours worked at each step of the pay range to which the employee has been allocated.
2. Mid Payroll Advance

The Board acknowledges that a mid-payroll advance will be processed for the Education Assistants covered by this Collective Agreement on the 25th of each month from September to May, excluding December of each year. A fixed dollar amount based on the FTE allocation will determine the amount of the advance that will be processed using the following scale:

FTE Range					
< .2	.2 - < .4	.4 - < .6	.6 - < .8	.8 - < 1.0	1.0
\$ -	\$ 100.00	\$ 200.00	\$ 300.00	\$ 400.00	\$ 500.00

3. Newly hired employees will be placed on the grid at the employer's discretion based on experience and education. Proof of qualifications must be provided within 45 calendar days from date of hire.
4. Education is calculated as years of full-time attendance in a successful, related program of studies at a recognized post-secondary institution approved by Black Gold Regional Division No. 18.
Level 1 – no completion of related program of studies
Level 2 – 1 year full-time attendance and successful completion of related program of studies
Level 3 – 2 or more years full-time attendance and successful completion of related program of studies

5. Benefit Contributions - Tax Flip - BenMax

Both parties acknowledge that, effective January 2004, the practice of contributing to the benefit contributions of employees covered by this Collective Agreement during the processing of the current month's payroll will be directed in a manner to generate the maximum tax advantage for the employees.

APPENDIX C
Beauty Culture/Accounting Technicians

Effective September 1, 2012 – 1.0%

Classification	1	2	3	4	5	6	7
Tech 1	\$25,885	\$27,037	\$28,219	\$29,344	\$30,496	\$31,647	\$32,802
Tech 2	\$28,356	\$29,509	\$30,663	\$31,813	\$32,969	\$34,123	\$35,274

Effective September 1, 2014 – 1.0%

Classification	1	2	3	4	5	6	7
Tech 1	\$26,144	\$27,307	\$28,501	\$29,637	\$30,801	\$31,963	\$33,130
Tech 2	\$28,640	\$29,804	\$30,970	\$32,131	\$33,299	\$34,464	\$35,627

1. The annual salary is based on 1414 hours (7 hours per day x 202 days).
2. One Year of Service equals the completion of 1414 hours of employment.
3. Newly hired employees will be placed on the grid at the employer's discretion based on experience and qualifications. Proof of qualifications must be provided within 45 calendar days from date of hire.
4. The Basic Rates of Pay for each classification shall be expressed as an annual rate not inclusive of vacation pay. The Annual Salary **inclusive of vacation pay**, is to be paid over the ten month period (September – June).
5. Benefit Contributions - Tax Flip - BenMax

Both parties acknowledge that, effective January 2004, the practice of contributing to the benefit contributions of employees covered by this Collective Agreement during the processing of the current month's payroll will be directed in a manner to generate the maximum tax advantage for the employees.

APPENDIX E
Educational Transliterators

Effective September 1, 2012 - 1.0%

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$31,039	\$32,514	\$34,020	\$35,494	\$37,000	\$38,476	\$39,981

Effective September 1, 2014 - 1.0%

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$31,349	\$32,839	\$34,360	\$35,849	\$37,370	\$38,861	\$40,381

1. The annual salary is based on 1414 hours (7 hours per day x 202 days).
2. One Year of Service equals the completion of 1414 hours of employment.
3. Newly hired employees will be placed on the grid at the employer's discretion based on experience and education. Proff of qualifications must be provided within 45 calendar days from date of hire.
4. The Basic Rates of Pay for each classification shall be expressed in an annual rate not inclusive of vacation pay. The Annual Salary **inclusive of vacation pay**, is to be paid over the ten month period (September – June).
5. Benefit Contributions - Tax Flip - BenMax

Both parties acknowledge that, effective January 2004, the practice of contributing to the benefit contributions of employees covered by this Collective Agreement during the processing of the current month's payroll will be directed in a manner to generate the maximum tax advantage for the employees.

Appendix F



BLACK GOLD REGIONAL DIVISION NO.18

MEDICAL CERTIFICATE

NAME OF EMPLOYEE: _____

LOCATION: _____

Date on which the treatment,
disability or sickness occurred: _____

NAME OF DOCTOR:
ADDRESS:

ANTICIPATED EXTENT OF ABSENCE:

DATE FROM: _____ TO _____

REASON FOR ABSENCE:

DATE

DOCTOR'S SIGNATURE