

# **COLLECTIVE AGREEMENT**

**BETWEEN**

**THE CITY OF WEYBURN**



**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES**

**LOCAL 90**



**Effective January 1, 2024 to December 31, 2026**

## TABLE OF CONTENTS

PREAMBLE.....	5
ARTICLE 2 – INTERPRETATION.....	5
2.01 .....	5
ARTICLE 3 – SCOPE.....	5
3.01 .....	5
ARTICLE 4 – RECOGNITION AND COLLECTIVE BARGAINING .....	6
4.01 .....	6
4.02 Union Bargaining Committee .....	6
4.03 Work of the Bargaining Unit .....	6
4.04 Contracting Out.....	6
4.05 No Other Agreement.....	6
4.06 New Classifications and Reclassifications .....	6
4.07 Reclassification .....	7
4.08 Union Business on Premises .....	7
4.09 .....	7
ARTICLE 5 – DISCRIMINATION .....	7
5.01 .....	7
ARTICLE 6 – UNION SECURITY AND DUES CHECKOFF.....	7
6.01 Union Membership.....	7
6.02 Dues Checkoff .....	7
6.03 .....	7
6.04 Remittance of Dues.....	7
6.05 Statement of Staff Changes .....	8
6.06 Union Deductions T4 Slips.....	8
6.07 Union Orientation .....	8
ARTICLE 7 – LEAVE OF ABSENCE .....	8
7.01 Union Leave.....	8
7.02 Leave Without Pay.....	8
7.03 Bereavement Leave.....	8
7.04 Time Off for Voting.....	9
7.05 .....	9
ARTICLE 8 – GRIEVANCES AND DISPUTES .....	9
8.01 .....	9
8.02 Bypassing Steps .....	10
8.03 .....	10
8.04 Procedure When Time Limits Expire .....	10
8.05 Extension of Time by Agreement .....	10
8.06 Facilities.....	10
8.08 .....	10
8.09 .....	11
8.10 .....	11
ARTICLE 9 – ARBITRATION.....	11
9.01 .....	11
9.02 .....	11
9.03 .....	11
9.04 .....	11
9.05 .....	11

9.06	.....	11
9.07	Single Arbitrator .....	11
ARTICLE 10 – SUSPENSION AND DISMISSAL .....		11
10.01	Adverse Report .....	11
10.02	Suspension .....	12
10.03	Reinstatement.....	12
10.04	Limitation on Use of Record .....	12
10.05	Employee Performance Review .....	12
10.06	Files .....	12
ARTICLE 11 – SENIORITY .....		12
11.01	Basis of Seniority .....	12
11.02	Seniority Accumulation.....	13
11.03	Layoffs: .....	13
11.04	Promotions Out-of-Scope.....	14
11.05	.....	14
11.06	.....	14
11.07	Non-Permanent Employees Access to Bidding .....	15
ARTICLE 12 – PROMOTIONS AND VACANCIES.....		15
12.01	Notice .....	15
12.02	Applications .....	15
12.03	Appointment.....	15
12.04	Trial Period .....	15
12.05	Temporary Assignment to a Higher Position .....	16
12.06	Temporary Assignment to a Lower Position .....	16
12.07	Out-of-Scope Vacancies .....	16
12.08	New Positions and Classifications.....	16
12.09	Special Training .....	16
12.10	Employee Training .....	17
ARTICLE 13 – SICK LEAVE.....		17
13.01	Definition of Sick Leave.....	17
13.02	Sick Leave Credit Accumulation.....	17
13.03	Notification .....	17
13.04	Evidence of Illness .....	17
13.05	.....	17
13.06	.....	18
ARTICLE 14 – SAFETY AND HEALTH .....		18
14.01	Occupational Health Committee.....	18
14.02	No Discrimination.....	18
14.03	Right of Employee.....	18
14.04	Facilities.....	18
14.05	Medical Exams.....	18
ARTICLE 15 – ACCIDENT COMPENSATION AND SUBSTITUTE WORK.....		18
15.01	.....	18
15.02	Duty to Accommodate.....	19
ARTICLE 16 – HOLIDAYS.....		19
16.01	Holidays .....	19
16.02	.....	19
16.03	Pay for Work On Holidays .....	19

16.04	Holidays Falling on Days of Rest.....	19
<b>ARTICLE 17 – ANNUAL VACATIONS.....</b>		<b>20</b>
17.01	Definitions.....	20
17.02	Vacation Time Credits.....	20
17.03	Prorating of Vacation.....	20
17.04	Vacation Carry-Over.....	21
17.05	Vacation Pay on Termination.....	21
17.06	Holidays Falling During Vacation.....	21
17.07	Illness During Vacation.....	21
17.08	Vacation Pay Time.....	21
17.09	Continuity of Vacation.....	21
17.10	.....	21
<b>ARTICLE 18 – WAGES.....</b>		<b>21</b>
18.01	Classification and Pay Rates.....	21
18.02	Pay Days.....	21
18.03	Pay Statement.....	21
<b>ARTICLE 19 – HOURS OF WORK AND OVERTIME.....</b>		<b>22</b>
19.01	.....	22
19.02	Overtime Pay.....	22
19.03	Rest Periods.....	22
19.04	Overtime for Hours Worked on Days Off.....	22
19.05	Reporting for Work Guarantee.....	23
19.06	.....	23
19.07	Shift Premium.....	23
19.08	Overtime Assignment.....	24
19.09	.....	24
<b>ARTICLE 20 – MATERNITY, PARENTAL, ADOPTION AND LEGISLATIVE LEAVES.....</b>		<b>24</b>
20.01	.....	24
<b>ARTICLE 21 – TECHNOLOGICAL CHANGE.....</b>		<b>24</b>
21.01	.....	24
21.02	.....	24
21.03	.....	24
21.04	.....	24
21.05	.....	24
21.06	.....	24
<b>ARTICLE 22 – INCREMENTS.....</b>		<b>25</b>
22.01	Effective Date Full-Time Employees.....	25
22.02	Voluntary Demotions.....	25
22.03	Increments - Involuntary Demotions.....	25
22.04	In Case of Leave.....	25
<b>ARTICLE 23 – RETIREMENT.....</b>		<b>25</b>
23.01	Notice Re: Benefit Plans.....	25
<b>ARTICLE 24 – SPECIAL PROVISIONS.....</b>		<b>26</b>
24.01	Dirty Work Wearing Apparel, etc.....	26
24.02	Safety Footwear.....	26
24.03	Aquatic Clothing Allowance.....	26
24.04	Vehicle Insurance Rates.....	26

ARTICLE 25 – CREDIT FOR PREVIOUS EXPERIENCE .....	26
25.01 .....	26
ARTICLE 26 – DURATION OF AGREEMENT .....	26
26.01 .....	26
26.02 .....	26
RATES EFFECTIVE JANUARY 1, 2024 .....	28
RATES EFFECTIVE JULY 1, 2024 .....	35
RATES EFFECTIVE JANUARY 1, 2025 .....	42
RATES EFFECTIVE JANUARY 1, 2026 .....	49
MEMORANDUM OF UNDERSTANDING .....	56
Critical Public Service Agreement .....	56
LETTER OF UNDERSTANDING No. X .....	60

THIS AGREEMENT MADE IN DUPLICATE THIS \_\_ DAY OF \_\_\_\_\_ A.D., 2024,  
BETWEEN:

THE CITY OF WEYBURN  
(Hereinafter referred to as "The employer")  
PARTY OF THE FIRST PART

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 90  
(Hereinafter referred to as "The union")  
PARTY OF THE SECOND PART

## **PREAMBLE**

Whereas the parties have a mutual interest in the maintenance of harmonious relations and of settled conditions of employment;

And whereas the parties recognize the mutual value of joint discussions and negotiations on all matters pertaining to working conditions, including hours of work and rates of pay;

Now therefore in consideration of the mutual covenants hereinafter contained, the parties agree together as follows:

## **ARTICLE 2 – INTERPRETATION**

**2.01** Reference in this agreement to employees in the singular number and in the masculine gender shall mean and include the plural number and all genders where the context so requires.

## **ARTICLE 3 – SCOPE**

**3.01** This agreement shall apply to all employees employed by the City of Weyburn except the following: City Manager, City Clerk, Director of Finance, Finance Manager, Tax Assessor, Payroll & Benefits Officer, Human Resources Manager, **Communication** Coordinator, Safety Coordinator, Economic Development Officer, Parks **Manager**, Director of Engineering, two (2) **Municipal Engineers**, Public Works Superintendent, Transportation Manager, Utilities Manager, Shop Foreman, Purchasing & Administration Supervisor, **Water Treatment Plant** Superintendent, Director of Planning and Development, Building Inspector, **Planning and Development Coordinator**, two (2) Confidential Secretaries, Chief of Police, Police Officers with commissioned rank, all members of the Weyburn Police Force and Police Clerical Staff (Community Safety Officer, Communications Officers, **Office Manager** and Administrative Assistant), Fire Chief, Deputy Fire Chief, all members of the Weyburn Fire Department, **Facility Maintenance Coordinator**, Manager of Community Services, Director of Leisure Services, Facilities Manager, **Programs Manager**, **Leisure Services Manager**.

**ARTICLE 4 – RECOGNITION AND COLLECTIVE BARGAINING**

**4.01** (a) The employer recognizes the union as the sole collective bargaining agent and representative of the employees of the employer and hereby consents and agrees to bargain collectively with the union in any and all matters affecting the conditions of work, hours of work and rates of pay of the employer's employees and any other matters directly affecting their interest as employees. The employer also agrees that the union may have the assistance of a representative of the Canadian Union of Public Employees in any negotiations or discussions between the employer and the union.

(b) It is the exclusive function and responsibility of the employer to hire, promote, demote, discharge or discipline employees for just cause and to maintain discipline and efficiency of employees, subject to the terms and conditions of this agreement. All matters concerning the operation of the employer's business, not specifically dealt with herein, shall be reserved to the management and be its exclusive responsibility.

**4.02 Union Bargaining Committee**

The employer agrees that subject to operational needs being efficiently and effectively maintained, during collective bargaining for any revision of this agreement either during or following its term up to a maximum of four employee members of the union bargaining committee may participate without suffering loss of pay or other benefits for a maximum of **ninety (90)** working hours in total; provided that this provision shall not be construed so as to apply to time expended on grievance or arbitration proceedings under the provisions of this agreement.

**4.03 Work of the Bargaining Unit**

Where qualified employees are ready, willing and available to work, persons whose jobs are not in the bargaining unit shall not fill any positions which are included in the bargaining unit.

**4.04 Contracting Out**

No employee other than a probationary employee shall be laid off or have a reduction in hours as the result of contracting out. The City agrees to notify the union prior to making any final decision to contract out work presently being performed by City employees within the scope of this agreement.

**4.05 No Other Agreement**

No employee shall be required or permitted to make a written or verbal agreement with the employer or their representative which conflicts with the terms of this collective agreement.

**4.06 New Classifications and Reclassifications**

Where a position is reclassified or where a new classification is created, the rate of pay shall be subject to negotiations. The employer, however, retains the right to establish a rate of pay and fill the position pending the completion of such negotiations.

**4.07 Reclassification**

Where a position is reclassified to a position carrying a different rate of pay, that rate shall be applicable from the date the position was reclassified.

**4.08 Union Business on Premises**

The employer agrees that access to its premises shall be allowed to any accredited representative of the union for the purpose of business connected with the union, subject to the union obtaining prior approval from the employer and providing such privilege shall not interfere with the operations of the department concerned, a list of such representatives to be supplied to the employer.

**4.09** A union/management committee shall be established in order to promote discussion of items of concern relating to working conditions. This committee shall not be construed to be in substitution of the union grievance or bargaining committees.

**ARTICLE 5 – DISCRIMINATION**

**5.01** There shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, colour, national origin, political or religious affiliation, sex or marital status, gender identity, family status, disability, place of residence, sexual orientation, nor by reason of their membership or activity in the union.

**ARTICLE 6 – UNION SECURITY AND DUES CHECKOFF**

**6.01 Union Membership**

Every employee who is now or hereafter becomes a member of the union shall maintain membership in the union as a condition of employment, and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement of employment, apply for and maintain membership in the union as a condition of employment, provided that any employee in the appropriate bargaining unit who is not required to maintain membership or apply for and maintain membership in the union shall, as a condition of employment, tender to the union the periodic dues, assessments and initiation fees uniformly required to be paid by the members of the union.

**6.02 Dues Checkoff**

Upon the request in writing of an employee, and upon request of the union, the employer shall deduct and pay in periodic payments out of the wages due to the employee, to the person designated by the union to receive the same, the union dues, assessments and initiation fees of the employee, and the employer shall furnish to the union the names of the employees who have given such authority.

**6.03** The union shall advise the employer in writing of the amounts to be deducted from the employee's wage.

**6.04 Remittance of Dues**

Amounts deducted from an employee's wage on behalf of the union shall be remitted to a bank account designated by the union within ten (10) days following the bi-weekly

payroll period. The remittance shall be accompanied by a list in duplicate showing the names of the employees from whom such amounts have been deducted and the amount so deducted from each employee.

**6.05 Statement of Staff Changes**

The names of employees appointed, promoted, demoted and separated and the effective dates thereof, shall be sent to the secretary-treasurer of the union. In the case of each new employee, the list shall also include the job classification/title, mailing address and if available the telephone number and work e-mail.

**6.06 Union Deductions T4 Slips**

T4 slips issued by the employer to employees shall include amounts deducted by the employer for the union.

**6.07 Union Orientation**

On commencing employment, the employee's immediate supervisor shall introduce the new employee to their union steward or representative. Such union representative shall orient the new employee regarding the benefits and duties of union membership and their responsibilities and obligations to the employer and the union. A current list of the union steward(s) or representatives(s) must be provided to the employer by the union.

**ARTICLE 7 – LEAVE OF ABSENCE**

**7.01 Union Leave**

Leave of absence without pay of up to a total of twenty (20) working days in any calendar year but with maintenance of seniority, superannuation rights and other benefits, shall be granted to up to two (2) employees at any one time to conduct union business provided there is no unreasonable interference with the efficient operation of the employer and provided, that at least forty-eight (48) hours' notice in writing shall first be given to the employer. The employer will continue all wages and benefits for employees on union leave and will provide the union with a detailed invoice for all wages and benefits and shall be reimbursed by the union within thirty (30) days for the full cost to the employer.

**7.02 Leave Without Pay**

The employer agrees that upon receipt of a written application, stating the reasons, a leave of absence without pay for personal reasons may be granted, at the employer's discretion, for up to one (1) year. Except where required otherwise by applicable Labour Legislation, employees on such leave shall not accumulate any additional seniority while on such leave but shall maintain the seniority they had accrued at the beginning of the leave. Applications are to be submitted to the appropriate Department Head, or in their absence the City Manager, at least three (3) weeks prior to the date of the leave. Confirmation or denial of the leave will be given at least one (1) week prior to the scheduled commencement date of the leave. Employees may not use such leave for purposes other than applied for without the prior approval of the employer in writing.

**7.03 Bereavement Leave**

Each request will be assessed using the following guidelines:

- (a) Death in Immediate Family - Employees having passed their probationary period

who experience a death in the immediate family may request a leave up to a maximum of three (3) **consecutive working** days to attend the funeral **without affecting their accumulated sick leave**.

Members of the immediate family shall include spouse, mother, father, brother, sister, son or daughter, father-in-law, mother-in-law, grandparents, legal guardians or wards, grandchildren, brother-in-law, sister-in-law, and common-law spouse.

An employee may be granted an additional two (2) days' time (16 hours) off as a charge against their accumulated sick leave, where the funeral is held more than six hundred and forty (640) kilometres or four hundred (400) road miles from Weyburn.

At the request of a supervisor, an employee may be asked to provide verification of dates and relationship to the deceased. (i.e. funeral card)

- (b) Pallbearer - An employee may be granted one (1) day (8 hours) time off as a charge against their accumulated sick leave to attend a funeral as a pallbearer, providing notice in writing is given twenty-four (24) hours in advance.
- (c) Procedure - All requests must be completed in writing and approved by the Department Head, or in their absence, the City Manager. Full and adequate information should be provided (to assist in making a decision) on the standard form.

To be eligible, an employee must have acquired seniority and have sufficient sick leave credits.

#### **7.04 Time Off for Voting**

- (a) Every employee, who is qualified to vote in a federal, provincial or civic election may, while the polls are open on polling day, have such time off as may be required by the applicable *Elections Act*.
- (b) The hours for voting referred to in paragraph (a) above shall be at the convenience of the City.

**7.05** When an employee is subpoenaed for jury duty or as a court witness, except as a result of personal misdemeanours, such employee shall not suffer any loss of salary or wages while so serving provided the indemnity paid by law is paid to the City.

### **ARTICLE 8 – GRIEVANCES AND DISPUTES**

- 8.01** (a) A grievance is any difference or dispute between the employer and any employee(s), or the union respecting the application or interpretation of this agreement.
- (b) Neither party to this agreement shall cause a suspension of work because of a grievance until an earnest effort has been made to settle such grievance in accordance with the following procedure:

- (i) Step 1 - In respect of any grievances arising during the currency of this agreement the grievances shall specify the specific article and sections alleged to be violated, the circumstances and occurrences leading to the alleged violation and the redress or adjustment requested. No grievance shall be considered which is not presented to the Department Head within ten (10) working days of the occurrence of the events leading to the grievance. The Department Head concerned shall discuss the grievance with the shop steward or grievance representative (the employee or employees concerned may be present) and shall render a decision in writing within five (5) working days of being notified of the grievance.
- (ii) Step 2 - In the event that the Department Head concerned does not give a decision satisfactory to the union, or does not render a decision within the period prescribed above, the grievance committee of the union may refer the grievance to the City Manager within ten (10) working days of the Department Head to render a decision, and, in the event that the grievance committee does not proceed within the said ten (10) working day period, it shall be deemed that the grievance is not being proceeded with. The City Manager shall discuss the grievance with the shop steward or grievance representative (the employee or employees concerned may be present) and shall render a decision in writing, within fifteen (15) working days of being notified of the grievance.
- (iii) Step 3 - Failing a satisfactory settlement within the time specified in Step 2, the union may, within fifteen (15) working days of receipt of the decision of the City Manager, refer the dispute to arbitration.

**8.02 Bypassing Steps**

Where a dispute involving a question of general application or interpretation occurs, the employer and the union may agree to bypass Step 1 of this section.

**8.03** Replies to grievances shall be in writing at all stages.

**8.04 Procedure When Time Limits Expire**

At any step the absence of the designated officials of the employer or failure on the part of the employer's representative to reply within the prescribed time limits shall give the union the right to proceed to the next step. Should the union fail to proceed within the required time limits, the grievance shall be deemed to be abandoned.

**8.05 Extension of Time by Agreement**

The time limits set out above may be extended by the consent of both parties in writing.

**8.06 Facilities**

The employer will supply the necessary facilities for grievance meetings with its representative.

**8.08** The union shall notify the employer of the personnel of its grievance committee and of any changes in such personnel, and the employer shall notify the union of the officials designated to handle grievances.

- 8.09** In the discussion of grievances with representatives of the employer, a member or members of the **grievance committee** may, at any time, be accompanied by a representative of the Canadian Union of Public Employees.
- 8.10** As far as practicable, all meetings between the parties to discuss grievances will be dealt with on the employer's time and no employee or member of the **grievance committee** will suffer loss of regular straight time pay by reason of the time spent in discussing grievances with the representatives of the employer.

## **ARTICLE 9 – ARBITRATION**

- 9.01** When either party wishes to proceed to arbitration, notice shall be in writing, within the time limits specified in Article 8.01(b) (iii), to the other party indicating the name of its nominee to the **arbitration board**. Within twenty (20) working days thereafter, the other party shall respond in writing with the name of its nominee to the **arbitration board**.
- 9.02** These two (2) members shall endeavour to agree on a third member, who shall be **chairperson** of the **board**. In the event that they cannot agree on a **chairperson** within fifteen (15) days of the appointment of the second member of the **board**, they shall jointly request the Minister of Labour for the Province of Saskatchewan to name a **chairperson**.
- 9.03** The **board** shall determine its own method of procedure which must, however, provide an opportunity for each party to the dispute to present its case.
- 9.04** The **board** shall hold its hearings and render its decision as expeditiously as possible.
- 9.05** The majority report of the **board** shall be the findings of the **board**, and such findings shall be final and binding on both parties. Provided, however, that the **board** shall confine itself to the question at issue and shall not have any power to alter, change or amend in any way the provisions of this agreement. However, subject to this agreement, the **board** shall have the power to dispose of a discharge or a discipline grievance by any arrangement which it deems just and equitable.
- 9.06** Each party shall pay the salary and expenses of its nominee and the salary and expenses of the **chairperson** shall be born equally by the two parties.
- 9.07** **Single Arbitrator**  
Notwithstanding the provisions of Article 9 hereof, the City and the union may, by mutual consent, waive the provision to refer the grievance to a **board** of arbitration and elect to take the grievance to a single arbitrator whose decision shall be final and binding and enforceable on all parties in the same manner as set out in **Article 9.05**. It is agreed that each party shall pay one-half (½) of the cost of the fees and expenses of the arbitrator as set out in **Article 9.06**.

## **ARTICLE 10 – SUSPENSION AND DISMISSAL**

- 10.01** **Adverse Report**  
Where an out-of-scope supervisor believes that disciplinary action of that employee is necessary for just cause they may:

- Verbally warn the employee; or
- In writing warn the employee.

If the out-of-scope supervisor considers that an employee's conduct warrants reprimand, suspension or dismissal, the practice shall be to provide the reprimand, suspension or dismissal in writing to the employee in the presence of a shop steward. The employee's reply to such expression of dissatisfaction shall become part of their record. An employee may at any time examine their record.

#### **10.02 Suspension**

Where an employee, is being discharged or suspended for just cause, the employer shall provide the suspension or dismissal in writing to the employee in the presence of a shop steward indicating the nature of the discipline and the reasons it is being applied. Should the union be of the opinion that the discipline is improper, then that disciplinary action may be the subject of a grievance and processed in accordance with the grievance procedure of this agreement.

#### **10.03 Reinstatement**

An employee who has been unjustly suspended or discharged shall be immediately reinstated in their former position with all rights and benefits enjoyed prior to such suspension or discharge and they shall be compensated for all time lost, calculated on the basis of their normal earnings in the next pay period following the reinstatement, or by any other arrangement as to compensation which is agreed to by the parties or in the opinion of any arbitrator to whom the matter is referred.

#### **10.04 Limitation on Use of Record**

The record of an employee shall not be used against them at any time after thirty-six (36) months following an expression of dissatisfaction or a suspension or disciplinary action resulting therefrom.

#### **10.05 Employee Performance Review**

When a review of an employee's work performance is made, the employee concerned shall be given the opportunity to participate in such review. The employee shall be required to sign an acknowledgment that they have been given an opportunity to read the performance review and shall be provided with a copy. Such signature shall not constitute an agreement with the contents of the review. The Employee shall have the right to respond in writing to such review within fourteen (14) days and such response shall become part of the file.

#### **10.06 Files**

Employees shall have the right to inspect their file (excluding employment references) by arrangement with administration and make copies of performance appraisals and disciplinary letters.

### **ARTICLE 11 – SENIORITY**

#### **11.01 Basis of Seniority**

The seniority of an employee shall be on a combination of company-wide and seniority unit basis. The seniority of an employee with respect to their seniority unit shall be based

upon their cumulative service in such seniority unit. The seniority of an employee on a company-wide seniority basis, shall be established from the date when such employee first entered the service of the employer, subject to the following subsection of this Section 1.

- (a) Probation: An employee commencing employment within the bargaining unit shall be on probation until one-half (1/2) of full time equivalent (City Hall employees nine hundred and seventy-five (975) or other employees one thousand and forty (1040)) hours (as per Article 19.01) have been worked. Upon successful completion of probation their seniority shall be retroactive to date of hiring. This probationary period may be extended when, in the opinion of the employer, circumstances warrant such an extension and the union is in agreement with the extension. Probationary employees shall not have access to the grievance procedure to grieve termination due to unsuitability, as determined by the employer, during the probationary period.
- (b) Break in Seniority: An employee's seniority shall be considered broken only by reason of:
  - (i) dismissal for just cause;
  - (ii) voluntary resignation;
  - (iii) continuous lay-off due to lack of work for a period in excess of **twelve (12) months**.
  - (iv) failure to report within fourteen (14) days of receipt of written notice at the employee's last known address of recall from a lay-off, or forthwith upon termination of a leave of absence unless, in either case, the employee can give a satisfactory reason for failure to report in reasonable time; provided that in the case of a recall from lay-off such recall is for a work period exceeding ten (10) working days. The employee shall keep the employer advised as to the employee's current address.
  - (v) termination of employment due to retirement;
  - (vi) is absent from work without authorization for two **(2)** consecutive shifts unless there **are** extenuating circumstances acceptable to the employer.

#### **11.02 Seniority Accumulation**

Company-wide seniority shall accumulate on the basis of all days worked for the employer and unit seniority shall accumulate on the basis of days worked in any unit of the employer. A day is eight (8) accumulated hours for those employees whose normal hours of work are **eight (8)** hours per day as per Article 19.01. A day is seven and a half (7 ½) accumulated hours for those employees whose normal hours of work are seven and a half (7 ½) hours as per Article 19.01. Seniority shall not accrue while on an unpaid leave of absence in excess of thirty (30) calendar days, exclusive of legislative leaves.

#### **11.03 Layoffs:**

- (a) When reducing staff within a seniority unit, senior employees, their qualifications

and ability being sufficient to do the work, shall be retained. Employees laid off on account of reduction of staff shall be returned to service within a seniority unit in order of seniority, their qualifications and ability being sufficient to perform the duties required for the position to be filled. Until such time as employees recalled to work actually report back to work (provided such employees shall report back within the time prescribed by the employer) the employer shall be entitled to hire employees on a temporary basis. In cases of emergency, such as major damage to plants or major storm breaks affecting line equipment, the employer shall also be entitled to hire employees on a temporary basis providing available and qualified employees on layoff have first been given the opportunity to do such work.

- (b) In the event of a layoff from within any seniority unit, employees who are affected by such layoff shall, whenever possible and when work exists, be afforded the opportunity to transfer to other seniority units (on work which they are capable of doing) in order of seniority on a company-wide basis provided that they have the qualifications and ability sufficient to perform the duties required for the position to be filled.
- (c) Notwithstanding the provisions of Subsection (a) of this article, temporary layoffs (not to exceed fifteen (15) days) due to emergency conditions such as breakdowns of equipment or shortage of material, may be made without necessarily requiring the employer to retain senior employees in order of their seniority, it being understood that employees temporarily laid off under such conditions shall continue to accumulate their seniority for the period of such layoff. However, every effort shall be made to provide work for such employees.

**11.04 Promotions Out-of-Scope**

If an employee is promoted to a position with the employer beyond the scope of this agreement, such employee shall continue to accumulate their unit and company-wide seniority and in the event that such employee, for any reason, is within a period of three (3) calendar months from their promotion date reverted within the scope of the agreement, they shall be entitled to return to the position from which they were promoted and retain their seniority.

**11.05** The employer will, in March of each year, prepare, post, **and email** rosters to employees **who have active email addresses**, showing company-wide and bargaining unit seniority **list** of all employees in each seniority unit as of December 31<sup>st</sup> of the previous year. The rosters will be open to protest for a period of sixty (60) days from date of posting, and on presentation by an employee or union representative of proof of error, a correction shall be made immediately. Any correction shall be shown on a supplementary sheet. The employer will supply the union with copies of all rosters.

**11.06** The seniority units are as listed below:

- Works staff - see Schedule A
- City Hall staff - see Schedule B
- Parks/Leisure staff - see Schedule C
- Seasonal/Part Time staff - see Schedule D
- Water Treatment Plant staff - see Schedule E

**11.07 Non-Permanent Employees Access to Bidding**

Non-permanent employees, which includes temporary, seasonal, casual and substitute employees shall be able to use their service time in order to bid on permanent positions after permanent employees have had the opportunity to bid on positions as per Article 12 and before external candidates are considered. Article 12 shall be followed in applying for and filling positions from among these non-permanent employees. Once such an employee is appointed to a permanent position, the employee shall serve probation as described in Article 11.01.

**ARTICLE 12 – PROMOTIONS AND VACANCIES**

**12.01 Notice**

Notice of all new positions or vacancies coming within the scope of this agreement which are permanent in nature or temporary vacancies of four (4) months or more in duration shall be issued by the office of the employer for posting in places accessible to all employees affected, copies of which shall be supplied immediately to the union. All such postings shall be issued within seven (7) days of the employer having knowledge of the vacancy; however, if there is a delay and/or when a position/vacancy will not be filled the employer will notify the union. A period of at least seven (7) days but not exceeding thirty (30) days shall be provided employees in which to make application for a posted position. All postings shall include the exact title of the position, required qualifications (knowledge, education, ability, skills and training), the rate or range of pay therefore and the closing date. Postings for new positions shall include a description of the position. Postings for temporary positions shall state the duration of employment.

**12.02 Applications**

Employees shall be entitled to bid for such positions or vacancies by means of written application. No application from employees received later than the posted closing date will be considered.

**12.03 Appointment**

All new positions or vacancies shall be filled on the basis of seniority, subject to the employee possessing the required qualifications and ability being sufficient to perform the duties required for the position to be filled, provided, however, that applications must first be considered from employees in the seniority unit concerned. The name of the successful applicant shall be posted within seven (7) days following the closing date shown on the vacancy posting. A copy of such posting shall be supplied to the union. If the employer is unable to fill the vacancy from amongst its employees, the posting of the name of the successful applicant may be delayed. If the employer does not appoint the senior applicant, such applicant and the union shall, upon request, be given reasons in writing.

Where there are two or more applicants who have the required qualifications, the position shall be awarded to the employee with the most seniority.

The term "required qualifications" shall include knowledge, experience, skill ability, training, physical requirements and/or education as determined by the City.

**12.04 Trial Period**

Employees who are reclassified, transferred, promoted or who successfully apply for a

temporary vacancy, shall be considered on trial in their new position for:

- (i) four hundred (400) hours or four (4) calendar months, whichever first occurs from the date the employee commences work [for employees as per Article 19.01 (a), (c) and (d)]

OR

- (ii) three hundred and seventy-five (375) hours or four (4) calendar months, whichever first occurs from the date the employee commences work [for employees as per Article 19.01 (b)]

following their date of appointment to their new position. After the trial period, the employee shall be confirmed in the new classification. In the event that a person promoted is unsatisfactory in the classification during the trial period, or if the employee so wishes, the employee shall be returned to the employee's former classification, wage or salary rate and without loss of seniority. Any other employee promoted or transferred because of the rearrangement of classification shall also be returned to the employee's former classification, wage or salary rate and without loss of seniority.

#### **12.05 Temporary Assignment to a Higher Position**

- (a) **When an employee is assigned by the employer to perform a majority of duties of a higher paid position in the bargaining unit for more than one (1) day they shall be paid at the next higher increment rate in the schedule for such higher paid position.**
- (b) Where the higher paid position is outside the bargaining unit, assignment shall be in writing by the Department Head or City Manager. The employee shall receive an increase of fifteen percent (15%) of their present rate, provided the increase does not exceed the present rate of the incumbent. The employee shall be deemed to be covered by this collective agreement during the period of temporary transfer.

#### **12.06 Temporary Assignment to a Lower Position**

An employee required to assume, temporarily, duties of a lower paid position shall continue to receive the rate of pay applicable to the employee's classification immediately prior to such relief assignment.

#### **12.07 Out-of-Scope Vacancies**

The employer agrees to notify the union of all positions outside the jurisdiction of this agreement as such positions are newly created.

#### **12.08 New Positions and Classifications**

The provisions of this article shall apply to the filling of new positions and classifications within the scope of the agreement.

#### **12.09 Special Training**

When the Department Head deems it necessary to provide additional or special training to the employees, on the job site for possible promotion, the employer shall provide a reasonable time period, under proper instruction, during which the employee may

acquire the skills. During the training period there shall be no increase in pay nor loss of pay by the employee. The need to provide such additional or special training may be the subject of negotiations between the Department Head and the union.

**12.10 Employee Training**

The employer will provide training incentives to the employees based on an education and training policy as established by the City.

**ARTICLE 13 – SICK LEAVE**

**13.01 Definition of Sick Leave**

Sick Leave means the period of time an employee is absent from work with full pay by virtue of being sick or disabled, quarantined, or because of an accident for which compensation is not payable under the *Workers' Compensation Act* and includes such paid time for absence from work due to check-ups and other preventative health care as well as specialist referrals.

**13.02 Sick Leave Credit Accumulation**

All employees who have completed probation and acquired seniority in accordance with Article 11.01 of this agreement shall accumulate sick leave credits on the basis of one and one-half (1½) days for each month seniority service to a maximum of forty-five (45) days. Absences on account of illness shall be first charged against the current year's accumulation. Absence in excess of the current years' accumulation shall be charged to the employee's sick leave credit standing at the start of the year. When an employee has been on sick or other paid leave, including Workers' Compensation, for a continuous period exceeding twenty-two (22) working days (one normal month) then sick leave credits stop accumulating.

**13.03 Notification**

Every employee who may be absent from duty on account of sickness or injury shall notify their immediate supervisor before the hour **they are** scheduled to report for work, and no employee shall be entitled to benefits in respect of sickness or injury prior to such notification unless the delay shall be shown to have been unavoidable and satisfactory evidence of disability is furnished.

**13.04 Evidence of Illness**

The employer may require an employee claiming sick leave to produce a medical certificate signed by a duly qualified medical practitioner, at employer's expense, certifying that the said employee was unable to perform their duties due to personal illness or injury. Employees on a long-term illness shall notify their employer as soon as possible of their expected date of return to work. In certain cases, the employer may accept a signed confirmation of a doctor's appointment in lieu of the doctor's medical certificate, at the employer's expense. Employees requested by the employer to provide a certified medical certificate and does not provide evidence of illness/injury shall not be entitled to sick leave benefits. Any proven abuse of the provisions for sick leave by an employee may be dealt with under Article 10 of the collective agreement.

**13.05** The employer reserves the right to call for an examination at any time by a physician designated by the employer if such procedure is deemed advisable, at the employer's expense.

- 13.06** Eligible permanent employees shall be permitted to use sick leave credits to attend medical appointments and health related responsibilities for immediate family members (spouse, child, parent, brother and sister) to a maximum of **forty (40)** hours per calendar year.

## **ARTICLE 14 – SAFETY AND HEALTH**

### **14.01 Occupational Health Committee**

A joint Occupational Health Committee shall be established consisting of employer and employee representatives for each work site. There shall be two (2) co-chairs of the committee, one elected by the union, one appointed by the employer.

### **14.02 No Discrimination**

In accordance with the *Saskatchewan Employment Act*, no discriminatory action shall be taken against any worker by reason of the worker's participation in or association with any functions of the Occupational Health Committee at their place of employment. The employer shall maintain their Respectful Workplace and Harassment Prevention Policy.

### **14.03 Right of Employee**

An employee may refuse to do any particular act or series of acts at work which they have reasonable grounds to believe are unusually dangerous to their health or safety or the health and safety of any other people at the place of employment until the Occupational Health Committee or Occupational Health Officer has investigated the matter and advised the employee otherwise.

### **14.04 Facilities**

The employer will continue to provide and maintain as far as practicable, suitable first aid equipment and facilities, lunchroom, locker, washroom, shower and sanitary facilities, and the union agrees to co-operate fully with the employer in the maintenance of this service.

### **14.05 Medical Exams**

All employees covered by this agreement, as well as new employees, may be required to have a medical examination, and it is further agreed and understood that any employee may be called upon at any time for a medical examination. All fees in this connection shall be paid by the employer.

## **ARTICLE 15 – ACCIDENT COMPENSATION AND SUBSTITUTE WORK**

- 15.01** (a) Upon workplace injury, the employee shall fill out the W1 Form and the employer shall fill out the E1 Form. The employee will notify the employer of their injury as soon as reasonably practicable to do so. The maintenance of employee benefits during the period which an employee receives compensation in excess of thirty (30) working days under *The Worker's Compensation Act* shall be conditional upon the specific policies of the act upon payment of the full cost of benefits by the employee.

- (b) An employee receiving worker's compensation will not be eligible for benefits for any period exceeding twelve (12) months.

**15.02 Duty to Accommodate**

Accommodation of employees within the workplace is a shared responsibility. Where an employee, because of a **bona fide** disability, cannot perform their regular work, and has submitted medical evidence specifying limitations by a qualified medical professional, the employer will endeavour to implement modifications or find suitable work for such employee and the employee's rate of pay will be adjusted to the rate of such other work.

The employee shall cooperate in the accommodation process and shall provide ongoing medical documentation identifying their limitations. When requested by the employee or when a potential accommodation will impact the agreement or other members, the union, will be requested by the employer to participate, co-operate and collaboratively work with the employer to attempt to find suitable work for such employee up to the point of undue hardship.

**ARTICLE 16 – HOLIDAYS**

**16.01 Holidays**

The following days shall be observed as paid holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, **National Day for Truth and Reconciliation**, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other holidays proclaimed by the federal, provincial or civic authorities.

- 16.02** (a) Subject to (b) hereof, the observance of above holidays may be made on days other than calendar date when so proclaimed by provincial or civic authority.

- (b) For employees in work units where service is provided on a seven (7) day per week basis, each holiday shall be observed on the actual calendar day on which it falls.

**16.03 Pay for Work On Holidays**

When an employee is required to work on any statutory holiday, such employee shall be paid, in addition to their regular wage rate, two (2) times their regular pay for all time so worked, unless equivalent time at the rate of double time off duty is granted in lieu of the said overtime pay. Such time off in lieu must be arranged by mutual agreement between the employee and the employee's immediate out-of-scope supervisor. When time off in lieu of the holiday cannot be granted by the end of the calendar year, the employee shall be paid as herein prescribed.

**16.04 Holidays Falling on Days of Rest**

When a holiday falls on any employee's regularly assigned day of rest and the employee does not work on such day, the employee shall be paid an additional days' pay or (if mutually agreed upon) be granted an additional day off in lieu thereof.

## **ARTICLE 17 – ANNUAL VACATIONS**

### **17.01 Definitions**

- (a) "Vacation Year" means the twelve (12) month period commencing on the first day of January in each calendar year and concluding on the last day of December in each calendar year.
- (b) "Vacation Accrual Bank" means the vacation credits that are earned during the vacation year.
- (c) "Working Day" means the normal hours of work included in a day as per Article 19.01.

### **17.02 Vacation Time Credits**

It is understood that for the purpose of calculating vacation pay entitlements, service shall not include any unpaid time absent from work. All rates are based on full-time equivalent (FTE) hours - 1950 FTE hours and 2080 FTE hours.

- (a) Full-time employees shall earn vacation credits in their vacation accrual bank on the following basis:
  - (i) During the first and subsequent years, including the eighth (8) year of continuous employment, earn fifteen (15) working days of vacation leave to be accrued at a rate of 4.33 hours (1950 FTE) or 4.62 hours (2080 FTE) per pay period.
  - (ii) During the ninth (9) and subsequent years, including the eighteenth (18) year of continuous employment, earn twenty (20) working days of vacation leave to be accrued at a rate of 5.77 hours (1950 FTE) or 6.15 hours (2080 FTE) per pay period.
  - (iii) During the nineteenth (19) and subsequent years of continuous employment, earn twenty-five (25) working days of vacation leave to be accrued at a rate of 7.21 hours (1950 FTE) or 7.70 hours (2080 FTE) per pay period.
  - (iv) In the year of retirement or voluntary resignation and after twenty-six (26) years of continuous employment, an additional five (5) working days will be added to the vacation payout as a form of retirement benefit calculated at 1/52 of gross annual pay.

### **17.03 Prorating of Vacation**

- (a) Part-time employees must work the equivalent number of hours as full-time staff in their department to receive the vacation entitlement listed above.
- (b) Any employee becoming eligible for increased vacation time credits but not having completed a full eight (8), eighteen (18) or twenty-five (25) years of service shall be allowed a proportionate amount of additional vacation credits and pay on a prorated basis.

- (c) Other than full-time employees shall be paid vacation leave every pay period or may, upon Department Head approval, earn vacation credits in their vacation accrual bank on the same basis as Article 17.02

**17.04 Vacation Carry-Over**

An employee's vacation entitlement shall be taken annually, provided however that, in order to enable an extended continuous vacation period employees may opt to carry over up to two (2) weeks' vacation to be taken together with the vacation to which the employee is ordinarily entitled during the following vacation year, unless denied by the employer.

**17.05 Vacation Pay on Termination**

An employee who leaves the employer's service and has not received the employee's accrued annual vacation and/or portion thereof, shall be allowed pay in lieu of earned vacation as calculated above.

**17.06 Holidays Falling During Vacation**

When a statutory holiday falls within an employee's annual vacation, such employee shall be given an additional day's vacation.

**17.07 Illness During Vacation**

An employee taken ill or meeting with an accident immediately prior to the period in which such employee has been scheduled to take vacation shall be allowed to postpone said vacation to a later date.

**17.08 Vacation Pay Time**

All vacation pay entitlement will be paid at the same time as the regular payroll, which is done by direct deposit, as per Article 18.02. Full-time employees shall receive vacation pay at the time of their vacation. Other than full-time employees shall generally receive vacation pay on every pay cheque.

**17.09 Continuity of Vacation**

Any employee shall be entitled to receive vacation in an unbroken period, unless otherwise mutually agreed between the employee and the employer.

- 17.10** For calculating vacation pay or credits it is understood that vacation credits shall not include any unpaid time absent from work, or any allowances.

**ARTICLE 18 – WAGES**

**18.01 Classification and Pay Rates**

Occupational classifications and rates of pay shall be as set out in Schedules A, B, C, D, and E attached hereto and forming part of this agreement.

**18.02 Pay Days**

Employees shall be paid every two (2) weeks, equivalent to twenty-six (26) pay periods per year by direct deposit into their bank account.

**18.03 Pay Statement**

On each pay day, the employer shall provide to each employee an itemized statement

indicating the total amount actually paid to the employee, all deductions made from the employee's wages, the purpose for which such deductions were made, and such other information as may from time to time be agreed upon by the parties.

## **ARTICLE 19 – HOURS OF WORK AND OVERTIME**

**19.01** The normal hours of work shall be:

- (a) Works Department - Eight (8) hours per day, five (5) day, forty (40) hour week.
- (b) City Hall Staff - Seven and one-half (7 ½) hours per day, five (5) day, thirty-seven and one-half (37 ½) hour week.
- (c) Parks/Leisure Permanent, Seasonal and Part-Time Employees - Eight (8) hours per day, eighty (80) hours per two (2) weeks.
- (d) Seasonal/Part-Time - Normal hours shall not exceed eight (8) hours per day or forty (40) hours per week.
- (e) It is understood and agreed that the Computer Network Coordinator and Tourism Coordinator will work flexible hours which may exceed seven and one-half (7 ½) hours per day or thirty-seven and one-half (37 ½) hours per week but shall not normally exceed one hundred sixty-two and one-half (162 ½) hours per month when averaged over a three (3) month period.

Notwithstanding the above, upon mutual written agreement flexible work schedules may be established in the interest of operational efficiencies, service needs and employee(s) preference. Such schedules may provide varied start and end times and may exceed eight (8) hours per day but shall not exceed twelve (12) hours per day and result in an average of one hundred and sixty (160) hours of work over an appropriate four (4) week period. All flexible work schedules shall be reviewed by the union president prior to implementation.

### **19.02 Overtime Pay**

Except where a higher rate of overtime is provided for in this agreement, the first **one (1)** hour worked outside of the normal hours of work shall be paid at the rate of one and one-half (1 ½) times the regular rate and all additional hours worked at the rate of two (2) times the regular rate.

### **19.03 Rest Periods**

All employees shall be permitted one fifteen (15) minute rest period to be taken during each half of a daily shift.

### **19.04 Overtime for Hours Worked on Days Off**

Employees required to work their scheduled day or days off shall receive one and one-half (1 ½) times their regular rate of pay for the first **one (1)** hour worked on such days off or time and one-half off in lieu thereof, and for all additional hours worked shall receive two (2) times their regular rate of pay or double time off in lieu thereof. All overtime must be authorized by the Department Head or designate prior to being worked.

**19.05 Reporting for Work Guarantee**

Any employee who is normally scheduled to report for work and so reports but who, by reason of some breakdown in the plant or for reasons beyond their control is dismissed for the day, shall receive not less than three (3) hours pay at such employee's normal rate. It is agreed and understood that employees shall perform such duties as may be assigned by the employer during that time.

**19.06 (a) Stand By:**

- (i) An employee who is designated by the City to be on stand-by and called out for duty and required to attend the workplace at any time before or after the employee's regular work period shall be paid a minimum of three (3) hours at **two times (2x)** their regular rate of pay or **double** time. Standby will be designated equally in so far as operations will permit. If the employee is authorized to leave the workplace and is called back a second time within the three (3) hour period, the employee shall not be paid an additional amount for such call back.
  - (ii) For clarification, an employee on a call out during a statutory holiday receives the minimum of three (3) hours at one and one-half (1 ½) times their regular rate of pay, however, if the employee works more than **one (1) hour**, they shall be paid at two (2) times the regular rate of pay.
- (b) Each employee, required to be on stand-by shall receive \$2.00/hr for all hours required to be on standby provided that should such employee be actually called back then the employee shall not be entitled to stand-by pay for the hour(s) within which the employee was called back.
- (c) Notwithstanding the above, employees who have alternate provisions concerning stand-by arrangements, shall continue to receive that stand-by provision unless either party terminates the arrangements.

**19.07 Shift Premium**

- (a) A shift premium of **one dollar and fifty cents (\$1.50)** per hour shall be paid for each hour worked between 5:00 p.m. and 7:00 a.m. on a regularly scheduled basis.
- (i) Shift premiums will not apply to Cashier/Attendant, Public Skating Attendant, Paddling Pool Attendant, **Leisure Program Facilitator**, and Lifeguards.
  - (ii) Only Lifeguards and **Cashiers** with a split shift separated by more than one and one-half (1 ½) hours between shifts will receive shift premium for any hours worked between 5:00 p.m. and 7:00 a.m.
- (b) A shift premium of **one dollar and fifty cents (\$1.50)** per hour shall be paid for each hour worked between 5:00 p.m. and 7:00 a.m. for emergency or unscheduled shifts (i.e. snow removal).
- (c) Shift premiums shall not be paid when employees are paid overtime for such work performed.

**19.08 Overtime Assignment**

Employees will not be required to work overtime except in the case of emergency circumstances. "Emergency circumstances" means any sudden or unusual occurrence or condition that could not, by the exercise of reasonable judgement, have been foreseen by the employer.

**19.09** (a) Time off in lieu of overtime pay must be taken at a time mutually agreed to by the employee and the employee's immediate out-of-scope supervisor by the end of the current calendar year. When such time off with pay in lieu of overtime pay cannot be granted within that time, the employee shall be paid as herein prescribed in **Article 19.02** above.

(b) Time in Lieu: The maximum accumulation of time in lieu, including any time accumulated under the provisions of Article 16, shall be forty (40) hours. Seasonal and part-time employees are not permitted to accumulate any time in lieu.

**ARTICLE 20 – MATERNITY, PARENTAL, ADOPTION AND LEGISLATIVE LEAVES**

**20.01** An employee shall be entitled to maternity, parental, adoption, inter-personal violence, compassionate care, crime related death or disappearance, organ donation, critically ill child/adult, citizenship ceremony and other legislative leaves in accordance with *The Saskatchewan Employment Act*.

**ARTICLE 21 – TECHNOLOGICAL CHANGE**

**21.01** If as a result of the employer introducing new equipment or changes in operating methods or dissolution of departments, the employer shall notify the union three (3) months in advance of instituting such changes which will cause dislocation, reduction or demotion of any members of the existing work force.

**21.02** By mutual consent of the employer and the union, the above time limit may be adjusted.

**21.03** Upon notification as above, the employer and the union will commence discussion as to the effect on personnel and application of this article.

**21.04** During the above-mentioned implementation and transitional period, affected employees will maintain their wage level.

**21.05** All new positions created as a result of technological change will be posted under the terms of this agreement. Any training or re-training required to fill the new positions shall be provided by the employer at the employee's regular rate of pay.

**21.06** If application of **Article 21.01** requires a reduction in the work force, such reduction will be carried out under the terms of the *Labour Standards Act* in regard to notice period and Article 11.03 of this agreement.

## ARTICLE 22 – INCREMENTS

### 22.01 Effective Date Full-Time Employees

Full-time employees shall be entitled to increments of their pay range effective completion of equivalent hours as per Article 19.01 (including vacation and sick leave). Promotion or transfer to a position where the work is not similar will be entitled to the established rate of pay for that position upon commencement of work in the position.

### 22.02 Voluntary Demotions

When, for any reason, an employee voluntarily takes a demotion, their increment date shall not be changed. Their rate of pay shall be adjusted as follows:

- (a) Whenever an employee's rate prior to demotion is above the maximum established for the class into which they are taking demotion, it shall be reduced to the maximum for the new class.
- (b) Whenever an employee's rate prior to demotion is within the range of pay established for the class into which they are taking demotion, it shall remain the same until their normal increment date and then be increased to the next higher step in the range.

### 22.03 Increments - Involuntary Demotions

Whenever an employee is given an involuntary demotion, their rate of pay shall be reduced to the rate next lower in the range of pay established for the class into which they are demoted, and so remain until their increment date of the position from which they were demoted.

### 22.04 In Case of Leave

When an employee returns to the service after leave of absence without pay exceeding thirty (30) days, their increment shall be deferred by the length of such leave in excess of thirty (30) days.

## ARTICLE 23 – RETIREMENT

### 23.01 Notice Re: Benefit Plans

The union shall be informed by the employer of all proposed changes to the Pension, Group Insurance and any other employee benefit plan.

**Blue Cross** Benefits: Group Life/AD & D, STD, Ltd, Dental, and Health Care Plan, and a Health Care Spending Account of **\$600/year** will be provided for eligible employees as provided for in the benefit plan bylaws.

**Pension Plan:** all eligible employees will be governed by the Registered **Retirement Plan for Municipal Employees of the City of Weyburn.**

## **ARTICLE 24 – SPECIAL PROVISIONS**

### **24.01 Dirty Work Wearing Apparel, etc**

Employees required to work in water, mud, oil or asphalt shall be supplied with rubber boots and such other garments and protective devices as the **employer** may consider necessary, and in addition, any employees required to enter sewer mains shall be supplied with gas masks. Employees engaged in sewer flushing, operation of the incinerator or garbage collection shall be supplied with coveralls. Employees in other departments shall be supplied with such protective apparel as the Department Head may consider necessary.

### **24.02 Safety Footwear**

Based on job requirements, certain employees are required to wear CSA approved or other specific safety footwear. The City shall pay fifty percent (50%) of the costs to replace or repair the safety footwear on a need to replace or repair basis.

### **24.03 Aquatic Clothing Allowance**

A clothing allowance of up to two hundred and fifty dollars (\$250.00) per year for full-time employees and up to one hundred dollars (\$100.00) per year for other than full-time employees shall be provided to aquatic employees who have passed their probationary period for work related attire approved by the Programs Manager with a receipt provided.

### **24.04 Vehicle Insurance Rates**

Should the City incur additional insurance costs due to the driving record of any employee who is required to operate a City vehicle, such additional costs shall be recovered from the employee by payroll deduction.

## **ARTICLE 25 – CREDIT FOR PREVIOUS EXPERIENCE**

**25.01** New employees who have applicable previous experience may without discrimination receive credit for same by the placement at a rate commensurate with such experience.

## **ARTICLE 26 – DURATION OF AGREEMENT**

**26.01** This agreement shall be effective from the first day of January, **2024**, and shall remain in force for a period of three (3) years until December 31, **2026**, and thereafter from year to year provided that either party may not less than sixty (60) days or more than one hundred and twenty (120) days before the expiry date of this agreement give notice in writing to the other party to terminate this agreement or to negotiate a revision thereof.

**26.02** Where notice has been given pursuant to **Article 26.01** all other provisions of this agreement shall continue in force until altered by collective bargaining.

**IN WITNESS WHEREOF** the parties have caused these presents to be executed the date and the day first above written.

EXECUTED ON BEHALF OF  
THE CITY OF WEYBURN,  
SASKATCHEWAN, BY:

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Mayor

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
City Manager

  
\_\_\_\_\_  
Witness

EXECUTED ON BEHALF OF  
CANADIAN UNION OF  
PUBLIC EMPLOYEES,  
LOCAL 90, BY:

IN THE PRESENCE OF:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Witness



**RATES EFFECTIVE JANUARY 1, 2024 (1.50%)**

Schedule "A" Works Employees 2,080 Hours/Year		1.50%		Jan. 1, 2024
		Hourly Rate	Bi-Weekly Rate	Monthly
Assistant Foreperson	Start	\$29.17	\$2,333.69	\$5,056.32
	1,040 hours	\$29.66	\$2,372.66	\$5,140.77
Sub Foreperson	Start	\$27.90	\$2,232.19	\$4,836.41
	1,040 hours	\$28.68	\$2,294.71	\$4,971.88
Journeyman (Mechanic & Welder)	Start	\$32.13	\$2,570.79	\$5,570.05
	2,080 hours	\$35.66	\$2,852.56	\$6,180.54
	4,160 hours	\$37.91	\$3,032.82	\$6,571.11
Apprentice (Mechanic & Welder)	Start	\$27.59	\$2,207.02	\$4,781.87
	1,040 hours	\$28.34	\$2,267.10	\$4,912.06
Operator III	Start	\$27.59	\$2,207.02	\$4,781.87
	1,040 hours	\$28.34	\$2,267.10	\$4,912.06
Operator II	Start	\$26.76	\$2,140.43	\$4,637.60
	1,040 hours	\$27.30	\$2,184.28	\$4,732.61
Operator I	Start	\$25.76	\$2,060.86	\$4,465.19
	1,040 hours	\$26.07	\$2,085.22	\$4,517.97
Operator Learner (520 hrs)		\$25.35	\$2,028.38	\$4,394.81
Truck Driver III		\$25.76	\$2,060.86	\$4,465.19
Truck Driver II		\$25.35	\$2,028.38	\$4,394.81
Truck Driver Learner I (520 hrs)		\$24.38	\$1,950.42	\$4,225.92
Chargehand	Start	\$26.74	\$2,138.81	\$4,634.08
	2,080 hours	\$29.08	\$2,326.38	\$5,040.49
Labourer III	5,200 hours	\$24.38	\$1,950.42	\$4,225.92
	7,280 hours	\$25.35	\$2,028.38	\$4,394.81
Labourer II	3,120 hours	\$21.67	\$1,733.62	\$3,756.18
	4,160 hours	\$22.66	\$1,813.20	\$3,928.59
Labourer I	Start	\$17.50	\$1,400.00	\$3,033.33
	1,040 hours	\$18.69	\$1,494.89	\$3,238.93
	2,080 hours	\$20.71	\$1,656.48	\$3,589.04

The following qualifications will add the following amounts to the basic pay per hour for Operators and Truck Drivers:

Class 3A or Class 1 Driver's Licence (Air Brake Endorsement)

\$0.15

Schedule "A" (Continued)		1.50%		Jan. 1, 2024
Works Employees				
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Workshop Clerk/Secretary	Start	\$19.57	\$1,565.54	\$3,391.99
	1,040 hours	\$20.27	\$1,621.56	\$3,513.39
	2,080 hours	\$21.36	\$1,708.45	\$3,701.64
	3,120 hours	\$22.22	\$1,777.47	\$3,851.18
	4,160 hours	\$23.97	\$1,917.94	\$4,155.55
	5,200 hours	\$25.66	\$2,052.74	\$4,447.59
Meter Reader & Repair	Start	\$25.39	\$2,030.81	\$4,400.09
	2,080 hours	\$26.12	\$2,089.28	\$4,526.76
	4,160 hours	\$26.98	\$2,158.30	\$4,676.31
	6,240 hours	\$27.49	\$2,198.90	\$4,764.27
Waste Disposal Operator	Start	\$26.76	\$2,140.43	\$4,637.60
	2,080 hours	\$27.31	\$2,185.09	\$4,734.37
Waste Disposal Caretaker		\$25.35	\$2,028.38	\$4,394.81
Store/Yard Clerk	Start	\$26.49	\$2,119.32	\$4,591.86
	2,080 hours	\$27.54	\$2,202.96	\$4,773.07
Janitor - Store Person	Start	\$22.66	\$1,813.20	\$3,928.59
	2,080 hours	\$25.35	\$2,028.38	\$4,394.81
Survey Technician III	Start	\$25.35	\$2,028.38	\$4,394.81
	2,080 hours	\$26.38	\$2,110.39	\$4,572.51
	4,160 hours	\$27.87	\$2,229.75	\$4,831.13
	6,240 hours	\$28.83	\$2,306.08	\$4,996.51
Survey Technician II	Start	\$22.66	\$1,813.20	\$3,928.59
	1,040 hours	\$24.38	\$1,950.42	\$4,225.92
Survey Technician I	Start	\$18.69	\$1,494.89	\$3,238.93
	1,040 hours	\$20.71	\$1,656.48	\$3,589.04

Schedule "B" City Hall Employees		1.50%		Jan. 1, 2024
1,950 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Finance Clerk	Start	\$17.58	\$1,318.49	\$2,856.72
	975 hours	\$18.22	\$1,366.44	\$2,960.63
	1,950 hours	\$18.83	\$1,412.12	\$3,059.59
	3,900 hours	\$20.13	\$1,509.56	\$3,270.71
	5,850 hours	\$21.57	\$1,617.66	\$3,504.92
Department Secretary	Start	\$20.79	\$1,559.04	\$3,377.92
	975 hours	\$21.57	\$1,617.66	\$3,504.92
	1,950 hours	\$22.75	\$1,705.96	\$3,696.25
	2,925 hours	\$23.66	\$1,774.47	\$3,844.69
	3,900 hours	\$25.46	\$1,909.22	\$4,136.63
	5,850 hours	\$27.25	\$2,043.96	\$4,428.57
Finance Officer	Start	\$22.79	\$1,709.01	\$3,702.85
	975 hours	\$23.67	\$1,775.24	\$3,846.34
	1,950 hours	\$25.35	\$1,901.60	\$4,120.14
	3,900 hours	\$27.08	\$2,031.02	\$4,400.53
	5,850 hours	\$28.97	\$2,172.61	\$4,707.32
Information Technology Coordinator	Start	\$25.06	\$1,879.53	\$4,072.31
	975 hours	\$25.91	\$1,943.47	\$4,210.85
	1,950 hours	\$27.62	\$2,071.36	\$4,487.95
	3,900 hours	\$29.35	\$2,201.54	\$4,769.99
	5,850 hours	\$31.23	\$2,342.37	\$5,075.13
Tourism Coordinator	Start	\$22.79	\$1,709.01	\$3,702.85
	975 hours	\$23.67	\$1,775.24	\$3,846.34
	1,950 hours	\$25.35	\$1,901.60	\$4,120.14
	3,900 hours	\$27.08	\$2,031.02	\$4,400.53
	5,850 hours	\$28.97	\$2,172.61	\$4,707.32

Schedule "C" Parks/Leisure Employees		1.50%		Jan. 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Facility Operator V		\$26.67	\$2,133.94	\$4,623.53
Facility Operator IV		\$25.96	\$2,077.10	\$4,500.37
Facility Operator III		\$25.25	\$2,020.26	\$4,377.22
Recreation Worker II		\$22.53	\$1,802.64	\$3,905.72
Facility Operator I	Start	\$17.50	\$1,400.00	\$3,033.33
	1,040 hours	\$18.60	\$1,488.40	\$3,224.86
	2,080 hours	\$20.63	\$1,650.80	\$3,576.72
Facilities Foreperson, Parks Foreperson	Start	\$27.85	\$2,228.13	\$4,827.61
	2,080 hours	\$29.07	\$2,325.57	\$5,038.73
Parks Technician	Start	\$23.66	\$1,892.77	\$4,101.01
	2,080 hours	\$25.46	\$2,036.50	\$4,412.41
	4,160 hours	\$26.35	\$2,107.95	\$4,567.23
Parks Worker III	5,200 hours	\$24.38	\$1,950.42	\$4,225.92
	7,280 hours	\$25.35	\$2,028.38	\$4,394.81
Parks Worker II	3,120 hours	\$21.67	\$1,733.62	\$3,756.18
	4,160 hours	\$22.66	\$1,813.20	\$3,928.59
Parks Worker I	Start	\$17.50	\$1,400.00	\$3,033.33
	1,040 hours	\$18.69	\$1,494.89	\$3,238.93
	2,080 hours	\$20.71	\$1,656.48	\$3,589.04
Aquatics and Leisure Services Coordinator, Curator	Start	\$22.06	\$1,764.48	\$3,823.03
	1,040 hours	\$22.99	\$1,839.18	\$3,984.89
	2,080 hours	\$24.77	\$1,981.28	\$4,292.77
	3,120 hours	\$26.61	\$2,129.06	\$4,612.97
	4,160 hours	\$27.25	\$2,180.22	\$4,723.81

Schedule "C" (Continued) Parks/Leisure Employees		1.50%		Jan. 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Lifeguard	Basic	\$16.00	\$1,280.00	\$2,773.33
	520 hours	\$16.70	\$1,336.00	\$2,894.67
	1,040 hours	\$17.40	\$1,392.00	\$3,016.00
	2,080 hours	\$18.30	\$1,464.00	\$3,172.00

The following qualifications will add the following amounts to the basic pay of Lifeguards:

- National Lifeguard Award		.50¢
- Swim for Life Instructor		.50¢
- Lifesaving Instructor		.50¢
- Lifesaving Instructor Trainor		.50¢
- National Lifeguard Instructor		.50¢
- Lifesaving Examiner		.50¢
- Aquatic Team Leader	ATL	.75¢
	Over 2080 hours	.50¢

Aquatic Team Leader - Designated Position - When more than one (1) guard is on duty, one (1) guard shall be appointed to supervise the facility as Aquatic Team Leader and shall receive an additional 75¢ per hour for supervision time.

Schedule "D" Seasonal/ Part Time Employees		1.50%		Jan. 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Cashier	Start	\$15.00	\$1,200.00	\$2,600.00
	1,040 hours	\$15.70	\$1,256.00	\$2,721.33
	1,660 hours	\$16.40	\$1,312.00	\$2,842.67
	3,220 hours	\$17.10	\$1,368.00	\$2,964.00
Public Skating Attendant	Start	\$15.25	\$1,220.00	\$2,643.33
	1,040 hours	\$15.95	\$1,276.00	\$2,764.67
Paddling Pool Attendant	Start	\$15.25	\$1,220.00	\$2,643.33
	1,040 hours	\$15.95	\$1,276.00	\$2,764.67
Leisure Program Facilitator	Start	\$15.25	\$1,220.00	\$2,643.33
	1,040 hours	\$15.95	\$1,276.00	\$2,764.67
	2,080 hours	\$16.65	\$1,332.00	\$2,886.00

The swimming pool staff may be restricted to a predetermined number of lifeguards and specific instructor qualifications. Advancement based on achieved qualifications will be recognized immediately, however, rates will also be adjusted if required certifications expire and alter the classification of the employee.

Schedule "D" Seasonal/ Part Time Employees		1.50%		Jan. 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Labourer III/Parks Worker III	5,200 hours	\$24.38	\$1,950.42	\$4,225.92
	7,280 hours	\$25.35	\$2,028.38	\$4,394.81
Labourer II/Parks Worker II	3,120 hours	\$21.67	\$1,733.62	\$3,756.18
	4,160 hours	\$22.66	\$1,813.20	\$3,928.59
Labourer I/Parks Worker I	Start	\$16.50	\$1,320.00	\$2,860.00
	1,040 hours	\$18.69	\$1,494.89	\$3,238.93
	2,080 hours	\$20.71	\$1,656.48	\$3,589.04

Schedule "E" Water Treatment Plant Employees		1.50%	Jan. 1, 2024	
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Certified Class IV Operator	Start	\$35.00	\$2,799.78	\$6,066.18
	2,080 hours	\$35.54	\$2,842.81	\$6,159.43
	4,160 hours	\$37.19	\$2,975.17	\$6,446.20
Certified Class III Operator	Start	\$32.73	\$2,618.70	\$5,673.85
	2,080 hours	\$33.34	\$2,667.42	\$5,779.41
	4,160 hours	\$33.96	\$2,716.95	\$5,886.73
Certified Class II Operator	Start	\$28.63	\$2,290.65	\$4,963.08
	2,080 hours	\$29.11	\$2,328.82	\$5,045.77
	4,160 hours	\$29.72	\$2,377.54	\$5,151.33
Certified Class I Operator	Start	\$25.89	\$2,071.41	\$4,488.06
	2,080 hours	\$27.36	\$2,189.15	\$4,743.16
	4,160 hours	\$28.41	\$2,272.79	\$4,924.37
Uncertified Operator	Start	\$24.68	\$1,974.78	\$4,278.70
	2,080 hours	\$25.69	\$2,055.17	\$4,452.87
	4,160 hours	\$26.72	\$2,138.00	\$4,632.32



**RATES EFFECTIVE JULY 1, 2024 (1.50%)**

Schedule "A" Works Employees		1.50%		July 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Assistant Foreperson	Start	\$29.61	\$2,368.69	\$5,132.17
	1,040 hours	\$30.10	\$2,408.25	\$5,217.88
Sub Foreperson	Start	\$28.32	\$2,265.67	\$4,908.95
	1,040 hours	\$29.11	\$2,329.13	\$5,046.45
Journeyman (Mechanic & Welder)	Start	\$32.62	\$2,609.35	\$5,653.60
	2,080 hours	\$36.19	\$2,895.34	\$6,273.25
	4,160 hours	\$38.48	\$3,078.31	\$6,669.68
Apprentice (Mechanic & Welder)	Start	\$28.00	\$2,240.12	\$4,853.60
	1,040 hours	\$28.76	\$2,301.11	\$4,985.74
Operator III	Start	\$28.00	\$2,240.12	\$4,853.60
	1,040 hours	\$28.76	\$2,301.11	\$4,985.74
Operator II	Start	\$27.16	\$2,172.54	\$4,707.17
	1,040 hours	\$27.71	\$2,217.04	\$4,803.60
Operator I	Start	\$26.15	\$2,091.77	\$4,532.17
	1,040 hours	\$26.46	\$2,116.49	\$4,585.74
Operator Learner (520 hrs)		\$25.74	\$2,058.80	\$4,460.74
Truck Driver III		\$26.15	\$2,091.77	\$4,532.17
Truck Driver II		\$25.74	\$2,058.80	\$4,460.74
Truck Driver Learner I (520 hrs)		\$24.75	\$1,979.68	\$4,289.31
Chargehand	Start	\$27.14	\$2,170.89	\$4,703.60
	2,080 hours	\$29.52	\$2,361.28	\$5,116.10
Labourer III	5,200 hours	\$24.75	\$1,979.68	\$4,289.31
	7,280 hours	\$25.74	\$2,058.80	\$4,460.74
Labourer II	3,120 hours	\$22.00	\$1,759.62	\$3,812.52
	4,160 hours	\$23.00	\$1,840.39	\$3,987.52
Labourer I	Start	\$17.50	\$1,400.00	\$3,033.33
	1,040 hours	\$18.97	\$1,517.32	\$3,287.52
	2,080 hours	\$21.02	\$1,681.33	\$3,642.88

The following qualifications will add the following amounts to the basic pay per hour for Operators and Truck Drivers:

Class 3A or Class 1 Driver's Licence (Air Brake Endorsement)

\$0.15

Schedule "A" (Continued)		1.50%		July 1, 2024
Works Employees				
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Workshop Clerk/Secretary	Start	\$19.86	\$1,589.02	\$3,442.87
	1,040 hours	\$20.57	\$1,645.89	\$3,566.09
	2,080 hours	\$21.68	\$1,734.07	\$3,757.16
	3,120 hours	\$22.55	\$1,804.13	\$3,908.95
	4,160 hours	\$24.33	\$1,946.71	\$4,217.88
	5,200 hours	\$26.04	\$2,083.53	\$4,514.31
Meter Reader & Repair	Start	\$25.77	\$2,061.27	\$4,466.09
	2,080 hours	\$26.51	\$2,120.62	\$4,594.67
	4,160 hours	\$27.38	\$2,190.67	\$4,746.45
	6,240 hours	\$27.90	\$2,231.88	\$4,835.74
Waste Disposal Operator	Start	\$27.16	\$2,172.54	\$4,707.17
	2,080 hours	\$27.72	\$2,217.87	\$4,805.38
Waste Disposal Caretaker		\$25.74	\$2,058.80	\$4,460.74
Store/Yard Clerk	Start	\$26.89	\$2,151.11	\$4,660.74
	2,080 hours	\$27.95	\$2,236.00	\$4,844.67
Janitor - Store Person	Start	\$23.00	\$1,840.39	\$3,987.52
	2,080 hours	\$25.74	\$2,058.80	\$4,460.74
Survey Technician III	Start	\$25.74	\$2,058.80	\$4,460.74
	2,080 hours	\$26.78	\$2,142.04	\$4,641.09
	4,160 hours	\$28.29	\$2,263.20	\$4,903.60
	6,240 hours	\$29.26	\$2,340.67	\$5,071.45
Survey Technician II	Start	\$23.00	\$1,840.39	\$3,987.52
	1,040 hours	\$24.75	\$1,979.68	\$4,289.31
Survey Technician I	Start	\$18.97	\$1,517.32	\$3,287.52
	1,040 hours	\$21.02	\$1,681.33	\$3,642.88

Schedule "B" City Hall Employees		1.50%		July 1, 2024
1,950 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Finance Clerk	Start	\$17.84	\$1,338.26	\$2,899.57
	975 hours	\$18.49	\$1,386.94	\$3,005.04
	1,950 hours	\$19.11	\$1,433.30	\$3,105.48
	3,900 hours	\$20.43	\$1,532.20	\$3,319.77
	5,850 hours	\$21.89	\$1,641.92	\$3,557.50
Department Secretary	Start	\$21.10	\$1,582.43	\$3,428.59
	975 hours	\$21.89	\$1,641.92	\$3,557.50
	1,950 hours	\$23.09	\$1,731.55	\$3,751.69
	2,925 hours	\$24.01	\$1,801.09	\$3,902.36
	3,900 hours	\$25.84	\$1,937.85	\$4,198.68
Finance Officer	Start	\$23.13	\$1,734.64	\$3,758.39
	975 hours	\$24.02	\$1,801.86	\$3,904.04
	1,950 hours	\$25.74	\$1,930.13	\$4,181.94
	3,900 hours	\$27.49	\$2,061.48	\$4,466.54
	5,850 hours	\$29.40	\$2,205.20	\$4,777.93
Information Technology Coordinator	Start	\$25.44	\$1,907.72	\$4,133.39
	975 hours	\$26.30	\$1,972.62	\$4,274.02
	1,950 hours	\$28.03	\$2,102.43	\$4,555.27
	3,900 hours	\$29.79	\$2,234.56	\$4,841.54
	5,850 hours	\$31.70	\$2,377.50	\$5,151.25
Tourism Coordinator	Start	\$23.13	\$1,734.64	\$3,758.39
	975 hours	\$24.02	\$1,801.86	\$3,904.04
	1,950 hours	\$25.74	\$1,930.13	\$4,181.94
	3,900 hours	\$27.49	\$2,061.48	\$4,466.54
	5,850 hours	\$29.40	\$2,205.20	\$4,777.93

Schedule "C" Parks/Leisure Employees		1.50%		July 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Facility Operator V		\$27.07	\$2,165.95	\$4,692.88
Facility Operator IV		\$26.35	\$2,108.25	\$4,567.88
Facility Operator III		\$25.63	\$2,050.56	\$4,442.88
Facility Operator II		\$22.87	\$1,829.68	\$3,964.31
Facility Operator I	Start	\$17.50	\$1,400.00	\$3,033.33
	1,040 hours	\$18.88	\$1,510.72	\$3,273.23
	2,080 hours	\$20.94	\$1,675.56	\$3,630.38
Facilities Foreperson, Parks Foreperson	Start	\$28.27	\$2,261.55	\$4,900.02
	2,080 hours	\$29.51	\$2,360.45	\$5,114.31
Parks Technician	Start	\$24.01	\$1,921.16	\$4,162.52
	2,080 hours	\$25.84	\$2,067.04	\$4,478.59
	4,160 hours	\$26.74	\$2,139.57	\$4,635.74
Parks Worker III	5,200 hours	\$24.75	\$1,979.68	\$4,289.31
	7,280 hours	\$25.74	\$2,058.80	\$4,460.74
Parks Worker II	3,120 hours	\$22.00	\$1,759.62	\$3,812.52
	4,160 hours	\$23.00	\$1,840.39	\$3,987.52
Parks Worker I	Start	\$17.50	\$1,400.00	\$3,033.33
	1,040 hours	\$18.97	\$1,517.32	\$3,287.52
	2,080 hours	\$21.02	\$1,681.33	\$3,642.88
Aquatics and Leisure Services Coordinator, Curator	Start	\$22.39	\$1,790.94	\$3,880.38
	1,040 hours	\$23.33	\$1,866.77	\$4,044.66
	2,080 hours	\$25.14	\$2,011.00	\$4,357.16
	3,120 hours	\$27.01	\$2,161.00	\$4,682.17
	4,160 hours	\$27.66	\$2,212.92	\$4,794.67

Schedule "C" (Continued) Parks/Leisure Employees		1.50%		July 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Lifeguard	Basic	\$16.00	\$1,280.00	\$2,773.33
	520 hours	\$16.70	\$1,336.00	\$2,894.67
	1,040 hours	\$17.40	\$1,392.00	\$3,016.00
	2,080 hours	\$18.30	\$1,464.00	\$3,172.00

The following qualifications will add the following amounts to the basic pay of Lifeguards:

- National Lifeguard Award		.50¢
- Swim for Life Instructor		.50¢
- Lifesaving Instructor		.50¢
- Lifesaving Instructor Trainor		.50¢
- National Lifeguard Instructor		.50¢
- Lifesaving Examiner		.50¢
- Aquatic Team Leader	ATL	.75¢
	Over 2080 hours	.50¢

Aquatic Team Leader - Designated Position - When more than one (1) guard is on duty, one (1) guard shall be appointed to supervise the facility as Aquatic Team Leader and shall receive an additional 75¢ per hour for supervision time.

Schedule "D" Seasonal/ Part Time Employees		1.50%		July 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Cashier	Start	\$15.00	\$1,200.00	\$2,600.00
	1,040 hours	\$15.70	\$1,256.00	\$2,721.33
	1,660 hours	\$16.40	\$1,312.00	\$2,842.67
	3,220 hours	\$17.10	\$1,368.00	\$2,964.00
Public Skating Attendant	Start	\$15.25	\$1,220.00	\$2,643.33
	1,040 hours	\$15.95	\$1,276.00	\$2,764.67
Paddling Pool Attendant	Start	\$15.25	\$1,220.00	\$2,643.33
	1,040 hours	\$15.95	\$1,276.00	\$2,764.67
Leisure Program Facilitator	Start	\$15.25	\$1,220.00	\$2,643.33
	1,040 hours	\$15.95	\$1,276.00	\$2,764.67
	2,080 hours	\$16.65	\$1,332.00	\$2,886.00

The swimming pool staff may be restricted to a predetermined number of lifeguards and specific instructor qualifications. Advancement based on achieved qualifications will be recognized immediately, however, rates will also be adjusted if required certifications expire and alter the classification of the employee.

Schedule "D" Seasonal/ Part Time Employees		1.50%		July 1, 2024
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Labourer III/Parks Worker III	5,200 hours	\$24.75	\$1,979.68	\$4,289.31
	7,280 hours	\$25.74	\$2,058.80	\$4,460.74
Labourer II/Parks Worker II	3,120 hours	\$22.00	\$1,759.62	\$3,812.52
	4,160 hours	\$23.00	\$1,840.39	\$3,987.52
Labourer I/Parks Worker I	Start	\$16.50	\$1,320.00	\$2,860.00
	1,040 hours	\$18.97	\$1,517.32	\$3,287.52
	2,080 hours	\$21.02	\$1,681.33	\$3,642.88

Schedule "E" Water Treatment Plant Employees		1.50%	July 1, 2024	
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Certified Class IV Operator	Start	\$35.52	\$2,841.77	\$6,157.17
	2,080 hours	\$36.07	\$2,885.45	\$6,251.82
	4,160 hours	\$37.75	\$3,019.80	\$6,542.89
Certified Class III Operator	Start	\$33.22	\$2,657.98	\$5,758.96
	2,080 hours	\$33.84	\$2,707.43	\$5,866.10
	4,160 hours	\$34.47	\$2,757.71	\$5,975.03
Certified Class II Operator	Start	\$29.06	\$2,325.01	\$5,037.53
	2,080 hours	\$29.55	\$2,363.75	\$5,121.45
	4,160 hours	\$30.16	\$2,413.20	\$5,228.60
Certified Class I Operator	Start	\$26.28	\$2,102.48	\$4,555.38
	2,080 hours	\$27.77	\$2,221.99	\$4,814.31
	4,160 hours	\$28.84	\$2,306.88	\$4,998.24
Uncertified Operator	Start	\$25.06	\$2,004.41	\$4,342.88
	2,080 hours	\$26.07	\$2,086.00	\$4,519.67
	4,160 hours	\$27.13	\$2,170.07	\$4,701.81



**RATES EFFECTIVE JANUARY 1, 2025 (2.50%)**

Schedule "A" Works Employees		2.50%		Jan. 1, 2025
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Assistant Foreperson	Start	\$30.35	\$2,427.91	\$5,260.47
	1,040 hours	\$30.86	\$2,468.46	\$5,348.33
Sub Foreperson	Start	\$29.03	\$2,322.31	\$5,031.68
	1,040 hours	\$29.84	\$2,387.36	\$5,172.62
Journeyman (Mechanic & Welder)	Start	\$33.43	\$2,674.59	\$5,794.94
	2,080 hours	\$37.10	\$2,967.73	\$6,430.08
	4,160 hours	\$39.44	\$3,155.27	\$6,836.42
Apprentice (Mechanic & Welder)	Start	\$28.70	\$2,296.12	\$4,974.94
	1,040 hours	\$29.48	\$2,358.64	\$5,110.38
Operator III	Start	\$28.70	\$2,296.12	\$4,974.94
	1,040 hours	\$29.48	\$2,358.64	\$5,110.38
Operator II	Start	\$27.84	\$2,226.85	\$4,824.85
	1,040 hours	\$28.41	\$2,272.47	\$4,923.69
Operator I	Start	\$26.80	\$2,144.06	\$4,645.47
	1,040 hours	\$27.12	\$2,169.41	\$4,700.38
Operator Learner (520 hrs)		\$26.38	\$2,110.27	\$4,572.26
Truck Driver III		\$26.80	\$2,144.06	\$4,645.47
Truck Driver II		\$26.38	\$2,110.27	\$4,572.26
Truck Driver Learner I (520 hrs)		\$25.36	\$2,029.17	\$4,396.54
Chargehand	Start	\$27.81	\$2,225.16	\$4,821.19
	2,080 hours	\$30.25	\$2,420.31	\$5,244.00
Labourer III	5,200 hours	\$25.36	\$2,029.17	\$4,396.54
	7,280 hours	\$26.38	\$2,110.27	\$4,572.26
Labourer II	3,120 hours	\$22.55	\$1,803.61	\$3,907.83
	4,160 hours	\$23.58	\$1,886.40	\$4,087.21
Labourer I	Start	\$17.94	\$1,435.00	\$3,109.17
	1,040 hours	\$19.44	\$1,555.25	\$3,369.70
	2,080 hours	\$21.54	\$1,723.36	\$3,733.95

The following qualifications will add the following amounts to the basic pay per hour for Operators and Truck Drivers:

Class 3A or Class 1 Driver's Licence (Air Brake Endorsement)

\$0.15

Schedule "A" Works Employees		2.50%		Jan. 1, 2025
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Workshop Clerk/Secretary	Start	\$20.36	\$1,628.74	\$3,528.95
	1,040 hours	\$21.09	\$1,687.03	\$3,655.24
	2,080 hours	\$22.22	\$1,777.43	\$3,851.09
	3,120 hours	\$23.12	\$1,849.23	\$4,006.67
	4,160 hours	\$24.94	\$1,995.38	\$4,323.33
	5,200 hours	\$26.70	\$2,135.62	\$4,627.17
Meter Reader & Repair	Start	\$26.41	\$2,112.81	\$4,577.75
	2,080 hours	\$27.17	\$2,173.63	\$4,709.53
	4,160 hours	\$28.07	\$2,245.44	\$4,865.11
	6,240 hours	\$28.60	\$2,287.68	\$4,956.63
Waste Disposal Operator	Start	\$27.84	\$2,226.85	\$4,824.85
	2,080 hours	\$28.42	\$2,273.32	\$4,925.52
Waste Disposal Caretaker		\$26.38	\$2,110.27	\$4,572.26
Store/Yard Clerk	Start	\$27.56	\$2,204.89	\$4,777.26
	2,080 hours	\$28.65	\$2,291.90	\$4,965.78
Janitor - Store Person	Start	\$23.58	\$1,886.40	\$4,087.21
	2,080 hours	\$26.38	\$2,110.27	\$4,572.26
Survey Technician III	Start	\$26.38	\$2,110.27	\$4,572.26
	2,080 hours	\$27.44	\$2,195.59	\$4,757.12
	4,160 hours	\$29.00	\$2,319.78	\$5,026.19
	6,240 hours	\$29.99	\$2,399.19	\$5,198.24
Survey Technician II	Start	\$23.58	\$1,886.40	\$4,087.21
	1,040 hours	\$25.36	\$2,029.17	\$4,396.54
Survey Technician I	Start	\$19.44	\$1,555.25	\$3,369.70
	1,040 hours	\$21.54	\$1,723.36	\$3,733.95

Schedule "B" City Hall Employees		2.50%		Jan. 1, 2025
1,950 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Finance Clerk	Start	\$18.29	\$1,371.72	\$2,972.06
	975 hours	\$18.95	\$1,421.61	\$3,080.16
	1,950 hours	\$19.59	\$1,469.13	\$3,183.12
	3,900 hours	\$20.94	\$1,570.51	\$3,402.77
	5,850 hours	\$22.44	\$1,682.97	\$3,646.43
Department Secretary	Start	\$21.63	\$1,621.99	\$3,514.30
	975 hours	\$22.44	\$1,682.97	\$3,646.43
	1,950 hours	\$23.66	\$1,774.84	\$3,845.49
	2,925 hours	\$24.61	\$1,846.12	\$3,999.92
	3,900 hours	\$26.48	\$1,986.30	\$4,303.65
Finance Officer	Start	\$23.71	\$1,778.01	\$3,852.35
	975 hours	\$24.63	\$1,846.91	\$4,001.64
	1,950 hours	\$26.38	\$1,978.38	\$4,286.49
	3,900 hours	\$28.17	\$2,113.02	\$4,578.20
	5,850 hours	\$30.14	\$2,260.33	\$4,897.37
Information Technology Coordinator	Start	\$26.07	\$1,955.41	\$4,236.73
	975 hours	\$26.96	\$2,021.94	\$4,380.87
	1,950 hours	\$28.73	\$2,154.99	\$4,669.15
	3,900 hours	\$30.54	\$2,290.42	\$4,962.58
	5,850 hours	\$32.49	\$2,436.94	\$5,280.04
Tourism Coordinator	Start	\$23.71	\$1,778.01	\$3,852.35
	975 hours	\$24.63	\$1,846.91	\$4,001.64
	1,950 hours	\$26.38	\$1,978.38	\$4,286.49
	3,900 hours	\$28.17	\$2,113.02	\$4,578.20
	5,850 hours	\$30.14	\$2,260.33	\$4,897.37

Schedule "C"		2.50%		Jan. 1, 2025
Parks/Leisure Employees		Hourly Rate	Bi-Weekly Rate	Monthly
2,080 Hours/Year				
Facility Operator V		\$27.75	\$2,220.09	\$4,810.20
Facility Operator IV		\$27.01	\$2,160.96	\$4,682.08
Facility Operator III		\$26.27	\$2,101.82	\$4,553.95
Facility Operator II		\$23.44	\$1,875.42	\$4,063.41
Facility Operator I	Start	\$17.94	\$1,435.00	\$3,109.17
	1,040 hours	\$19.36	\$1,548.49	\$3,355.06
	2,080 hours	\$21.47	\$1,717.45	\$3,721.13
Facilities Foreperson, Parks Foreperson	Start	\$28.98	\$2,318.09	\$5,022.53
	2,080 hours	\$30.24	\$2,419.46	\$5,242.17
Parks Technician	Start	\$24.61	\$1,969.19	\$4,266.58
	2,080 hours	\$26.48	\$2,118.72	\$4,590.56
	4,160 hours	\$27.41	\$2,193.06	\$4,751.63
Parks Worker III	5,200 hours	\$25.36	\$2,029.17	\$4,396.54
	7,280 hours	\$26.38	\$2,110.27	\$4,572.26
Parks Worker II	3,120 hours	\$22.55	\$1,803.61	\$3,907.83
	4,160 hours	\$23.58	\$1,886.40	\$4,087.21
Parks Worker I	Start	\$17.94	\$1,435.00	\$3,109.17
	1,040 hours	\$19.44	\$1,555.25	\$3,369.70
	2,080 hours	\$21.54	\$1,723.36	\$3,733.95
Aquatics and Leisure Services Coordinator, Curator	Start	\$22.95	\$1,835.72	\$3,977.39
	1,040 hours	\$23.92	\$1,913.44	\$4,145.78
	2,080 hours	\$25.77	\$2,061.27	\$4,466.09
	3,120 hours	\$27.69	\$2,215.02	\$4,799.22
	4,160 hours	\$28.35	\$2,268.25	\$4,914.53

Schedule "C" (Continued) Parks/Leisure Employees		2.50%		Jan. 1, 2025
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Lifeguard	Basic	\$16.40	\$1,312.00	\$2,842.67
	520 hours	\$17.12	\$1,369.40	\$2,967.03
	1,040 hours	\$17.84	\$1,426.80	\$3,091.40
	2,080 hours	\$18.76	\$1,500.60	\$3,251.30

The following qualifications will add the following amounts to the basic pay of Lifeguards:

- National Lifeguard Award		.50¢
- Swim for Life Instructor		.50¢
- Lifesaving Instructor		.50¢
- Lifesaving Instructor Trainor		.50¢
- National Lifeguard Instructor		.50¢
- Lifesaving Examiner		.50¢
- Aquatic Team Leader	ATL	.75¢
	Over 2080 hours	.50¢

Aquatic Team Leader - Designated Position - When more than one (1) guard is on duty, one (1) guard shall be appointed to supervise the facility as Aquatic Team Leader and shall receive an additional 75¢ per hour for supervision time.

Schedule "D" Seasonal/ Part Time Employees		2.50%		Jan. 1, 2025
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Cashier	Start	\$15.38	\$1,230.00	\$2,665.00
	1,040 hours	\$16.09	\$1,287.40	\$2,789.37
	1,660 hours	\$16.81	\$1,344.80	\$2,913.73
	3,220 hours	\$17.53	\$1,402.20	\$3,038.10
Public Skating Attendant	Start	\$15.63	\$1,250.50	\$2,709.42
	1,040 hours	\$16.35	\$1,307.90	\$2,833.78
Paddling Pool Attendant	Start	\$15.63	\$1,250.50	\$2,709.42
	1,040 hours	\$16.35	\$1,307.90	\$2,833.78
Leisure Program Facilitator	Start	\$15.63	\$1,250.50	\$2,709.42
	1,040 hours	\$16.35	\$1,307.90	\$2,833.78
	2,080 hours	\$17.07	\$1,365.30	\$2,958.15

The swimming pool staff may be restricted to a predetermined number of lifeguards and specific instructor qualifications. Advancement based on achieved qualifications will be recognized immediately, however, rates will also be adjusted if required certifications expire and alter the classification of the employee.

Schedule "D" Seasonal/ Part Time Employees		2.50%		Jan. 1, 2025
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Labourer III/Parks Worker III	5,200 hours	\$25.36	\$2,029.17	\$4,396.54
	7,280 hours	\$26.38	\$2,110.27	\$4,572.26
Labourer II/Parks Worker II	3,120 hours	\$22.55	\$1,803.61	\$3,907.83
	4,160 hours	\$23.58	\$1,886.40	\$4,087.21
Labourer I/Parks Worker I	Start	\$16.91	\$1,353.00	\$2,931.50
	1,040 hours	\$19.44	\$1,555.25	\$3,369.70
	2,080 hours	\$21.54	\$1,723.36	\$3,733.95

Schedule "E"		2.50%		Jan. 1, 2025
Water Treatment Plant Employees				
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Certified Class IV Operator	Start	\$36.41	\$2,912.82	\$6,311.10
	2,080 hours	\$36.97	\$2,957.59	\$6,408.11
	4,160 hours	\$38.69	\$3,095.29	\$6,706.46
Certified Class III Operator	Start	\$34.06	\$2,724.43	\$5,902.93
	2,080 hours	\$34.69	\$2,775.12	\$6,012.75
	4,160 hours	\$35.33	\$2,826.65	\$6,124.41
Certified Class II Operator	Start	\$29.79	\$2,383.14	\$5,163.46
	2,080 hours	\$30.29	\$2,422.84	\$5,249.49
	4,160 hours	\$30.92	\$2,473.53	\$5,359.31
Certified Class I Operator	Start	\$26.94	\$2,155.05	\$4,669.26
	2,080 hours	\$28.47	\$2,277.54	\$4,934.67
	4,160 hours	\$29.56	\$2,364.55	\$5,123.20
Uncertified Operator	Start	\$25.68	\$2,054.52	\$4,451.45
	2,080 hours	\$26.73	\$2,138.15	\$4,632.66
	4,160 hours	\$27.80	\$2,224.32	\$4,819.35



**RATES EFFECTIVE JANUARY 1, 2026 (2.50%)**

Schedule "A" Works Employees 2,080 Hours/Year		2.50%	Jan. 1, 2026	
		Hourly Rate	Bi-Weekly Rate	Monthly
Assistant Foreperson	Start	\$31.11	\$2,488.61	\$5,391.98
	1,040 hours	\$31.63	\$2,530.17	\$5,482.04
Sub Foreperson	Start	\$29.75	\$2,380.37	\$5,157.47
	1,040 hours	\$30.59	\$2,447.05	\$5,301.93
Journeyman (Mechanic & Welder)	Start	\$34.27	\$2,741.45	\$5,939.81
	2,080 hours	\$38.02	\$3,041.92	\$6,590.83
	4,160 hours	\$40.43	\$3,234.15	\$7,007.33
Apprentice (Mechanic & Welder)	Start	\$29.42	\$2,353.53	\$5,099.31
	1,040 hours	\$30.22	\$2,417.60	\$5,238.14
Operator III	Start	\$29.42	\$2,353.53	\$5,099.31
	1,040 hours	\$30.22	\$2,417.60	\$5,238.14
Operator II	Start	\$28.53	\$2,282.52	\$4,945.47
	1,040 hours	\$29.12	\$2,329.28	\$5,046.78
Operator I	Start	\$27.47	\$2,197.66	\$4,761.61
	1,040 hours	\$27.80	\$2,223.64	\$4,817.89
Operator Learner (520 hrs)		\$27.04	\$2,163.03	\$4,686.56
Truck Driver III		\$27.47	\$2,197.66	\$4,761.61
Truck Driver II		\$27.04	\$2,163.03	\$4,686.56
Truck Driver Learner I (520 hrs)		\$26.00	\$2,079.90	\$4,506.45
Chargehand	Start	\$28.51	\$2,280.79	\$4,941.71
	2,080 hours	\$31.01	\$2,480.82	\$5,375.10
Labourer III	5,200 hours	\$26.00	\$2,079.90	\$4,506.45
	7,280 hours	\$27.04	\$2,163.03	\$4,686.56
Labourer II	3,120 hours	\$23.11	\$1,848.71	\$4,005.53
	4,160 hours	\$24.17	\$1,933.56	\$4,189.39
Labourer I	Start	\$18.39	\$1,470.88	\$3,186.90
	1,040 hours	\$19.93	\$1,594.13	\$3,453.95
	2,080 hours	\$22.08	\$1,766.44	\$3,827.30

The following qualifications will add the following amounts to the basic pay per hour for Operators and Truck Drivers:

Class 3A or Class 1 Driver's Licence (Air Brake Endorsement)

\$0.15

Schedule "A"		2.50%		Jan. 1, 2026
Works Employees				
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Workshop Clerk/Secretary	Start	\$20.87	\$1,669.46	\$3,617.17
	1,040 hours	\$21.62	\$1,729.21	\$3,746.62
	2,080 hours	\$22.77	\$1,821.86	\$3,947.37
	3,120 hours	\$23.69	\$1,895.46	\$4,106.84
	4,160 hours	\$25.57	\$2,045.27	\$4,431.41
	5,200 hours	\$27.36	\$2,189.01	\$4,742.85
Meter Reader & Repair	Start	\$27.07	\$2,165.63	\$4,692.19
	2,080 hours	\$27.85	\$2,227.97	\$4,827.27
	4,160 hours	\$28.77	\$2,301.57	\$4,986.74
	6,240 hours	\$29.31	\$2,344.87	\$5,080.55
Waste Disposal Operator	Start	\$28.53	\$2,282.52	\$4,945.47
	2,080 hours	\$29.13	\$2,330.15	\$5,048.65
Waste Disposal Caretaker		\$27.04	\$2,163.03	\$4,686.56
Store/Yard Clerk	Start	\$28.25	\$2,260.01	\$4,896.69
	2,080 hours	\$29.36	\$2,349.20	\$5,089.93
Janitor - Store Person	Start	\$24.17	\$1,933.56	\$4,189.39
	2,080 hours	\$27.04	\$2,163.03	\$4,686.56
Survey Technician III	Start	\$27.04	\$2,163.03	\$4,686.56
	2,080 hours	\$28.13	\$2,250.48	\$4,876.05
	4,160 hours	\$29.72	\$2,377.77	\$5,151.84
	6,240 hours	\$30.74	\$2,459.17	\$5,328.20
Survey Technician II	Start	\$24.17	\$1,933.56	\$4,189.39
	1,040 hours	\$26.00	\$2,079.90	\$4,506.45
Survey Technician I	Start	\$19.93	\$1,594.13	\$3,453.95
	1,040 hours	\$22.08	\$1,766.44	\$3,827.30

Schedule "B" City Hall Employees		2.50%		Jan. 1, 2026
1,950 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Finance Clerk	Start	\$18.75	\$1,406.01	\$3,046.36
	975 hours	\$19.43	\$1,457.15	\$3,157.17
	1,950 hours	\$20.08	\$1,505.86	\$3,262.70
	3,900 hours	\$21.46	\$1,609.77	\$3,487.83
	5,850 hours	\$23.00	\$1,725.04	\$3,737.59
Department Secretary	Start	\$22.17	\$1,662.54	\$3,602.16
	975 hours	\$23.00	\$1,725.04	\$3,737.59
	1,950 hours	\$24.26	\$1,819.21	\$3,941.62
	2,925 hours	\$25.23	\$1,892.27	\$4,099.92
	3,900 hours	\$27.15	\$2,035.96	\$4,411.24
Finance Officer	Start	\$24.30	\$1,822.46	\$3,948.66
	975 hours	\$25.24	\$1,893.08	\$4,101.68
	1,950 hours	\$27.04	\$2,027.84	\$4,393.65
	3,900 hours	\$28.88	\$2,165.84	\$4,692.66
	5,850 hours	\$30.89	\$2,316.83	\$5,019.81
Information Technology Coordinator	Start	\$26.72	\$2,004.30	\$4,342.64
	975 hours	\$27.63	\$2,072.49	\$4,490.39
	1,950 hours	\$29.45	\$2,208.87	\$4,785.88
	3,900 hours	\$31.30	\$2,347.68	\$5,086.65
	5,850 hours	\$33.30	\$2,497.86	\$5,412.04
Tourism Coordinator	Start	\$24.30	\$1,822.46	\$3,948.66
	975 hours	\$25.24	\$1,893.08	\$4,101.68
	1,950 hours	\$27.04	\$2,027.84	\$4,393.65
	3,900 hours	\$28.88	\$2,165.84	\$4,692.66
	5,850 hours	\$30.89	\$2,316.83	\$5,019.81

Schedule "C" Parks/Leisure Employees		2.50%		Jan. 1, 2026
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Facility Operator V		\$28.44	\$2,275.60	\$4,930.46
Facility Operator IV		\$27.69	\$2,214.98	\$4,799.13
Facility Operator III		\$26.93	\$2,154.37	\$4,667.80
Facility Operator II		\$24.03	\$1,922.31	\$4,165.00
Facility Operator I	Start	\$18.39	\$1,470.88	\$3,186.90
	1,040 hours	\$19.84	\$1,587.20	\$3,438.94
	2,080 hours	\$22.00	\$1,760.38	\$3,814.16
Facilities Foreperson, Parks Foreperson	Start	\$29.70	\$2,376.04	\$5,148.09
	2,080 hours	\$31.00	\$2,479.95	\$5,373.22
Parks Technician	Start	\$25.23	\$2,018.42	\$4,373.25
	2,080 hours	\$27.15	\$2,171.69	\$4,705.32
	4,160 hours	\$28.10	\$2,247.89	\$4,870.42
Parks Worker III	5,200 hours	\$26.00	\$2,079.90	\$4,506.45
	7,280 hours	\$27.04	\$2,163.03	\$4,686.56
Parks Worker II	3,120 hours	\$23.11	\$1,848.71	\$4,005.53
	4,160 hours	\$24.17	\$1,933.56	\$4,189.39
Parks Worker I	Start	\$18.39	\$1,470.88	\$3,186.90
	1,040 hours	\$19.93	\$1,594.13	\$3,453.95
	2,080 hours	\$22.08	\$1,766.44	\$3,827.30
Aquatics and Leisure Services Coordinator, Curator	Start	\$23.52	\$1,881.61	\$4,076.82
	1,040 hours	\$24.52	\$1,961.27	\$4,249.42
	2,080 hours	\$26.41	\$2,112.81	\$4,577.75
	3,120 hours	\$28.38	\$2,270.40	\$4,919.20
	4,160 hours	\$29.06	\$2,324.95	\$5,037.40

Schedule "C" (Continued) Parks/Leisure Employees		2.50%		Jan. 1, 2026
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Lifeguard	Basic	\$16.81	\$1,344.80	\$2,913.73
	520 hours	\$17.55	\$1,403.64	\$3,041.21
	1,040 hours	\$18.28	\$1,462.47	\$3,168.69
	2,080 hours	\$19.23	\$1,538.12	\$3,332.58

The following qualifications will add the following amounts to the basic pay of Lifeguards:

- National Lifeguard Award		.50¢
- Swim for Life Instructor		.50¢
- Lifesaving Instructor		.50¢
- Lifesaving Instructor Trainor		.50¢
- National Lifeguard Instructor		.50¢
- Lifesaving Examiner		.50¢
- Aquatic Team Leader	ATL	.75¢
	Over 2080 hours	.50¢

Aquatic Team Leader - Designated Position - When more than one (1) guard is on duty, one (1) guard shall be appointed to supervise the facility as Aquatic Team Leader and shall receive an additional 75¢ per hour for supervision time.

Schedule "D" Seasonal/ Part Time Employees		2.50%		Jan. 1, 2026
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Cashier	Start	\$15.76	\$1,260.75	\$2,731.63
	1,040 hours	\$16.49	\$1,319.59	\$2,859.10
	1,660 hours	\$17.23	\$1,378.42	\$2,986.58
	3,220 hours	\$17.97	\$1,437.26	\$3,114.05
Public Skating Attendant	Start	\$16.02	\$1,281.76	\$2,777.15
	1,040 hours	\$16.76	\$1,340.60	\$2,904.63
Paddling Pool Attendant	Start	\$16.02	\$1,281.76	\$2,777.15
	1,040 hours	\$16.76	\$1,340.60	\$2,904.63
Leisure Program Facilitator	Start	\$16.02	\$1,281.76	\$2,777.15
	1,040 hours	\$16.76	\$1,340.60	\$2,904.63
	2,080 hours	\$17.49	\$1,399.43	\$3,032.10

The swimming pool staff may be restricted to a predetermined number of lifeguards and specific instructor qualifications. Advancement based on achieved qualifications will be recognized immediately, however, rates will also be adjusted if required certifications expire and alter the classification of the employee.

Schedule "D" Seasonal/ Part Time Employees		2.50%		Jan. 1, 2026
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Labourer III/Parks Worker III	5,200 hours	\$26.00	\$2,079.90	\$4,506.45
	7,280 hours	\$27.04	\$2,163.03	\$4,686.56
Labourer II/Parks Worker II	3,120 hours	\$23.11	\$1,848.71	\$4,005.53
	4,160 hours	\$24.17	\$1,933.56	\$4,189.39
Labourer I/Parks Worker I	Start	\$17.34	\$1,386.83	\$3,004.79
	1,040 hours	\$19.93	\$1,594.13	\$3,453.95
	2,080 hours	\$22.08	\$1,766.44	\$3,827.30

Schedule "E"		2.50%		Jan. 1, 2026
Water Treatment Plant Employees				
2,080 Hours/Year		Hourly Rate	Bi-Weekly Rate	Monthly
Certified Class IV Operator	Start	\$37.32	\$2,985.64	\$6,468.88
	2,080 hours	\$37.89	\$3,031.53	\$6,568.32
	4,160 hours	\$39.66	\$3,172.67	\$6,874.12
Certified Class III Operator	Start	\$34.91	\$2,792.54	\$6,050.50
	2,080 hours	\$35.56	\$2,844.50	\$6,163.07
	4,160 hours	\$36.22	\$2,897.32	\$6,277.52
Certified Class II Operator	Start	\$30.53	\$2,442.72	\$5,292.55
	2,080 hours	\$31.04	\$2,483.41	\$5,380.73
	4,160 hours	\$31.69	\$2,535.37	\$5,493.30
Certified Class I Operator	Start	\$27.61	\$2,208.92	\$4,786.00
	2,080 hours	\$29.18	\$2,334.48	\$5,058.03
	4,160 hours	\$30.30	\$2,423.67	\$5,251.28
Uncertified Operator	Start	\$26.32	\$2,105.88	\$4,562.74
	2,080 hours	\$27.40	\$2,191.60	\$4,748.47
	4,160 hours	\$28.50	\$2,279.93	\$4,939.84

## MEMORANDUM OF UNDERSTANDING

BETWEEN:

The City of Weyburn  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the "employer"

AND:

Canadian Union of Public Employees, Local No. 90  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the "union"

FOR:

### **Critical Public Service Agreement**

*WHEREAS*, the employer and the union through collective bargaining have agreed to incorporate this Memorandum of Understanding into the Collective Agreement between the employer and the union.

*AND WHEREAS*, the union has recommended the changes identified herein to its members and the employer negotiating representatives have recommended these changes to the employer.

*THEREFORE*, as ratified by both the employer and the union, the parties mutually agree as follows:

#### I. PURPOSE

This agreement is made in compliance with Bill No. 128 of the Saskatchewan Employment Act (hereinafter referred to as "the Act") in the event of a work stoppage as defined in the Act. The parties enter into this agreement for essential services with respect to services provided by the City of Weyburn that are necessary to enable the City of Weyburn to prevent:

- i. Danger to life, health or safety;
- ii. The destruction or serious deterioration of machinery, equipment or premises;
- iii. Serious environmental damage; or
- iv. Disruption of any of the courts of Saskatchewan.

#### II. DEFINITIONS

"City" means the Corporation of the City of Weyburn

"Classification" means the position/pay classification to which an employee has been appointed.

"Employee" means any person who is employed by the City who is also a member of the Canadian Union of Public Employees, Local No. 90

### III. CONTENT/DETAILS OF THE AGREEMENT

- 1) The parties agree that the attached schedule "A" represents the essential services listed in accordance with the Act and comprises the classifications of employees and number of employees in each classification who must continue to work during a work stoppage to maintain essential services.
- 2) The parties agree that the names of the employees within the classifications listed in Schedule "A" shall be amended and updated by the City as required due to staffing changes within impact on the overall agreement.
- 3) The parties agree that Employees listed as "Call – in as required" shall be required to provide the City with a contact phone number where they can be reached during a work stoppage.
- 4) Employees listed as "call in as required" will be expected to report for work at the beginning of their normal regular scheduled work shift. For work required outside of the normal work schedule, employees will be expected to report for work when assigned, in fit condition to perform their duties.
- 5) In the event the designated Employee is not available due to a leave of absence provided by the collective agreement or any other lawful absence, the alternate employee will be contacted.
- 6) In the event of unanticipated situations arising, including but not limited to wind storm, ice storm, declaration of state of emergency, the City will advise the union of the additional essential services needed. Due to the emergent nature of such events, the City will contact the necessary employees to be named by the employer at the time of such occurrence.
- 7) The parties specifically acknowledge the obligations of the employer, union and the Employees as specified in Bill No. 128 of the Act regarding the provision of essential services.

### IV. TERMS OF UNDERSTANDING

The term of this Memorandum of Understanding shall be in effect from the date this agreement is ratified by both parties.

### V. AMENDMENT OR CANCELLATION OF THIS MEMORANDUM

This Memorandum of Understanding may be amended or modified at any time in writing by mutual consent of both parties.

In addition, the Memorandum of Understanding may be cancelled by either party with 30 days advanced written notice, with the exception where cause for cancellation may

## MEMORANDUM OF UNDERSTANDING

BETWEEN:

The City of Weyburn  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the "Employer"

AND:

Canadian Union of Public Employees, Local No. 90  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the "The Union"

FOR:

### Critical Public Service Agreement

*WHEREAS*, the Employer and the Union through collective bargaining have agreed to incorporate this Memorandum of Understanding into the Collective Agreement between the Employer and the Union.

*AND WHEREAS*, the Union has recommended the changes identified herein to its members and the Employer negotiating representatives have recommended these changes to the Employer.

*THEREFORE*, as ratified by both the Employer and the Union, the parties mutually agree as follows:

#### I. PURPOSE

This agreement is made in compliance with Bill No. 128 of the Saskatchewan Employment Act (hereinafter referred to as "the Act") in the event of a work stoppage as defined in the Act. The parties enter into this agreement for essential services with respect to services provided by the City of Weyburn that are necessary to enable the City of Weyburn to prevent:

- i. Danger to life, health or safety;
- ii. The destruction or serious deterioration of machinery, equipment or premises;
- iii. Serious environmental damage; or
- iv. Disruption of any of the courts of Saskatchewan.

#### II. DEFINITIONS

"City" means the Corporation of the City of Weyburn

"Classification" means the position/pay classification to which an employee has been appointed.

"Employee" means any person who is employed by the City who is also a member of the Canadian Union of Public Employees, Local No. 90

#### III. CONTENT/DETAILS OF THE AGREEMENT

- 1) The parties agree that the attached schedule "A" represents the essential services listed in accordance with the Act and comprises the classifications of employees and number of



employees in each classification who must continue to work during a work stoppage to maintain essential services.

- 2) The parties agree that the names of the employees within the classifications listed in Schedule "A" shall be amended and updated by the City as required due to staffing changes within impact on the overall agreement.
- 3) The parties agree that Employees listed as "Call – in as required" shall be required to provide the City with a contact phone number where they can be reached during a work stoppage.
- 4) Employees listed as "call in as required" will be expected to report for work at the beginning of their normal regular scheduled work shift. For work required outside of the normal work schedule, employees will be expected to report for work when assigned, in fit condition to perform their duties.
- 5) In the event the designated Employee is not available due to a leave of absence provided by the collective agreement or any other lawful absence, the alternate employee will be contacted.
- 6) In the event of unanticipated situations arising, including but not limited to wind storm, ice storm, declaration of state of emergency, the City will advise the Union of the additional essential services needed. Due to the emergent nature of such events, the City will contact the necessary employees to be named by the Employer at the time of such occurrence.
- 7) The parties specifically acknowledge the obligations of the Employer, Union and the Employees as specified in Bill No. 128 of the Act regarding the provision of essential services.

#### IV. TERMS OF UNDERSTANDING

The term of this Memorandum of Understanding shall be in effect from the date this agreement is ratified by both parties.

#### V. AMENDMENT OR CANCELLATION OF THIS MEMORANDUM

This Memorandum of Understanding may be amended or modified at any time in writing by mutual consent of both parties.

In addition, the Memorandum of Understanding may be cancelled by either party with 30 days advanced written notice, with the exception where cause for cancellation may include, but is not limited to, a material and significant breach of any of the provisions contained herein, when it may be cancelled upon delivery of written notice to the other party.

- VI. The parties acknowledge and understand they must be able to fulfill their responsibilities under this Memorandum of Understanding in accordance with the provisions of the law and regulations that



**Schedule A - Critical Public Services**

Position	# of Employees	Union	Danger to life, health or safety.	Destruction or serious deterioration of machinery, equipment or premises	Serious enviromental damage	Disruption of any courts of Saskatchewan	Employee(s) including Alternate(s)
<b>Finance Department - Status: Call In as required</b>							
Payroll Clerk	1	C.U.P.E. 90	Required to produce payroll for essential services such as Police, Fire, Engineering, etc.	Required to produce payroll for essential services such as Police, Fire, Engineering, etc.	Required to produce payroll for essential services such as Police, Fire, Engineering, etc.	Required to produce payroll for essential services such as Police, Fire, Engineering, etc.	Theresa Siba Alt. Stephanie Hoium/Laura Missal
<b>Engineering Department - Status: Call In as required</b>							
Charge Hand	1	C.U.P.E. 90	Required to assist with repairs to damaged or malfunctioning signals which may lead to unsafe traffic and utilities such as water and wastewater.		Repairs to utilities such as water and wastewater.		(Water/Wastewater) Paul Klein Alt. Gorge Kerr (Transportation) Gary Dixon Alt. Rick Wanner
Backhoe/Grader Operator	1	C.U.P.E. 90	Required to preform excavation for rescue, as well as repairs to underground utilities.	Required to preform excavation for rescue, as well as repairs to underground utilities.	Required to preform excavation for rescue, as well as repairs to underground utilities.		Thomas Martin Alt(s) Sabrina Laurans George Kerr Gary Dixon
Labourer	1	C.U.P.E. 90	Repairs to utilities such as water and wastewater.	Repairs to utilities such as water and wastewater.	Repairs to utilities such as water and wastewater.		Don Waddell Alt. Mason Tyhy
Front End Loader Operator	1	C.U.P.E. 90	Required to perform excavations for rescue, as well as repairs to underground utilities.	Required to perform excavations for rescue, as well as repairs to underground utilities.	Required to perform excavations for rescue, as well as repairs to underground utilities.		Darren Nelson Alt. Tina Wihan
Tandem Truck Operator	1	C.U.P.E. 90	Repairs to utilities such as water and wastewater.	Repairs to utilities such as water and wastewater.	Repairs to utilities such as water and wastewater.		Kevin Elchuk Alt. Duana Kyrylchuk
Landfill Staff	1	C.U.P.E. 90	Required during warm weather months to prevent the spread of disease and rodents.		Required to maintain collection and "essential" clean-up to avoid spread of disease and rodents.		Arnie Hauglum Alt. Dave Pyret
Mechanics	2	C.U.P.E. 90	Required to ensure basic vehicle and equipment repair service provided for designated essential services. (i.e. fleet maintenance, garbage service, etc.)				(Mechanic) Sean Olson Alt. Marcel Van De Woestyne (Welder) Jared Longard
Water Treatment Plant - Filtration Operators	1	C.U.P.E. 90	Required to monitor Water Treatment Plant		Any problems occuring due to lack of monitoring could lead to contaminated water supply		Konrad Heier Alt. Sharoz Iqbal Hyunho Min Muhammad Rajput
Lift Station	1	C.U.P.E. 90	Monitor that the wastewater stations are operating properly, fix issues with pumps as they arise.		Any problems occuring due to lack of monitoring could lead to back up of wastewater/sewer into public homes etc.		George Kerr Alt Frank Mayer
<b>Additional Engineering Staff - Due to seasonal weather conditions - Status: Call in as required</b>							
Sander Truck Operator	1	C.U.P.E. 90	Required to prevent vehicle accidents due to icy conditions & when at least 10 cm of snowfall	Required to prevent vehicle accidents due to icy conditions & when at least 10 cm of snowfall	Required to prevent vehicle accidents due to icy conditions & when at least 10 cm of snowfall		Hans Roettger Alt. Don Waddell
Grader Operator	1	C.U.P.E. 90	Required to clear roads to allow emergency vehicles to reach their destinations (e.i. Fire, Ambulance, etc.)	Required to help the potential loss of life or property due to fire trucks, ambulance, etc. not being able to reach emergencies due to roads not being cleared.	Required to prevent possible fuel and chemical spills from accidents caused by unclear roadways.		Thomas Martin Alt. Darren Nelson Gary Dixon
Waste Collection and Clean-up Staff	2	C.U.P.E. 90	Required during warm summer months to prevent spread of disease and rodents.		required to maintain collection and "essential" clean-up to avoid spread of disease and rodents.		Duana Kyrylchuk John Vatamaniuck Darcy Bell



govern their activities. Nothing in this Memorandum is intended to negate or otherwise render ineffective any such provisions or operating procedures. The parties assume full responsibility for their performance under the terms of this Memorandum.

If at any time either party is unable to perform their duties or responsibilities under this Memorandum of Understanding, the affected party shall immediately provide written notice to the other party to establish a date for resolution of the matter.

VII. AUTHORIZATION AND EXECUTION

THIS AGREEMENT made this 15 day of Sept, A.D. ~~2020~~ <sup>2023</sup> <sub>MW</sub>

IN WITNESS WHEREOF the parties hereto have caused these presents to be executed the date and day first above written.

Executed on behalf of:

CITY OF WEYBURN - EMPLOYER

IN THE PRESENCE OF:

Matt W...  
City Manager

Missal  
Witness

B...  
Human Resources Manager

Missal  
Witness

Executed on behalf of:

CANADIAN UNION OF PUBLIC EMPLOYEES LO. 90  
- UNION by:

IN THE PRESENCE OF:

S Blackburn  
President

C...  
Witness

C. Jensen  
Secretary Treasurer

S Blackburn  
Witness



**LETTER OF UNDERSTANDING**

**Between**

**THE CITY OF WEYBURN**

**And**

**CUPE LOCAL 90**

**RE: SICK LEAVE ACCRUAL RESERVE FOR GRANDFATHERED EMPLOYEES**

Effective January 1, 2020 the accrual of sick leave was reduced from one hundred and sixty (160) days to forty-five (45) days as a result of the implementation of a Short-Term Disability (STD) Plan and a Health Care Spending Account.

In recognition of this transition and long service, the Union has requested that certain employees be grandfathered, and as provided herein, be permitted to retain their previous accruals in excess of forty-five (45) days for use in future extenuating circumstances of personal illness. All employees are required to apply for STD and shall only be eligible to utilize their reserved sick leave accruals when it is deemed by the plan underwriter that they are not eligible for STD and/or denied STD and have exhausted their sick leave accruals under the current provisions of Article 13.

Therefore, as of December 31, 2020, current active employees who had in excess of forty-five (45) days of accrued sick leave as identified below are permitted to place their excess days in reserve which may be used for personal illness should they apply and be denied or deemed ineligible for STD and demonstrate that they applied and were denied or were deemed ineligible for STD coverage by the plan underwriter and have exhausted all their sick leave accruals as per Article 13. In such cases, absences for personal illness in excess of the employee's current accrual (forty-five-day maximum), subject to approval by the Employer as provided for in Article 13, shall be charged against the Employee's reserve accrual as outlined below. The total reserve accrual for each employee identified below shall be adjusted based on approved utilization and this letter of understanding shall be amended accordingly on an annual basis.

Employee: \_\_\_\_\_ Number of Days in Reserve:

<del>GERRY, ABBY</del>	<del>49.41</del> 005 mw
TENOLD, CHERISE	50.02
GRIGG, STEFANY	39.67
MOLDENHAUER, KEVIN	80.00
BLACKBURN, SHERRI	73.11
FRANKS, DAVID BRENT	74.64
MALANSING, MA	
LOURDES	29.98
GRAMS, PETER	29.28
KREGER, TIFFANY	20.55
BENSON, BRIANNE	17.34
KERR, GEORGE	115.00
GRAVES, SHARLENE	77.58



DECHIEF, RAY	32.03
ELCHUK, KEVIN	115.00
WIHNAN, TINA	85.08
ROETTGER, HANS	74.56
PAUL, KRISTINE	68.82
BLACKBURN, DEAN	115.00
LAURANS, SABRINA	2.83
MARTIN, THOMAS	73.00
CHERLET, TAMMY	24.73
NELSON, DARREN	8.19
VATAMANIUCK, JOHN	45.96
OLSON, SEAN	35.51

This Letter of Understanding shall remain in force and effect for the term of the collective agreement and from year to year thereafter and shall expire upon the resignation/termination and/or retirement of the named employees as outlined above or until the respective reserves are exhausted.

Dated at Weyburn, Saskatchewan this 15<sup>th</sup> day of ~~January~~ <sup>September</sup> 202~~2~~<sup>3</sup>

CUPE LOCAL 90

THE CITY OF WEYBURN

Per: Blackburn  
President

Per: Mathew  
City Manager

Per: C. Tinsdale  
Vice-President/Secretary

Per: BE  
Human Resources

