

# **COLLECTIVE AGREEMENT BETWEEN:**

WEYBURN POLICE ASSOCIATION

And

CITY OF WEYBURN



Effective:

January 1, 2024 to December 31, 2026

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**THIS AGREEMENT made retroactive to the 1<sup>st</sup> day of January, A.D., 2024,  
BETWEEN:**

WEYBURN BOARD OF POLICE COMMISSIONERS  
of the City of Weyburn, Saskatchewan  
(hereinafter called the “Board”)  
OF THE FIRST PART

- and -

WEYBURN POLICE ASSOCIATION  
of the City of Weyburn, Saskatchewan  
(hereinafter called the “Association”)  
OF THE SECOND PART

### PREAMBLE

WHEREAS the Weyburn Police Association has been certified as the bargaining agent for its members; and

WHEREAS it is the desire of both parties to this Agreement to maintain the existing harmonious relationship between the Board and the members of the Association and to promote co-operation and understanding between the Board and the said members, to recognize the mutual value of joint discussions and negotiations in all matters pertaining to the working conditions, hours of work, scale of wages and to promote the morale, well-being and security of the members of the Police Service, and thereby to further the common purposes of providing the best possible police service to the citizens of Weyburn;

NOW THEREFORE THIS AGREEMENT WITNESSETH that the schedule of wages and salaries, special conditions and regulations attached hereto and signed and relative thereto shall apply to all persons who are, or may subsequently, become, members of the Weyburn Police Service during the period of validity of this Agreement and continuing thereafter until changed by the parties hereto, however, interim changes in this Agreement initially agreed upon by the parties hereto, may be made at any time provided that such changes are properly reduced to writing and executed by authorized representatives of the parties to this agreement.

### ARTICLE 1 – SCOPE

This Agreement shall apply to all sworn members of the Weyburn Police Service, employed by the Weyburn Board of Police Commissioners, except the Chief of Police, Deputy Chief of Police and Commissioned Officer or Officers and civilian out of scope employees. The words “Employee” or “Employees” where hereinafter used shall mean any person or persons covered by this Agreement.

### ARTICLE 2

- 2.01 Recognition – The Board recognizes the Association as the sole collective bargaining agency for the employees covered by this Agreement and hereby consents and agrees to negotiate with the Association or its representatives in any and all terms of this Agreement.
- 2.02 Association Security – Every employee of the Employer who is now and hereafter becomes a member of the Association shall maintain their membership in the Association as a condition of their employment and every new employee shall, within thirty (30) days after the commencement of their employment, apply for and thereafter maintain membership in the Association as a condition of their employment.
- 2.03 Association Pledge – The Association agrees that each employee shall and will faithfully and honestly and to the best of their skill and ability, serve the Employer and lend their best efforts and endeavors for the efficient operation of the Weyburn Police Service in which they work.

- 2.04 Check-Off – The Board agrees, upon written request of the Association and signed authorization cards of any member(s), to deduct Association dues, insurance premiums, medical premiums and any other costs as authorized by the Association with a deposit frequency consistent with current payroll practices. A list of employees from whom such deductions have been made, together with a list of new employees each month showing the date of their commencement of employment, shall be provided to the Treasurer of the Association in accordance with the frequency of current payroll practice.
- 2.05 Notice Board – The Employer agrees to install a notice board for the joint use of the Association and the Employer in a suitable location easily accessible to the employees.
- 2.06 Co-operation – There shall be no discrimination against any member of the Association because of their participation in Association and/or Provincial Federation activities.
- 2.07 Meetings – All members of the Association while on duty shall have the right to attend regular Weyburn Police Association meetings, once every two (2) months, that may be called and take place during any period of times while such member is on duty provided that the meeting shall not exceed three (3) hours and that one member shall return to duty after one (1) hour and all other members on duty shall be available in the event of an emergency, for proper policing. Twenty-four (24) hours' notice of such meetings shall be given, posting on the bulletin board in the police station.
- 2.08 Negotiating Committee – The Board agrees that those employees who are elected to the negotiation committee by the Association shall suffer no loss of pay when the negotiations take place during their shift.
- 2.09 Association: Management Committee – A Committee consisting of the Chief of Police and the Deputy Chief and two (2) members appointed by the Association shall meet quarterly. The Committee shall discuss matters of mutual concern in the interest of improving safety and the level of police service to the City of Weyburn. This Committee shall not have authority to perform any of the functions of the Negotiating or Grievance Committees of the parties to this Agreement.
- 2.10 The Association shall establish a Grievance Committee and shall notify the Board annually and from time to time of the members of such committee and of any change of such membership. The Board shall designate no less than one (1) person to consider grievances and shall notify the Association of the person so designated.

### ARTICLE 3 - DEFINITIONS

- 3.01 “Member” – shall mean a person coming within the scope of this Agreement.
- 3.02 “Board” – shall mean the Board of Police Commissioners for the City of Weyburn.
- 3.03 “Chief of Police” – shall mean the Chief of Police of the Weyburn Police Service.
- 3.04 “Calendar Day” – shall mean a period of twenty-four (24) consecutive hours commencing at 0001 hours.
- 3.05 “Calendar Days” – shall mean consecutive days including working days and days of rest.
- 3.06 “Calendar Year” – shall mean a period of twelve (12) consecutive months commencing January 1<sup>st</sup>.
- 3.07 “Continuous Employment” –except as may be provided otherwise elsewhere in this Agreement shall mean a period from the date of hire to the date of termination/resignation with the Weyburn Police Service and including time that a member may be off duty through illness, injury and/or approved leave of absence.
- 3.08 “Court” – shall mean any Federal, Provincial, Municipal and quasi-judicial hearing wherein the member is required to attend on behalf of His Majesty the King, the City of Weyburn, and any criminal or quasi-criminal matter where, as a result of their duties as a police officer, a member is required to attend by crown, defense or by order of the Court.**
- 3.09 “Court Time” – shall mean that time that a member spends while awaiting to testify in court; time spent with agents for the Attorney General and/or time spent testifying in court, provided that the member is normally off duty. It being understood

that the agent for the Attorney General will arrange such attendance, with the Chief of Police and/or their designate, and wherever possible, immediately prior to the court appearance itself.

- 3.10 “Appearance” – shall mean appearance at court whether or not called upon to give evidence.
- 3.11 “Immediate Family” – shall mean the spouse; common law spouse; children (including step-children); parents (including step-parents); brothers (including step-brothers); sisters (including step-sister); brothers-in-law; sisters-in-law; and grandparents of the member or the member’s spouse.
- 3.12 “Federation” – shall mean the Provincial and/or National Association of Peace Officers.
- 3.13 “Call-Out” – shall mean an order back to duty at any time preceding or after that member’s regularly scheduled shift, but shall not include hours worked continuously with their regular shift.
- 3.14 “Vacancy” – shall mean a position in those ranks above that of a First Class Constable that has not been permanently filled by a promotion to that Class for a period of thirty (30) consecutive days.
- 3.15 “A Criminal Investigation Unit (C.I.U.)” – shall mean the division of those members working in a capacity that requires them to not wear a Police Uniform (Plain Clothes Section) and carry out special investigative duties.
- 3.16 “Public Holiday” – shall mean days observed as public holidays: New Years, Family Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Saskatchewan Day, Labor Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any nationally or Provincially proclaimed holiday or civic holidays.
- 3.17 “Shift” – defined as the assigned hours per work day.
- 3.18 “Block” – a continuous set of working shifts which can be combined of days and nights that are preceded and followed by designated days off.
- 3.19 “Rotation” – the pattern comprised of working blocks and days off.

#### ARTICLE 4 – WORKING CONDITIONS

##### 4.10 Hours of Work

- 4.11 The regular hours of work for patrol shall be twelve (12) hours of work per day including a paid thirty (30) minute lunch break, and two (2) paid fifteen (15) minute rest periods. Insofar as it is reasonable and practicable the regular hours of work shall be consecutive. All time worked in excess of 12 hours shall be deemed to be overtime.
- 4.12 All members shall be entitled to receive a minimum of twelve (12) hours off duty between the time that they have completed one (1) scheduled shift of work and the time that they commence another shift of work. It is understood that overtime shall not determine the minimum off duty period. In the event of shortage of staff the Chief of Police is authorized to alter working hours and/or shifts.
- 4.13 All members shall be given notice of any change in their work shift prior to the expiry of the shift preceding the change; and no member shall be required to leave work at a time earlier than the normal termination of their shift except where the member’s employment is terminated or the member is placed on suspension or in the case of an emergency.
- 4.14 It is agreed that where feasible, within City of Weyburn limits, and when a patrol car is available, effort will be made at the beginning of a member’s shift to bring the member to work from their home and at the end of a shift return the member to their home. It is agreed that the member reporting for duty shall be ready at least one-half (½) hour before the time of the shift.
- 4.15 The twelve (12) hour shift may require each member to work beyond 240 hours per six (6) week cycle and that to make up those hours all such members will be granted an additional day off duty every six weeks to be earned at the rate of one-half (½) hour for every twelve (12) hour shift worked. Resulting in 104 hours worked in excess of the 2080 standard annual

hours. 104 hours shall be unearned and placed in a time bank at the beginning of each calendar year (January 1). This time off must be taken in the year that is accumulated at a time suitable to the member and the Chief of Police, providing that approval is first granted by the Chief of Police or their designate. (New hires who work 12 hour shifts will be credited bank time on a pro-rated basis on date of hire)

4.16 The regular hours of work for members assigned to the Criminal Investigation Unit shall be either nine (9) or ten (10) paid hours of work per day (as directed by the Chief of Police in a predetermined schedule), including a thirty (30) minute paid lunch break and two (2) fifteen (15) minute paid rest periods. Insofar as it is reasonable and practicable the regular hours during a work block shall be consecutive. All time worked in excess of the above mentioned hours shall be deemed to be overtime. Changes of hours of work will require a three (3) month notice from the Chief of Police.

4.17 A member assigned nine (9) hour shifts, will require the member to work beyond 2080 hours annually. As a result, the member will accumulate 26 hours in excess of the 2080 standard annual hours. The member will accumulate 26 hours of accumulated time annually. This shall be unearned and placed in a time bank at the beginning of each calendar year (January 1). This time off must be taken in the year it is accumulated at a time suitable to the member and the Chief of Police, providing that approval is first granted by the Chief of Police or their designate.

#### 4.20 Overtime

4.21 All members shall be paid for daily overtime according to the following:

- (a) For actual time spent on duty at the approval of the Corporal, Acting Corporal, Sergeant or Acting Sergeant during any hours that immediately precede and/or follow the member's regular shift, provided that any such actual time shall be deemed to be not less than one (1) hour, and shall apply only where the member actually works the full regular shift.
- (b) A member who is called out for duty at any time after or before their regular shift shall be free when said duty is over and shall be paid a minimum call-out of four (4) hours at the overtime rate and shall be paid at the overtime rate for hours actually worked in excess of the said four (4) hours. A member who returns home and is called out again before the initial four hour period is up shall not be entitled to overtime pay as a second subsequent call-out. A member re-called for duty after having returned home from a call-out shall be entitled to overtime pay as a second or subsequent call-out only when the re-call occurs more than four hours after the initial call.
- (c) All overtime shall be paid at the rate of two times the member's hourly rate of pay, provided that the member has submitted their amount of overtime and the reasons for it to the Chief of Police, and subject to certification, shall not be necessary in those instances where ordered by the Chief or their designate.

4.22 With prior approval from the Chief of Police, a member attending a pre-scheduled Weyburn Police Service NCO meeting or a Weyburn Police Service Committee meeting on their scheduled days off will be compensated at double time for the hours attending. The time will be credited to their time bank at double time. A minimum of one hour will be credited for attending these meetings.

#### 4.30 Court Time

4.31 When as a result of their duties, an employee is required to attend Court on their time off duty; they shall have the option of receiving one of the following for each Court appearance.

- (a) A minimum of eight (8) hours off duty when in the opinion of the Chief of Police or their designate, the efficiency of the Service permits.
- (b) Be paid at two (2) times the hourly rate for each hour or part of an hour which they are in attendance in Court, with a minimum of four (4) hours at double time.

- (c) If the member has appeared in Court the afternoon prior to working a scheduled night shift, the member may, with the Chief's approval, take pay for one-half of the overtime and take the other one-half as time off at the beginning of their night shift.
- 4.32 Each appearance shall be deemed to be a Court appearance, provided that the member is required to testify in more than one case, where the cases are held on the same day, in the same Court, it shall be considered as one (1) appearance.
- 4.33 Members who as a result of their duties are required to attend Court outside of the City of Weyburn shall receive in advance, adequate travel expense monies and such other disbursements as may be required by the member in connection with this Court attendance.
- 4.34 (a) A member shall be notified of an impending Court date as soon as practical after the date on which the trial was set.
- (b) A member shall be notified of any cancellations or adjournment of a scheduled court appearance before the end of the shift worked immediately prior to the scheduled appearance, or at least twenty four (24) hours before the scheduled appearance, whichever is later. Should the required notice not be received, the member shall then be entitled to the minimum payment for a court appearance as herein set out.
- 4.35 When as a result of their duties, a member is required to attend Court while on annual vacation, they shall be paid at the rate of double time for each hour or part of an hour so required or a minimum of eight (8) hours at double time, whichever is the greater, and in addition shall receive an additional sixteen (16) hours of leave for each attendance at Court which shall be allotted at the discretion of the Chief of Police.
- 4.36 All necessary and reasonable travelling expenses including food and lodging actually incurred by a member in returning from their place of Annual vacation, to undertake any duty required during the period of the member's Annual Vacation, shall be paid by the Board and shall include all expenses of returning the member to their place of Annual Vacation from which the member had to come to perform such duties as required of them. The member will co-operate to ensure that they claim any and all monies for travelling expenses which may be available from the Court and that such remuneration be refunded to the Board.
- 4.37 Members shall immediately notify the Chief of Police or their designate of any court dates having been set during the member's Annual Vacation.
- 4.38 Shift Rotation
- 4.39 Subject to requirements of holidays, sickness, emergency and the need for proper coverage, the Chief of Police will endeavor to plan the work shifts so as to rotate shifts and days of rest so that each member of the association will be treated fair and equitable. Every reasonable effort shall be made to minimize the occasions when any employee is required to work two (2) consecutive blocks without interceding days off.

## ARTICLE 5 – REMUNERATION

- 5.10 Wages
- 5.11 Every member shall be entitled to wages and salaries for work done or services rendered at the rates specified in the Schedule of Wages attached hereto. Members shall receive this entitlement in accordance with their applicable rank and/or classification. Wages or salary for any additional rank and/or classification not already specified in the attached Schedule of Wages shall be agreed upon by the Board and the Association provided that the rank and/or classification falls within the scope of this Agreement.
- 5.12 (a) If during any calendar year, in the absence of the Sergeant of a platoon, the senior Sworn member on shift is designated in charge; the said senior member will be paid at the Sergeant's rate of pay for all hours so worked. The senior member designated as "Acting Sergeant" and in charge must have no less than five (5) years policing experience, which may include service with other police departments to a maximum of three (3) years.

(To clarify: For senior members who are designated first class Constables, only the service with the Weyburn Police Service shall be calculated in determining the seniority on the platoon.)

(Upon the proposed restructuring of the Weyburn Police Service being implemented and the proposed four (4) positions of Corporal being filled and implemented to the regular shift rotation, the word “Sergeant” in the body of the Article 5.12(a) shall be replaced with the word “Corporal”. The intent of the section shall remain whole and apply to the rank of Corporal.)

- (b) In case of an absence of a Sergeant (Sgt.) of ninety (90) consecutive calendar days or more, or a known absence of ninety (90) calendar days or more of a Sgt. a Corporal will be appointed by the Chief of Police or his designate, with consideration given to seniority, to fill in as Acting Sgt.
- (c) In case of an absence of a shift Corporal (Cpl.) of ninety (90) consecutive calendar days or more, or a known absence of ninety (90) calendar days or more of a Cpl. a member will be appointed by the Chief of Police or his designate, with consideration given to seniority, to fill in as Acting Cpl.

**5.13 Shift Differential - In addition to a member’s wage, shift differential in the amount of \$1.25 (one dollar and twenty-five cents) per hour shall be paid for the hours worked, to the members working between the hours of 6:00 P.M. and 6:00.A.M.**

- a) When a member is working a regular shift on a Public Holiday, the member shall be paid the shift differential for working on the holiday.
- b) When a member works hours in addition to their regular work hours, the member shall not be paid shift differential for working these overtime hours.
- c) Shift differential shall not form part of the basic wage and shall not be subject to overtime rates. Shift differential shall not be payable on hours taken in respect to vacation leave, sick pay, banked time, earned days off or Workers’ Compensation.

**5.14 Training Officer Pay – A member who has successfully completed the Recruit Field Training Officer’s Course at the Saskatchewan Police College and who has been assigned a recruit will be paid, in addition to any other entitlement in this Agreement, an additional six percent (6%) above their regular rate of pay for such time as they are so assigned. In the absence of the assigned Training Officer, the Chief may assign a qualified member the duties of the Training Officer and shall be paid as such, in the event that the assigned Training Officer is absent for a period of twelve (12) hours or more.**

5.15 Retroactive Pay - All members of the Weyburn Police Service as of the date of signing of this agreement shall be entitled to any retroactive payment of wage increase effective on the date of validity of this agreement or the date of which the members employment began, should it have begun following the date of validity and prior to the date of the signing of this agreement.

5.20 Payment of Wages

5.21 Employees shall be paid every second Friday, totaling twenty-six (26) pay periods per year.

5.22 In cases of a regular pay day falling on a public holiday, payment shall be made on the preceding week day.

**ARTICLE 6 – FRINGE BENEFITS**

6.10 Public Holidays

6.11 (a) The public holidays defined in 3.16 shall be observed as starting at 6:00 AM on the day of the holiday until 6:00AM on the next day.

- (b) Public holidays which occur on Saturday or Sunday will be observed on the day they occur with overtime paid accordingly as defined in 6.12(a)
- 6.12 When a member is required to work any public holiday, such member shall be paid in addition to their regular wage for that day, two (2) times their regular rate of pay for each hour or part of an hour they are required to work on the public holiday.
- 6.13 When a public holiday falls on a member's regularly assigned day of rest and the member does not work on such day, the member shall be paid an additional days pay equivalent to regular daily work hours or if mutually agreed upon, an additional day off in lieu thereof.
- 6.14 The CIU Member shall be entitled to work no fewer than three (3) Public Holidays which will be determined and approved by the Chief of Police.
- 6.15 Employees who have not worked full time equivalent hours in the four weeks preceding the public holiday will receive payment as per the Saskatchewan Employment Act.

6.20 Annual Vacation

6.21 Definitions:

- (a) Vacation Year: Shall be the period commencing January 1<sup>st</sup> and ending December 31<sup>st</sup>.
- (b) Vacation Bank: The vacation credit that is earned for the vacation year.
- (c) Annual Vacation shall include the regular days off between two blocks of scheduled shifts, only if all shifts of both blocks are entirely booked off as vacation leave days.
- 6.22 Vacation entitlements shall be placed in a member's vacation bank (unearned) as of January 1 of the current calendar year, or pro-rated \* from date of hire.

Vacation credits shall be earned based on full time equivalent hours (2080) and as outlined below:

- (a) During the first and subsequent years, including the eighth year of continuous employment, members shall earn one hundred and twenty (120) hours vacation leave. If the member completes their eighth (8<sup>th</sup>) year of service before January 1, they would earn vacation at the higher pro-rated amount for the remainder of the year.
- (b) Members having completed eight (8) years' service shall receive one hundred and sixty-eight (168) hours vacation leave. If the member completes their **fifteen (15<sup>th</sup>)** year of service before January 1, they would earn vacation at the higher Pro-rated amount for the remainder of the year.
- (c) **Members having completed fifteen (15) years' service shall receive two hundred and four (204) hours vacation leave. If the member completes their twenty (20) year of service before January 1, they would earn vacation at the higher Pro-rated amount for the remainder of the year.**
- (d) **Members having completed twenty (20) years' service shall receive two hundred and forty (240) hours vacation leave.**
- 6.23 In the year that a member leaves the employer's service, the vacation pay shall be pro-rated from January 1<sup>st</sup> to the last day worked.

It is understood that for the purpose of calculating vacation pay entitlements, service shall not include any unpaid time absent from work. All above rates are based on full time equivalent hours (2080). Vacation time to be pro-rated from date of hire.

- 6.24 For calculating vacation pay or credits it is understood that service shall not include any unpaid time absent from work, any allowances or any other absences, including any unpaid maternity/parental leave, unless otherwise specified in this agreement.

6.25 Optional Payout: Where an employee has been on a leave of absence due to sick leave, Workers Compensation coverage, maternity leave, etc., the employee may request a payout of vacation pay based on the following formula:

For each forty (40) hours in excess of one hundred and twenty (120) hours absence, the employee may receive a payout for each forty (40) hours vacation pay or fraction thereof.

A member exercising this option shall waive the right to take the earned vacation days off which are paid out.

A member who leaves the employer's service and who has not used their accrued annual vacation shall be allowed pay in lieu of earned vacation as calculated above.

6.26 When a public holiday falls within a member's annual vacation, such employee shall be given an additional days pay in lieu of the holiday or an additional day's vacation.

6.27 Annual vacations shall be regulated by mutually agreed rotation schemes between the Chief of Police and the Association.

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

6.29 Vacation entitlements shall be placed in a member's vacation bank (unearned) as of January 1 of the current calendar year, or pro-rated from date of hire. All vacation entitlements shall be submitted by the member by January 31 of the current calendar year, for approval by the Chief of Police or designate. The vacation entitlements shall be used by December 31 of that year. Vacation carry over may be authorized by the Chief of Police for an extended holiday, but shall be used in conjunction with the following years holidays. The Chief of Police may also authorize vacation carry over for extenuating circumstances.

Each member shall be entitled to take all or any portion of their annual vacation at any period of time during the vacation year upon approval of the Chief of Police.

(a) Unless permitted by the Chief of Police, not more than four members, being one per platoon, shall be on annual vacation at any one time.

(b) Subject to the terms relating to emergency and compassionate leave, seniority of continuous service shall determine the preference of vacation dates or unless mutually agreed upon by the members.

6.30 Vacation Call-Back

(a) If a member is recalled to duty while on annual vacation, all necessary and reasonable traveling expenses including food and lodging actually incurred by a member in returning from their place of annual vacation to undertake any duty required of them during the period of annual vacation shall be paid by the Board, and shall include all expenses of returning the member to their place of annual vacation from which the member had come to perform such duties as required of them.

(b) In addition the member shall be paid at double time, minimum of eight (8) hours and shall receive an additional sixteen (16) hours of leave for each day worked.

6.40 Leave of Absence

6.41 The Chief of Police may grant a leave of absence without pay, with maintenance of seniority and superannuation rights to members of the Weyburn Police Association. Such leave of absence shall be for a period not to exceed one hundred and twenty (120) days in a calendar year provided that, at the discretion of the Chief of Police, the absence of such member will not interfere with the efficient operation of the Police Department.

6.42 **Members having been employed for at least thirteen (13) weeks' may request bereavement leave up to a maximum of three (3) consecutive working days for the purpose of attending to a death in the member's immediate family, 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, stepmother, stepfather, stepson, stepdaughter, stepsister, stepbrother, and common-law spouse.**

**A member may be granted an additional two (2) days' off as a charge against their accumulated sick leave, where the funeral is held more than three hundred and twenty (320) kilometers (one way) from Weyburn.**

**At the request of the Chief of Police, a member may be asked to provide verification of dates and relationship to the deceased (i.e. funeral card).**

- 6.43 Up to three (3) members of the Association's executive and/or other representatives who have been delegated to attend meetings as official representatives of the Association shall have leave of absence without pay, subject to the approval of the Chief of Police.
- 6.44 No member shall become engaged in any other employment or business for gain without first obtaining approval in writing from the Chief of Police. It is understood and agreed that such outside employment shall not create a conflict of interest, reflect negatively on the image of the Weyburn Police Service, or affect the member's ability to report for duty in fit condition for work.
- 6.45 Time Off for Voting: Members who qualify to vote, shall be allowed sufficient time off duty with pay, to vote at municipal, provincial and federal elections.
- 6.46 Maternity, Parental and Adoption Leave
- (a) A member shall be entitled to the maternity, parental or adoption leave in accordance with the Saskatchewan Employment Act.
- (b) Maternity and Parental Leave: When a member with at least twelve (12) months service is on maternity and parental leave in the course of their employment and is eligible for Employment Insurance benefits pursuant to the Employment Insurance Act (Canada):
- (i) The Board shall pay ninety-five percent (95%) of the member's regular salary for the first two (2) week period.
- (ii) The Board shall provide a supplementary payment that represents the difference between the employment insurance benefits and ninety-five percent (95%) of the member's regular rate of pay for fifteen (15) weeks.
- (iii) A member on maternity and parental leave shall be eligible for both group benefits and Saskatchewan Federation of Police Officers benefits in the same manner as if on sick leave. However, pay shall accrue only on the supplementary payment by the Board during the maternity leave for a period not to exceed seventeen (17) weeks.
- (iv) Upon return from maternity and parental leave, the member shall be assigned to the same or comparable position.
- (v) A member requesting and receiving supplementary maternity and parental benefits, in whole or in part, shall be subject to a return to work commitment to the Board of one (1) year. If a member does not fulfill the one year return to work commitment, as a result of terminating or being terminated from their employment, they will be required to pay back all supplementary monies in which they were paid. If the member returns to work for only part of the commitment period the repayment amount will be calculated based on the number of full time equivalent hours the employee has worked since returning from their leave. The Chief of Police has the right to waive this article in extenuating circumstances.

6.47 Education Leave

The Board will pay 75% of the cost of tuition fees, texts and out-of-pocket expenses for members enrolled in courses of benefit to the Service and the member will suffer no loss of pay or holiday credits when attending seminars, review sessions or writing examinations, providing application for said course is made, approved by the Police Chief and the Board, prior to enrolling in the course. The member must satisfactorily complete the course and provide documentation of such to the Chief of Police or designate.

6.50 Sick Leave, Sick Pay and Extended Benefits

6.51 Sick Leave

- (a) Members shall accumulate sick leave at a rate of twelve (12) hours per month based on full time equivalent hours worked.
- (b) Sick leave credit shall begin accumulation from the date of employment and such leave credit shall be reduced by the hours absence of a member due to health at the rate of credit per scheduled shift. (e.g. absence due to health on a twelve (12) hour scheduled shift, ten (10) hours scheduled shift, nine (9) hours scheduled shift or eight (8) hour scheduled shift will result in coinciding reduction in sick leave credit per day.) Deduction made on working shifts only.
- (c) Sick leave credits shall not continue to accumulate upon an unpaid leave of absence (including, but not limited to maternity, parental and adoption leave) nor during any period a member may be laid off and the member shall not be entitled to utilize sick leave credits previously accumulated during a period of lay-off; provided that sick leave credits accumulated to date of lay-off remain intact.
- (d) If a member is required to remain in quarantine by order of a medical professional or other legal order, such member shall be paid at their regular rate of pay for the time the member is absent. Time spent in quarantine shall be charged against accumulated sick leave credits, and the member may, at the discretion of the Chief of Police, be required to produce a medical certificate upon their return to service.
- (e) Members of the Association may, at the discretion of the Chief of Police, be required to produce a medical certificate from a qualified practitioner upon return to duty after illness. The cost of such a certificate shall be at the expense of the employer. Failure to produce the medical certificate upon request shall result in the member forfeiting sick leave benefits for the time the member was absent from work.
- (f) Use of Sick Leave for Pressing Necessity: Leave for pressing necessity from work with pay from sick time credits may be granted to allow the member to deal with an unforeseen or emergent situation, usually of a short-term or personal nature.
- (g) The medical and income replacement benefits as set out in this Agreement shall not be payable where the member's disability or sickness is due to war, insurrection or hostilities or any act incidental thereto while off duty.
- (h) Family Leave: Members may use up to twenty four (24) hours per year from their unexpended sick leave credits to attend medical appointments and health related responsibilities for immediate family members.

6.52 Long Term Disability

The Board agrees to make available a Long Term Disability Plan for all members. The LTD plan will be a taxable benefit based on coverage as provided in the benefit plan with the member to pay fifty percent (50%) of the premium.

6.60 Group Insurance

- 6.61 (a) The Board agree to provide a Group Insurance Plan or Plans at the Board's expense for:
- **2x Annual Earnings Life Insurance (to a maximum of \$450,000)**
  - **2x Annual Earnings A.D&D (Accidental Death and Dismemberment) coverage (to a maximum of \$450,000) with an additional**
  - \$200,000 A.D.&D. coverage
- (b) Effective January 1, 2003 – the Board agrees to make available a dental plan (Plan C) for all members, with members to pay fifty percent (50%) of the premium.
- (c) Effective January 1, 2009 – The Board agrees to contribute annually four hundred fifty dollars (\$450.00) towards Extended Healthcare premiums to all members covered by the scope of this agreement.

6.70 WCB Salary Continuance

- (a) When a permanent member is injured in the course of their employment with the Weyburn Police Service and it is deemed Worker's Compensation Benefits are payable under the Worker's Compensation Act, the Board shall pay the difference between the Worker's Compensation Board payments and the member's regular rate of pay to such member an amount per day based on their regular wage rate. (This additional payment added to WCB payment shall be known as 'Salary Continuance').

The calculated amount of payment per day shall, when added to the amount of Worker's Compensation payment, be equal to the net amount such employee would have received as net income after all normal deductions are made. Deductions for: Income Tax, Canada Pension Plan, Police Pension Plan, Employment Insurance, Group Insurance, Association Dues and all other deductions normally would have been made.

- b) The member's lost time payment from WCB will be provided directly to the Board; and
- c) The Member will receive bi-weekly payment from the Board, as is the regular current practice.
- d) All members who receive full compensation under the Worker's Compensation Act, will be entitled to receive Salary Continuance for a minimum of one (1) year. If, at the end of the one (1) year period, that member continues to be in receipt of WCB benefits and is actively involved in a treatment program prescribed by a medical practitioner intended to enable their return to work with the Weyburn Police Service, the Salary Continuance payment will continue until the determination has been made that a return to duties is not possible, or at the age of sixty-six (66) years.

If, at the end of the one (1) year period, if said member is not actively involved in a treatment program prescribed by a medical practitioner intended to enable their return to work with the Weyburn Police Service, the Salary Continuance payment will only continue until such time the member is eligible for an unreduced pension, or at the age of sixty (60) years if such member is not entitled to a pension.

- e) The Worker's Compensation Board benefits, as referred to in clause (a), shall not be considered as including "Pension payments" or "cash settlement payments" or "award for permanent physical impairment" or "Workers' Compensation Board Long Term Earnings Loss."
- f) The Board's obligation under this policy shall cease when the Workers' Compensation Board adjudicates the member is fit for suitable employment excepting where employment assistance payment are paid by the Worker's Compensation Board.
- g) A member receiving benefits under this article for a period of twelve (12) consecutive months or more shall not be entitled to vacation credits as provided for in this Agreement. Vacation entitlement will be based on the member's years of service at their time of return to work.
- h) Where a member sues a third party for damages in respect of an injury, they shall claim for any salary advanced in respect of sick pay or supplemented compensation and, upon receipt of said damages, shall reimburse the Board of Police

Commissioners for such salary as may have been advanced excepting reasonable legal expenses in connection therewith as allowed by the tariff of fees of the Law Society of Saskatchewan and actually paid by the member.

All accident compensation payments made by the employer shall include deductions for normal income tax, Canada Pension Plan and other required deductions, and in no case shall the accident compensation payments paid by the employer exceed the normal earnings of the employee.

(The Intent of this clause is that no member who is injured, while on duty, will suffer financial loss between WCB payments and Salary Continuance from the employer. The member will be made whole to what their net amount would have been had they not been injured.)

6.80 Clothing

6.81 When in the execution of their duties, a member suffers loss or receives damage to personal property, the members shall be reimbursed by the Board upon application to the Chief of police at the time of the occurrence provided that the Board shall be responsible for not more than \$200 for each separate occurrence and provided the Board shall be entitled to any reimbursement assessed by the Court.

6.82 A member designated by the Chief of Police for plain clothes duty in Criminal Investigation Unit shall be paid a plain clothes allowance of \$1,100 per year, paid quarterly, plus flashlight, flashlight holder and soft body armor. All provincially approved use of Force options in covert style shall be provided upon approval by the Chief or his designate.

6.90 Indemnification

- (a) Where as a result of an act committed by a member, while acting in the lawful duties as a member:
- i. A claim for damages is made, or a civil action is instituted against the Member; or
  - ii. A charge has been laid under any Federal or Provincial Statute; or
  - iii. Actions result in a Coroner's inquest. The Board shall:
    - o Pay the amount required in connection with the judgment or settlement of a claim for damages or fines and costs awarded against the Member; and
    - o Retain and pay for the services of a solicitor to act on behalf of the Member
- (b) In the event of a member being assessed a surcharge under the provision of the Automobile Accident Insurance Act, as a result of being involved in an accident, while operating a police vehicle within their lawful duties; the Board shall assume responsibility for payment of such surcharge, except where the Member is convicted under a Federal or Provincial Statute or Municipal Bylaw.

ARTICLE 7 – OTHER TERMS AND CONDITIONS

7.10 Employment

(a) Subject to the specifications as laid down in the Police Act regulations, the Chief of Police will determine who is deemed fit for employment with the Weyburn Police Service.

(b) Probation

- i. Any applicant referred to in subsection (a) above shall serve a probation period of a minimum of twelve (12) months full time equivalent (2080) regular hours of work.
- ii. Any applicant referred to in (a) above who, in the Chief's opinion, requires further training and close monitoring, may have their probation period extended.

- iii. A member while serving a probationary period may be dismissed upon fourteen (14) days notice, or immediately when the dismissal is for just cause. It is understood and agreed that the dismissal of a probationary employee, as defined in 7.10(b)(i) above, shall not be the subject of a grievance or arbitration.

(c) Classification and Wage Rates

- i. Probationary Classification – rate shall be paid for a period of twelve (12) months full time equivalent (2080) hours. The Probationary rate may be paid for up to an additional six (6) months full time equivalent hours for any member who falls within the meaning of Article 7.10(b)(ii). Thereafter members shall serve a minimum of one (1) year full time equivalent (2080 hours) in each of the following classifications:
    - Fourth Class Constable
    - Third Class Constable
    - Second Class Constable
  - ii. A new member may be recommended for and appointed to a classification higher than the Probationary rate and shall serve a minimum of one (1) year full time equivalent in that classification, but such classification shall not be higher than that of a First Class Constable.
  - iii. 10<sup>th</sup> and 17<sup>th</sup> Year Constables shall receive their respective rates of pay at the completion of their 10<sup>th</sup> and 17<sup>th</sup> year of full time equivalent service as a member of the Weyburn Police Service. (Full time equivalent service in this article does not include the hours when a member is off on WCB in excess of 30 calendar days or approved leave of absence in excess of 30 calendar days, off on Employment Insurance or Long Term Disability.
- (d) When engaging new members, a permanent member laid off shall, if qualified, be offered re-employment and such person shall have five (5) working days in which to accept or reject in writing the offer.

7.11 Retirement Allowance

**A permanent member who has at least five (5) years of continuous service and who is voluntarily retiring from the Weyburn Police Service, may be eligible for a Retirement Allowance. The rate of pay used to calculate the amount will be the regular hourly rate of pay on the end date of employment as per the collective bargaining agreement schedule of wages.**

**All processes must abide by legislation set out in:**

- a) Applicable collective agreement
- b) Labour Standards Act
- c) Applicable City Policies

**A permanent member will be eligible if they have:**

- a) Five (5) years of continuous service and whose employment is ending voluntarily in order to collect a pension; or
- b) Members who must sever employment with the Service on compassionate and/or extenuating grounds, for reasons such as personal ill health of their spouse or children, or any others who may be dependent on the employee, are also eligible for this benefit.

**The allowance will be based on the following calculation:**

- a) One half (1/2) of one (1) day's pay for each year of service with the Service (prorated for part years) to a maximum of twenty-five (25) years of service.
- b) The average hours of work/day for the previous five (5) year period (either eight (8), ten (10) or twelve (12) hour days).

**A member will not qualify for this retirement allowance should they receive any form of a bridge benefit or termination pay in relation to their employment with the Weyburn Police Service ending.**

**A member will not qualify for this retirement allowance should they be receiving any form of long-term disability benefit payment.**

**The allowance is subject to Canada Revenue Agency (CRA) regulations in which the appropriate tax will be withheld, and both the allowance and deductions will be reported on a T4A to be issued before February 28<sup>th</sup> of the following year.**

7.20 Seniority

7.21 The seniority of a member shall be computed from the last date upon which the member entered the service of the Weyburn Police Service subject to the following:

- (a) The member shall not accrue seniority while on suspension.
- (c) The member shall not accrue seniority until the completion of the probationary period and then such accrument shall be computed from the original date of employment.
- (d) The member shall not accrue vacation seniority while on any unpaid leave of absence, including maternity/paternal leave but will accrue company and department seniority for this period of time.

7.22 A member's service shall be considered broke by reason of:

- (a) Dismissal for just cause.
- (b) Voluntary resignation.
- (c) Failure to report for work on recall after layoff within thirty (30) days after notification by registered mail to the member's address on record with the Department unless the member furnishes a reason for such failure satisfactory to the Chief of Police.
- (d) Layoff for a period of time in excess of twelve (12) months.

7.30 Termination of Employment

7.31 A member's service may be terminated for cause; however, the member shall have the right to appeal to the Grievance Committee and such procedures that are laid out in the Agreement, and it is understood that the notice of dismissal may be waived or modified by mutual agreement between the Chief of Police and the member concerned.

7.32 The Board, intending to terminate the service of a member, excluding termination for just cause, shall be required to give fifteen (15) days' notice of such intention to the member concerned and such notice may be modified by mutual agreement between the Chief of Police and the member concerned.

7.33 In the event that the Board terminates the Police Service or replaces the existing Police Service with any other law enforcement agency, the Members of the Association shall receive a notice no less than one (1) year in advance of the date of termination or replacement.

(It is agreed that should the one (1) year notice of termination or replacement be invoked notice pursuant to Section 43 of The Trade Union Act pertaining to technological change would be deemed to be included if applicable).

7.40 Safety and Health

7.41 The employer shall continue to make reasonable provision for safety and health of the employees during the hours of their employment. The Association may from time to time make recommendations in this regard which shall be subject to negotiations between the Employer and the Association.

7.42 The employer will continue to provide and maintain as far as practicable suitable first aid equipment and facilities, lunch room, locker, washrooms and sanitary facilities, and the Association agree to co-operate fully with the employer in the maintenance of these services.

7.50 Grievance, Disputes and Discipline Procedure

7.51 All matters of discipline shall be dealt with according to the Police Act and Regulations thereto.

7.52 Any member of the Association who may feel aggrieved in any manner affecting them or the course of employment shall set forth, in writing, the substance of their complaint, and shall submit it to the Grievance Committee of the Association within seven (7) days of the date on which such matter becomes known to the member.

7.53 If in the opinion of the Grievance Committee, the complaint requires remedial action to be taken it shall within seven (7) working days thereafter have the right to be heard by the Chief of Police. The Committee shall set out in writing and submit the substance of the complaint to the Chief of Police prior to such hearing. The Chief of Police shall give the decision in writing to the Grievance Committee within ten (10) days after the hearing.

7.54 The Grievance Committee may appeal the decision of the Chief of Police to the Board by filing with the Board the original complaint and the reply of the Chief of Police with the Board within fourteen (14) days following receipt by the Association of the decision of the Chief of Police.

7.55 The Board shall hear and determine any complaint submitted to it by the Grievance Committee pursuant to article 7.54 hereof, and shall give its decision in writing to the Grievance Committee within fifteen (15) days following receipt of the Grievance. It is understood that the time limits as set forth in article 7.54 and 7.55 hereto may be waived upon mutual agreement by each party hereto, such waiver to be in writing.

7.56 The Association may appeal the Board's decision to a Committee consisting of one member to be appointed by the Association, one member to be appointed by the Board, and a third member to be appointed by the other two members of the Committee. If the other two members cannot agree on a third member, the Association and the Board shall jointly apply to the Minister of Labor to have the third member appointed from among the residents of the City of Weyburn. The decision of this Committee regarding all the complaints that it hears shall be final. Remuneration of the third member of the Committee shall be shared equally by the Board and the Association.

7.57 The Board and the Association shall each appoint their representatives and notify each other within thirty (30) days of receiving the Notice of Appeal.

7.58 The Association and the Board shall appoint the third member within thirty (30) days of the Association receiving notice of the Board's appointment.

7.59 Notwithstanding the above, time limits may be altered by mutual agreement between the Association and the Board in writing. Should the Association fail to proceed within the required time limits the grievance shall be deemed to be settled on the basis of the employer's last response.

7.60 Single Arbitrator - Notwithstanding the provisions of Article 7.56 hereof, the Board/Employer and the Association 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 7.56. It is agreed that each party shall pay one-half of the cost of the fees and expenses of the Arbitrator.

7.61 The employees hereby covenant and agree that they will at no time go on strike, take strike action, or participate in local strike activity in view of the grievance procedure established within this contract.

7.70 Promotions, Appointments and New Positions

- 7.71 The Chief of Police shall post a written notice of any vacancies among those ranks above that of a First Class Constable arising within the scope of this Agreement, herein, members with 5 years of service or more shall be given the opportunity to apply for such vacancy with a closing date for applications to be not less than seven (7) days from the date on which the notice of vacancy was posted.
- 7.72 The Chief of Police may appoint to a vacancy in a rank higher than that of First Class Constable the applicant who, in their opinion, is most qualified, possessing the ability, aptitude and experience required for the position. The Chief of Police shall appoint the successful applicant to the vacant position within one hundred twenty (120) days of the vacancy being posted.
- 7.73 If, in the opinion of the Chief of Police, any member fails to meet the requirements of their position within six (6) months probationary period, the member shall be returned to their former position and advised in writing of the reasons thereof.
- 7.74 During the period of time that the vacancy exists in those ranks above that of First Class Constable, and should a member of the Weyburn Police Service be required to fill such vacancy in a temporary capacity pending filling of the vacancy, such member shall be entitled to receive remuneration that would have been paid to that person normally occupying that vacancy.
- 7.75 In the event of a new rank or position being put into effect, the Association shall be able to negotiate the salary of such new rank or position which has been determined by the Board of Police Commissioners to be necessary and which is within the scope of this Agreement.

7.80 Training and Specified Course

- 7.81 (a) To accommodate professional training on members days off, members and management, through a mutual agreement, may switch scheduled shifts or bank training time at straight time, which must be taken within three (3) months of accumulations, at a time suitable to the member and the Chief of Police, providing approval is first granted by the Chief of Police or designate.
- (b) Members who are Certified by the Saskatchewan Police College or any other recognized Police Training facility (i.e. RCMP, Canadian Police College, etc.) as an Instructor and are to facilitate training to members and or management, shall through a mutual agreement may switch schedules shifts or bank training time at double time, which must be taken within three (3) months of accumulations, at a time suitable to the member and the Chief of Police, providing approval is first granted by the Chief of Police or designate.
- 7.82 When a member is required to attend a course of education which is of thirty (30) or more calendar days duration the member shall, in addition to normal traveling expenses to and from their destinations, be entitled to further traveling expenses to and from their destination on one (1) occasion during that period the member is so absent. Such traveling expenses shall not exceed economy air fare.
- 7.83 (a) When a member is attending a course, seminar or work duties outside of the City of Weyburn, the member will use the Department credit card or Department debit card to pay for all reasonable expenses incurred. On return the member shall account for all the expenses incurred with proper receipts.
- (b) When a member, other than a member applying for recruit training, is attending a course/seminar or work duties, outside the City for a period of three (3) days or more, the member will receive \$11.50 per day for incidentals in addition to regular expenses of meals, travel and accommodation.
- (c) When a member is attending a course/seminar outside of the City and it is necessary that they use their personal vehicle for travel, they will be reimbursed mileage established by the Weyburn Police Service policy.

7.90 Observance of Rules and Regulations

Members shall observe all rules and regulations made for the governing of the Weyburn Police Association, except as the same may conflict with this Agreement or Statute.

## ARTICLE 8 – INCAPACITY TO PERFORM REGULAR DUTIES

In the event that a member is partially incapacitated as a result of illness and/or injury, every effort shall be made to employ this member in the Police Service.

## ARTICLE 9 – DURATION

This Agreement shall be deemed to be effective from the 1<sup>st</sup> day of January, A.D., 2024 and shall remain in full force and effect until the 31<sup>st</sup> day of December, A.D., 2026, and from year to year thereafter, unless a written request to terminate or to negotiate the revision thereof is given by either party to the other at least ninety (90) days prior to the anniversary date thereof. Where a written request to terminate or negotiate this Agreement has been given, all provision of the Agreement except its term shall continue in force until altered in the process of collective bargaining.

## ARTICLE 10 – SCHEDULE OF WAGES

The schedules shown herein shall be those wages payable to each member of the Weyburn Police Association according to the classification and/or rank which the member belongs.

### **Effective January 1<sup>st</sup>, 2024 increase of (2.5%) (Monthly rates based on 2080 hours per year)**

<b>Constables</b>	<b>Index Percentage</b>	<b>Hourly</b>	<b>Bi-weekly</b>	<b>Monthly</b>	<b>Annual</b>
Probationary	66%	33.01	2,640.80	5,721.73	\$68,660.80
Fourth Class	73%	36.50	2,920.00	6,326.67	\$75,920.00
Third Class	80%	40.01	3,200.80	6,935.07	\$83,220.80
Second Class	90%	45.01	3,600.80	7,801.73	\$93,620.80
First Class	100%	50.01	4,000.80	8,668.40	\$104,020.80
10th Year	105%	52.51	4,200.80	9,101.73	\$109,220.80
17th Year	107%	53.51	4,280.80	9,275.07	\$111,300.80
Corporal	113%	56.51	4,520.80	9,795.07	\$117,540.80
Sergeant	120%	60.00	4,800.00	10,400.00	\$124,800.00

### **Effective July 1st, 2024 (2.0%) (Monthly rates based on 2080 hours per year)**

<b>Constables</b>	<b>Index Percentage</b>	<b>Hourly</b>	<b>Bi-weekly</b>	<b>Monthly</b>	<b>Annual</b>
Probationary	66%	33.67	2,693.60	5,836.13	\$70,033.60
Fourth Class	73%	37.23	2,978.40	6,453.20	\$77,438.40
Third Class	80%	40.81	3,264.80	7,073.73	\$84,884.80
Second Class	90%	45.91	3,672.80	7,957.73	\$95,492.80
First Class	100%	51.01	4,080.80	8,841.73	\$106,100.80
10th Year	105%	53.56	4,284.80	9,283.73	\$111,404.80
17th Year	107%	54.58	4,366.40	9,460.53	\$113,526.40
Corporal	113%	57.64	4,611.20	9,990.93	\$119,891.20
Sergeant	120%	61.20	4,896.00	10,608.00	\$127,296.00

### **Effective January 1st, 2025 (2.5%) (Monthly rates based on 2080 hours per year)**

<b>Constables</b>	<b>Index Percentage</b>	<b>Hourly</b>	<b>Bi-weekly</b>	<b>Monthly</b>	<b>Annual</b>
Probationary	66%	34.51	2,760.80	5,981.73	\$71,780.80
Fourth Class	73%	38.16	3,052.80	6,614.40	\$79,372.80
Third Class	80%	41.83	3,346.40	7,250.53	\$87,006.40

Second Class	90%	47.06	3,764.80	8,157.07	\$97,884.80
First Class	100%	52.29	4,183.20	9,063.60	\$108,763.20
10th Year	105%	54.90	4,392.00	9,516.00	\$114,192.00
17th Year	107%	55.94	4,475.20	9,696.27	\$116,355.20
Corporal	113%	59.08	4,726.40	10,240.53	\$122,886.40
Sergeant	120%	62.73	5,018.40	10,873.20	\$130,478.40

**Effective July 1st, 2025 (2.0%)**  
**(Monthly rates based on 2080 hours per year)**

Constables	Index Percentage	Hourly	Bi-weekly	Monthly	Annual
Probationary	66%	35.20	2,816.00	6,101.33	\$73,216.00
Fourth Class	73%	38.92	3,113.60	6,746.13	\$80,953.60
Third Class	80%	42.67	3,413.60	7,396.13	\$88,753.60
Second Class	90%	48.00	3,840.00	8,320.00	\$99,840.00
First Class	100%	53.34	4,267.20	9,245.60	\$110,947.20
10th Year	105%	56.00	4,480.00	9,706.67	\$116,480.00
17th Year	107%	57.06	4,564.80	9,890.40	\$118,684.80
Corporal	113%	60.26	4,820.80	10,445.07	\$125,340.80
Sergeant	120%	63.98	5,118.40	11,089.87	\$133,078.40

**Effective January 1st, 2026 (3.0%)**  
**(Monthly rates based on 2080 hours per year)**

Constables	Index Percentage	Hourly	Bi-weekly	Monthly	Annual
Probationary	66%	36.26	2,900.80	6,285.07	\$75,420.80
Fourth Class	73%	40.09	3,207.20	6,948.93	\$83,387.20
Third Class	80%	43.95	3,516.00	7,618.00	\$91,416.00
Second Class	90%	49.44	3,955.20	8,569.60	\$102,835.20
First Class	100%	54.94	4,395.20	9,522.93	\$114,275.20
10th Year	105%	57.68	4,614.40	9,997.87	\$119,974.40
17th Year	107%	58.77	4,701.60	10,186.80	\$122,241.60
Corporal	113%	62.07	4,965.60	10,758.80	\$129,105.60
Sergeant	120%	65.90	5,272.00	11,422.67	\$137,072.00

**Effective July 1st, 2026 (2.0%)**  
**(Monthly rates based on 2080 hours per year)**

Constables	Index Percentage	Hourly	Bi-weekly	Monthly	Annual
Probationary	66%	36.99	2,959.20	6,411.60	\$76,939.20
Fourth Class	73%	40.89	3,271.20	7,087.60	\$85,051.20
Third Class	80%	44.83	3,586.40	7,770.53	\$93,246.40
Second Class	90%	50.43	4,034.40	8,741.20	\$104,894.40
First Class	100%	56.04	4,483.20	9,713.60	\$116,563.20
10th Year	105%	58.83	4,706.40	10,197.20	\$122,366.40
17th Year	107%	59.95	4,796.00	10,391.33	\$124,696.00
Corporal	113%	63.31	5,064.80	10,973.73	\$131,684.80
Sergeant	120%	67.22	5,377.60	11,651.47	\$139,817.60

IN WITNESS WHEREOF, the parties hereto have caused these presences to be executed this

30 day of July, A.D., 2025.

Executed on behalf of:

WEYBURN BOARD OF POLICE COMMISSIONERS by:

IN THE PRESENCE OF:

  
\_\_\_\_\_

Chairperson

  
\_\_\_\_\_

Witness

  
\_\_\_\_\_

Chief of Police

  
\_\_\_\_\_

Witness

Executed on behalf of:  
WEYBURN POLICE ASSOCIATION by:

IN THE PRESENCE OF:

  
\_\_\_\_\_

President

  
\_\_\_\_\_

Witness

  
\_\_\_\_\_

Vice-President

  
\_\_\_\_\_

Witness

## MEMORANDUM OF UNDERSTANDING - CLOTHING

1. The employer shall provide free to all members the following items of kit and clothing:
  - (a) Recruits upon entry:
    - i. Fitted Tunic
    - ii. White Dress Shirt
    - iii. Trousers (with/without cargo pockets - member's choice) - three (3) pair
    - iv. Shirts complete with shoulder flasher - five (5) of the sleeve length required by the Sask. Police College. An additional three (3) shirts of alternate sleeve length shall be provided if requested by the member.
    - v. Ties - two (2) for SPC
    - vi. T-shirt/dickie - two (2) if requested (upon completion of SPC)
    - vii. Tie Clip - one (1)
    - viii. Boots/Shoes:
      - Boots or shoes (member's choice) - one pair for daily wear at SPC
      - Boots for drill dress capable of being highly polished - one pair
      - Winter Boots - one pair provided prior to commencing work in cold weather
      - Unless required by reasons of wear or condition, a recruit will not be provided footwear in the 2nd year of employment
    - viii. Forage Cap/Cap Badge - one (1) each
    - ix. Fur Cap - one (1)
    - x. Winter Gloves - one (1) pair
    - xi. White Dress Gloves - one (1) pair
    - xii. Gold Lanyard - one (1)
    - xiii. Brass name tag - one (1) to be worn after SPC
    - xiv. Patrol Jacket with removable insulation - one (1)
    - xv. Winter Parka - one (1) if requested by member; to be issued prior to cold weather
    - xvi. Uniform Sweater - one (1)
    - xvii. Socks - six (6) pair
    - xviii. Waist Belt - one (1) good quality polishable leather
    - xix. Rain Coat - one (1) issued prior to April 1st
    - xx. Duty Belt Keepers - four (4) if required by duty belt system
    - xxi. Suitable Flashlight
    - xxii. Flashlight Holder - one (1) to fit flashlight
    - xxiii. Soft Body Armour - one (1) custom sized issued prior to engagement on the street
      - Dark navy internal carrier - one (1)
      - Dark navy/black external carrier - one (1)
    - xxiv. Duty Bag - one (1)
  - (b) All Uniform members Annually (except when on extended leave), or as required:
    - i. Fitted Tunic - as required
    - ii. White Dress Shirt - as required
    - iii. Trousers (with/without cargo pockets, member's choice) - three (3) pair annually
    - iv. Shirts complete with shoulder flashes (member's choice of sleeve length) - three (3) annually
    - v. Ties - two (2); or T-shirt/dickie - two (2) annually
    - iv. Tie Clip - as required
    - iiiv. Boots or Shoes (member's choice) - one pair annually, subject to the approval of the Chief of Police
    - iiiv. Forage Cap/Cap Badge - as required
    - ix. Fur Cap - as required
    - x. Winter Gloves - annually
    - xi. White Dress Gloves - as required
    - xii. Gold Lanyard - as required
    - xiii. Brass Name Tag - as required
    - xiv. Patrol Jacket with removable insulation - as required
    - xv. Winter Parka - as required
    - xvi. Uniform Sweater - as required
    - xvii. Socks - six (6) pair annually

- xviii Waist Belt - one (1) good quality polishable leather; as required
- xix Rain Coat - as required
- xx Plastic Forage Cap Cover - as required
- xxi Duty Belt Keepers - four (4) if required by duty belt system; as required
- xxii Suitable Flashlight
- xxiii Flashlight Holder - one (1) to fit flashlight
- xxiv Soft Body Armour - one (1) customized - as required based on:
  - Damage
  - Subjected to being wet
  - Body size change of member
  - Notwithstanding the above, no soft body armor will exceed ten (10) years service from the date of manufacture.
  - Dark navy internal carrier - as required
  - Dark navy/black external carrier - as required
- xxv Duty Bag - as required

(c) "Special Duty" (Forensic Identification, Collision Analyst, Arson Investigator, Firearms Instructor, Defensive Tactics Instructor). All classes:

- i Good quality washable uniform cargo pants (no stripe) - one (1) pair initially then as required
- ii Good quality lined ski pants - one (1) pair initially then as required
- iii Uniform baseball cap - one (1) initially then as required
- iv Unlined navy coveralls - one (1) pair initially then as required


2. It shall be the duty of management to review the needs of each member of the Weyburn Police Service at least once every year. Members are to notify their Sergeants of equipment issues that occur during the year.

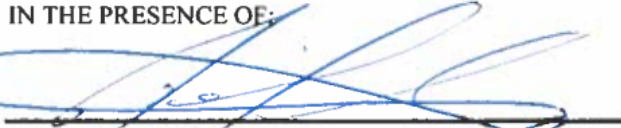
IN WITNESS WHEREOF the parties hereto have caused these presences to be executed this

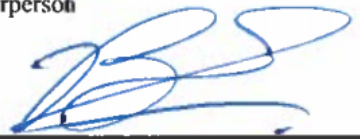
30 day of May, A.D., 2025.

Executed on behalf of:  
WEYBURN BOARD OF POLICE COMMISSIONERS by:

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Chief of Police

  
\_\_\_\_\_  
Witness

Executed on behalf of:  
WEYBURN POLICE ASSOCIATION by:

IN THE PRESENCE OF:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Vice-President

  
\_\_\_\_\_  
Witness

MEMORANDUM OF UNDERSTANDING – TEN HOUR OR TWELVE HOUR SHIFTING (CTSS/TRAFFIC UNIT)

Whereas the parties are desirous to allow for flexibility in shifting for CTSS/Traffic Unit, allowing for members of this unit to be assigned by the Chief of Police either the current twelve (12) hour shift or a ten (10) hour shift.

Therefore the parties agree to the following terms and conditions with respect to the application of the ten (10) hour shift.

**Basis and Duration**

CTSS/Traffic Unit members assigned to either a ten (10) or twelve (12) hour shift, unless mutually agreed to otherwise, will be given three (3) months’ notice of a change reverting to the other shift. (For Clarity- If a member is assigned to work 10 hour shifts for the year beginning January 1<sup>st</sup> and due to operational issues, management decides to revert back to 12 hour shifts in March. The member is to be given, unless mutually agreed to otherwise, 3 months’ notice of the change. This would result in the shift change taking place no earlier than June of that year)

The ten (10) hour shift option will commence on the date of signing of the Collective agreement in which it was negotiated.

10 Hour Shifting Pattern and Schedule. The proposed shifting pattern will be:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Off	Off	Off	Days	Days	Evening	Evening
Off	Off	Days	Days	Evening	Evening	off
Off	Off	Off	Days	Days	Evening	Evening
Off	Off	Days	Days	Evening	Evening	off

The shifting pattern maybe altered for operational necessity and efficiency, though the member(s) assigned to CTSS/Traffic unit will be given adequate notice of a pending change. Shifting patterns maybe altered by mutual agreement at anytime between the member assigned and management.

**Collective Agreement Items**

Lunch breaks for employee(s) on ten (10) hour shifts will be a thirty (30) minute paid lunch break.

Two fifteen (15) minute refreshment breaks are to be provided to the employees on the ten (10) hour schedule; one break to be taken during the first half of the shift, and the other during the second half of the shift.

No accumulation or earned hours will be earned for members working a 10 hour shift, though all regular overtime provisions remain in effect.

**Training Courses**

When a member working ten (10) hour shifts attends a training course that is one-week (40 hours) or less in duration, a day in class will count as a ten (10) hour work day. When a course is more than one (1) week (40 hours), a week in class will be considered a work week and the days off will be two consecutive days off, e.g Saturday and Sunday.


The content and composition of this agreement is not intended in any way to relinquish any rights held by either party.


IN WITNESS WHEREOF the parties hereto have caused these presences to be executed this

30<sup>th</sup> day of May, A.D., 2025.

Executed on behalf of:  
WEYBURN BOARD OF POLICE COMMISSIONERS by:

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Witness

Chief of Police

Witness

Executed on behalf of:  
WEYBURN POLICE ASSOCIATION by:

IN THE PRESENCE OF:

President

Witness

Vice-President

Witness

**MEMORANDUM OF UNDERSTANDING – RECOGNITION OF THE NATIONAL DAY OF TRUTH AND RECONCILIATION**

BETWEEN:

Weyburn Board of Police Commissionaires  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the “Board/Employer”

AND:

Weyburn Police Association  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the “Association”

FOR:

Recognition of the National Day of Truth and Reconciliation

*WHEREAS*, the Board and the Association have agreed to incorporate this Memorandum of Understanding into the Collective Agreement between the Board and the Association that expires December 31, 2026.

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

*THEREFORE*, as ratified by both the Board and the Association, the parties mutually agree as follows:

I. PURPOSE

The purpose of this Memorandum of Understanding (MOU) is an agreement that although the National Day of Truth and Reconciliation is not recognized as a holiday pursuant to Section 3.16 in the Collective Agreement, the Board and Association mutually agree to recognize the federal National Day of Truth and Reconciliation as a holiday for the duration of the collective agreement with the following terms:

II. CONTENT/DETAILS OF THE AGREEMENT

- a) All members will be credited with either ten (10) or twelve (12) hours (depending on their regular scheduled hours for their position) into their Time Owed Bank in recognition of the National Day of Truth and Reconciliation. This time off must be taken in the year that it is accumulated at a time suitable to the member and the Chief of Police, providing that approval is first granted by the Chief of Police or their designate.
- b) In the future, should the Province of Saskatchewan deem the National Day of Truth and Reconciliation a provincial holiday, this MOU will remain in effect and will take precedence over the provincial legislation for the duration of the contract (until December 31, 2026). In this case, all members would continue to bank a day in straight time for all three years of the present contract as per II (a).
- c) Should the Province of Saskatchewan transfer a provincial holiday (i.e. the August provincial holiday) recognized in Section 3.16 of this Collective Agreement as a Public Holiday, and replace it with the National Day of Truth and Reconciliation as a provincial holiday, this MOU would become null and void and the National Day of Truth and Reconciliation would replace the transferred holiday (i.e. the August provincial holiday) as a Public Holiday under Section 3.16 of the Collective Agreement.

III. TERMS OF UNDERSTANDING

The term of this Memorandum of Understanding shall be in effect from January 1, 2024 until December 31, 2026 when the Collective Bargaining Agreement between the Board and the Association expires. This agreement may be extended upon written mutual agreement of both parties.

IV. 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 90 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.

This Memorandum of Understanding may also become null and void as per II c) above.

- V. 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 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.

VI. AUTHORIZATION AND EXECUTION

THIS AGREEMENT made this 30 day of May A.D. 2025

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

Executed on behalf of:  
WEYBURN BOARD OF POLICE  
COMMISSIONERS by:

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Chief of Police

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Witness


  
\_\_\_\_\_  
Witness


Executed on behalf of:  
WEYBURN POLICE ASSOCIATION by:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Vice President

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Witness

**MEMORANDUM OF UNDERSTANDING – JANUARY 1, 2027 GUARANTEED WAGE INCREASE**

BETWEEN:

Weyburn Board of Police Commissionaires  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the “Board/Employer”

AND:

Weyburn Police Association  
Of the City of Weyburn, Saskatchewan  
Herein after referred to as the “Association”

FOR:

January 1, 2027 GUARANTEED wage increase

*WHEREAS*, the Board and the Association through collective bargaining have agreed to incorporate this Memorandum of Understanding into the Collective Agreement between the Board and the Association that expires December 31, 2026

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

*NOW THEREFORE*, as ratified by both the Board and the Association, the parties mutually agree as follows:

VII. PURPOSE

The purpose of this Memorandum of Understanding (MOU) is an agreement to provide the members of the Weyburn Police Association with a guaranteed wage increase of 2% effective January 1, 2027.

VIII. CONTENT/DETAILS OF THE AGREEMENT

The Board and the Association mutually agree that:

- Effective January 1, 2027, the Board will provide members of the Weyburn Police Association with a guaranteed 2% wage increase.
- This 2% increase shall be separate and in addition to any other wage increases negotiated for 2027.
- The 2% increase is contingent upon negotiations for a new collective agreement commencing on or before August 1, 2026.
- If negotiations have not commenced by August 1, 2026, the guaranteed 2% wage increase shall be deemed null and void.

IX. TERMS OF UNDERSTANDING

This Memorandum of Understanding shall take effect upon ratification by both parties and shall remain in effect until December 31, 2026, coinciding with the expiration of the Collective Agreement.

X. 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.

This Memorandum of Understanding may be terminated immediately upon the occurrence of a material and significant breach of any provision contained herein, by delivery of a written notice to the breaching party.

- XI. 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, regulations that govern their activities, and operating procedures. Nothing in this Memorandum is intended to negate or otherwise render ineffective any such legal provisions. 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.

XII. AUTHORIZATION AND EXECUTION

THIS AGREEMENT made this 30 day of May, A.D. 2025

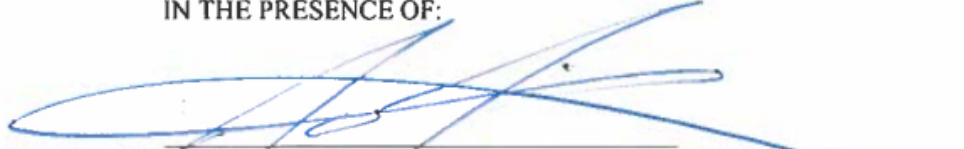
IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the day and year first written above.

Executed on behalf of:  
WEYBURN BOARD OF POLICE  
COMMISSIONERS by:

  
\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Chief of Police

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Witness

Executed on behalf of:  
WEYBURN POLICE ASSOCIATION by:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Vice-President

IN THE PRESENCE OF:

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Witness