



CUPE·SCFP / Canadian Union of Public Employees
Syndicat canadien de la fonction publique

Collective Agreement

Between The
Corporation of the
City of Brantford
and The Canadian
Union of Public
Employees,
Local 181 – City
Hall Unit

April 2, 2023 – April 3, 2027

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THIS AGREEMENT entered into at Brantford, Ontario as of the 2nd day of April, 2023
BY AND BETWEEN:

THE CORPORATION OF THE CITY OF BRANTFORD
(Hereinafter referred to as the "Corporation")

OF THE FIRST PART and

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 181
CITY HALL UNIT
(Hereinafter referred to as the "Union")

OF THE SECOND PART

Article 1 - General Purpose

1.01 Whereas, in the interests of the efficient conduct and administration of the Corporation's affairs, it is desirable that there shall obtain harmonious relations, fair and reasonable remuneration for the services rendered, having regard to the responsibility attached to the position held, the nature of the duties thereof, the manner of their discharge, seniority in the service and security of tenure of office; now therefore witnesseth that the parties hereto covenant and agree as follows:

Article 2 - Recognition and Coverage

2.01

(a) The Corporation recognizes the Union as the exclusive bargaining agent for all employees of the City of Brantford set forth in Schedule "A" & "B" attached hereto, save and except Deputy Department Heads, persons above the rank of Deputy Department Heads, City Tax Collector, Accounting Supervisor, Professional Engineers, Ontario Land Surveyor, Purchasing Officer, Secretary to the C.A.O., Secretary to the Mayor, Secretary to the City Engineer, Data Processing Officer, Chief Building Official, Manager – Child Care Services, Supervisor – Child Care Services and employees of the Human Resources Department.

It is understood that only full-time employees in the classifications in Schedule "A" & "B" are included in the bargaining unit. Full-time does not include employees who work twenty-four (24) hours or less per week.

(b) Students:

The parties agree that:

- (i) Students will become members of the Union and will pay Union Dues and/or assessments as advised by the Union upon commencement of employment.
- (ii) Students will be hired for their specific work term or vacation period and shall not acquire seniority during their employment.
- (iii) Students, except as otherwise specified, shall be paid in accordance with the schedule of rates attached hereto as Schedule "B".
- (iv) The Union recognizes the right of the Corporation to assign students such work as may from time to time become available provided that such students shall not be hired to replace regular employees on the seniority list or to substitute for seniority positions when they become vacant except as otherwise provided herein.

(v)

1. It is agreed by the parties that students are hired to complement staff and work generally under the guidance of regular union and/or non-union staff.
2. Between May 1 and November 30, the Corporation may assign Temporary Construction Inspector(s) to address the work demand during the peak construction season. The position will be shared and filled on a rotating basis between qualified employees in the Surveys Section of the Public Works Commission. When assigning the projects, Management will give consideration to the length of the project and the seniority of the employees. In the event the Surveyor's Assistant is a qualified applicant or is temporarily assigned to replace a Surveyor Technician during this time, the Corporation may proceed to assign students to fill the temporarily vacated Surveyors Assistant position.

Qualified applicants will start in the position at Step 1 and move along the wage grid to Step 2 after 2080 hours, Step 3 after 4160 hours in the position.

Qualified applicants will receive credit for any hours accumulated during previous seasons, unless there is a break in service.

(vi) Employees hired for a specific Government Subsidized Program shall not serve a probationary period and shall not acquire seniority during their employment. The terms and conditions as set forth for each particular program will be detailed in a Letter of Understanding to the President and Unit Chairperson, which will be mutually agreed to by the parties. Employees shall have the right to grieve from the first day of hire under the provisions of the Grievance Procedure as in Article 5 of the Collective Agreement with respect to matters of monetary, disciplinary or dismissal. The participation in benefits will be subject to the terms of the particular Government Subsidized Program and participation will be subject to the conditions of this Collective Agreement. Employees hired under these programs shall not be hired to replace regular employees on the Seniority List.

Clerical employees hired for a specific Government subsidized program shall be paid no less than the minimum rate of Level "1", Salary Schedule "A".

The union is to be forwarded copies of the Corporation's application for program funding and terms of reference for the program.

The union will be provided with notification of the names of employees hired under Government Subsidized Programs.

- 2.02 The term "employee" or "employees", as used in this Agreement, unless it is clearly specified otherwise, shall mean only those employees who are included in the bargaining unit as described above.
- 2.03 No member of management shall perform the duties of positions performed by employees covered by this Agreement, save and except for a period of no longer than thirty (30) working days in cases of emergency, during periods of instruction, or when employees normally performing the duties are not available.
- 2.04 No person who has completed five (5) years of service shall be laid off as a result of contracting out of work regularly performed by members of this bargaining unit on the seniority list.

Article 3 - Relationship

- 3.01 The parties agree that no employee shall, in any manner, be discriminated against or coerced, restrained or influenced. The parties agree to share a commitment to reach beyond the standards set in compliance with those outlined by the *Ontario Human Rights Code*, the *Occupational Health and Safety Act* and the *Ontario Labour Relations Act*.

- 3.02 The Corporation agrees that all present employees shall remain, and new employees shall become, members of the Union when they commence employment.
- 3.03 The Corporation agrees to acquaint new employees with the fact that this Agreement is in effect and with the conditions of employment set out in this Article and Article 15. The Corporation will make the Collective Agreement available electronically for all employees and supply the Unit Chair with three (3) signed original copies, and supply the Recording Secretary and President of the Union an electronic copy of this agreement via email.
- 3.04 Upon request, subject to the approval of the Director or their designate as to time, arrangements will be made with the Human Resources Department for an employee to have access to and review their file and shall be permitted to respond in writing to any document contained therein. Such response shall become part of the personnel file. An employee may photocopy any material contained in their personnel file. Such review will be held in the presence of a member of the Human Resources Department and such request shall not be unreasonably withheld. The presence of such a response in the employee's file shall not be construed as being an acceptance by the Corporation of the statements contained therein either as to fact or opinion.

Article 4 - Reservation of Management Functions

- 4.01 The Union acknowledges that it is exclusively the function of the Corporation to:
- (a) Maintain order, discipline and efficiency;
 - (b) Hire, discharge, direct, transfer, promote, demote, lay-off and suspend, or otherwise discipline employees, providing that a claim of discriminatory promotion or demotion or a claim that an employee has been discharged or disciplined without just cause, may be subject to a grievance and dealt with in accordance with the grievance procedure;
 - (c) Make and alter, from time to time, rules and regulations to be observed by the employees, provided they are not inconsistent with the provisions of this Agreement.
 - (d) Generally, to manage the operations and to direct the work of the employees and, without restricting the generality of the foregoing, to determine the number of employees required and the methods, procedures and equipment to be used and all other matters concerning the Corporation's operations not otherwise specifically dealt with elsewhere in this Agreement; and

- (e) Where a decision is made affecting a group of employees, the Unit Chairperson and Secretary of the Union shall be notified by the Director of Human Resources or their designate as soon as it is practicable but in any event not later than thirty (30) days prior to the decision being implemented or such time limits as specifically contained in this Agreement.
 - (f) Where changes in the staff complement are implemented, i.e., hiring, lay-offs, re-calls, terminations, transfers, and redundant positions and such other notification as contained in this Agreement, the Director of Human Resources or their designate shall notify the Unit Chairperson or their designate as soon as it is practicable, unless a separate timeframe is specified elsewhere in the agreement. Such notification shall be made by email or hardcopy.
- 4.02 The Corporation agrees that these functions shall be exercised in a manner consistent with the provisions of this Agreement.
- 4.03
- (a) When it is necessary to reprimand an employee, the employee shall be advised of the option for union representation and the reprimand shall be made in private. Where such reprimand may result in demotion, suspension, or dismissal of an employee, a Union Representative shall accompany the employee being reprimanded.
 - (b) In the event that an employee has been reprimanded as outlined in 4.03 (a), such employee shall be provided, in writing, the particulars which caused the reprimand and the Unit Chairperson shall receive a copy.
 - (c) Such reprimand shall remain on an employee's record for a period of eighteen (18) months.

Article 5 - Grievance Procedure

- 5.01 In order to provide an orderly procedure for the servicing of differences between the parties and the employees' grievances which may arise hereunder, the Union may establish a Unit Grievance Committee, not more than three (3) of whom may attend meetings with the Representatives of the Corporation, and the Unit Chairperson shall notify the Director of Human Resources, in writing, of the names of the members of the Unit Grievance Committee and any change thereto before the Corporation shall be required to recognize them. Only two (2) duly authorized members of the Unit Grievance Committee, together with the Department Steward concerned constituting the three (3) members shall assist employees or attend meetings as provided in the Grievance Procedure.

5.02

- (a) It is understood that members of the Grievance Committee and other recognized Committees have their regular work to perform on behalf of the Corporation and that if it is necessary to service a grievance or perform other Union functions connected with the Agreement during working hours, they will not leave their work without first obtaining the permission of the Supervisor, which permission will not be unreasonably withheld. When resuming their regular work they will report to such Supervisor, and, if required, will give a reasonable explanation as to their absence.
- (b) It is understood that permission requested of a Supervisor, as it appears in any articles of the Agreement, should the Supervisor, not be available, the request shall be made to the next member of Management available in the Department.

5.03 The Union may have the services of a representative of the Canadian Union of Public Employees to assist in the hearing of grievances, as provided under the terms of this Agreement, at arbitration and at negotiations.

5.04 It is the mutual desire of the Corporation and the Union that the complaints of employees shall be addressed as quickly as possible and it is understood that an employee has no grievance until they have first given their Supervisor an opportunity to adjust their complaint. When an employee has a complaint arising out of the interpretation, application, administration or alleged violation of the terms of this Agreement, they shall present their complaint to their immediate Supervisor no later than fifteen (15) working days following the date upon which they should have become aware of the circumstances which led up to the complaint. In the case of a complaint, requesting a monetary settlement, the limitation shall be extended to one (1) calendar year. The Supervisor shall have three (3) working days to verbally reply to the complaint. Failing satisfaction, the complaint may be dealt with in the following manner and sequence:

Step 1

Written grievances shall be on forms supplied by the union. Within five (5) working days of receiving the verbal reply from their immediate Supervisor on a complaint, the Unit Grievance Committee may submit the grievance in writing, to the Manager or designate. A meeting will be held within five (5) working days with the Manager and/or designate, a representative of the Human Resources department, the Grievor and up to three (3) members of the Unit Grievance Committee in attendance. The Manager shall render their decision in writing within five (5) working days.

Grievances launched as a result of a discipline will originate under Step 1 of the grievance process.

Step 2

Failing settlement under Step 1 of the Grievance Procedure, the Unit Grievance Committee may submit the grievance in writing to the Director or Designate of the Department within five (5) working days of receiving the decision in Step 1. The Director or Designate of the Department shall grant the Union Grievance Committee a meeting within ten (10) working days. The decision shall be given in writing within five (5) working days to the Unit Grievance Committee with a copy to the Grievor. It is understood that the Director or Designate of the Department may have the assistance of any other management representatives.

- 5.05 Failing settlement under Step 2 of any differences between the parties arising from the interpretation, application, administration or alleged violation of this Agreement, including any questions as to whether a matter is arbitrable, such difference may be taken to arbitration as provided in Article 6 herein, and if no written notification is received within forty (40) calendar days after the decision in Step 2 is given, it shall be deemed to have been abandoned.
- 5.06 **Group:** Any complaint or grievance concerning or affecting a group of employees shall be originated under Step 2.
- 5.07 The time limits provided under the Grievance Procedure may be extended by mutual agreement of the parties.
- 5.08 **Policy:** A Policy Grievance Procedure is hereby recognized whereby either party to this Agreement may submit any matter in dispute to grievance beginning at Step 2 of the Grievance Procedure. However, such grievance shall not include matters upon which employee(s) are personally entitled to grieve.
- 5.09 A claim by any employee who has completed their probationary period that they have been unjustly discharged or suspended for three (3) working days or more shall be treated as a grievance if a written statement of such grievance is received and date stamped within five (5) working days after the discharge or suspension is effected. Such special grievance may be settled under Grievance or Arbitration Procedure by:
- (a) Confirming the Corporation's action in dismissing or suspending the employee;
 - (b) Re-instating the employee with full compensation for the time lost; or
 - (c) By any other arrangement which may be deemed just and equitable.

- 5.10 All decisions arrived at between the representatives of the Corporation and the Union shall be final and binding upon the Corporation, the Union and the employee or employees concerned.
- 5.11 It is agreed that an appeal by an employee to an elected or appointed non-staff official of the City Council or of a Board or Commission of the City of Brantford over a matter that is being or could be grieved under the terms of this Agreement, or could be the subject of an appeal under Article 10 of the Job Evaluation Plan shall constitute a breach of this Agreement. Violation of this clause shall render an employee liable to disciplinary action up to and including dismissal.
- 5.12 It is understood that the Union may have the services of the local Union Chief Steward without loss of pay to assist in the hearing of grievances at Step 2 and thereafter of the Grievance Procedure.

5.13 **Mediation**

Unresolved grievances may be referred to mediation upon mutual agreement of the parties. Such request for referral shall be made by the requesting party within ten (10) working days after the disposition of Step 2 and a response from the responding party shall be issued to the requesting party within five (5) working days. The mediator shall be selected by mutual agreement of the parties and costs shall be shared equally. The mediator shall endeavour to assist the parties to settle the grievance by mediation.

In cases where the responding party declines mediation, the timelines to file the matter for arbitration shall commence upon the date the requesting party receives the written response of denial from the responding party. In cases where the matter is placed before a mediator but is not resolved to the satisfaction of the parties, the timelines to file for arbitration shall commence upon completion of the mediation stage.

Article 6 - Arbitration

- 6.01 When a dispute arises in respect of any of the matters covered by this Agreement, including;
- (a) the interpretation, application or administration of this Agreement or
 - (b) when an allegation is made that this Agreement has been violated, and if a satisfactory settlement cannot be reached through the process provided for under Article 5, the matter in dispute may be submitted by the Corporation or the Union to Arbitration.

- 6.02 **SINGLE ARBITRATOR:** Either of the parties to this Agreement may notify the other party in writing of its desire to submit the matter in dispute to a single arbitrator. If the recipient of the notice and the party desiring the arbitration do not, within a period of ten (10) working days after the receipt of the said notice agree upon a single arbitrator the appointment of a single arbitrator shall be made by the Minister of Labour for the Province of Ontario upon the request of either party.
- 6.03 **BOARD OF ARBITRATION:** Either of the parties to this Agreement desirous of exercising this provision shall notify the other party in writing, and at the same time nominate a representative. Within five (5) working days thereafter the other party shall nominate a representative. The two representatives so nominated shall attempt to select by agreement a Chairperson of the Arbitration Board. If they are unable to agree upon such a Chairperson within a period of five (5) days following the date of their appointment either representative will then request the Minister of Labour for the Province of Ontario to appoint a Chairperson.
- 6.04 Any Single Arbitrator/Arbitration Board appointed pursuant to this Article has no jurisdiction to alter, modify or amend the collective agreement or make any decision that is inconsistent with the provisions of this Agreement.
- 6.05 The decision of the Single Arbitrator/Arbitration Board appointed pursuant to this Article is final and binding upon the Corporation, the Union and any Employee affected thereby.
- 6.06 Where there is a Single Arbitrator, the Corporation and the Union shall share equally the cost of the arbitration proceedings and the Arbitrator. Where there is a Board of Arbitration, each party shall bear the cost of its own nominee and shall share the cost of the Chairperson and the arbitration proceedings.
- 6.07 Notwithstanding the provisions of Article 5 or this Article;
- (a) No matter in dispute may be submitted to arbitration which has not been properly processed through the grievance procedure as set forth in Article 5,
 - (b) The provision of this section shall not be considered to have been waived unless agreed upon, in writing, by both parties.
- 6.08 No person may be appointed to the Board of Arbitration who has been involved in an attempt to negotiate or settle the grievance.
- 6.09 Upon mutual consent of the parties any difference may be submitted to a three-person Board of Arbitration.

Article 7 - No Strike and No Lockout

7.01 In view of the orderly procedure for settling grievances, following the signing of this Agreement, the Corporation agrees that it will not cause or direct any lockout of its employees and the Union agrees that there will be no strike or other collective action which will stop, curtail or interfere with work or the Corporation's operations during the life of this Agreement.

The Union agrees that if any such collective action takes place, it will repudiate it forthwith and require its members to return to work. Any employee participating in any such strike will be subject to discipline, including discharge.

7.02 In the event that any employee, other than those covered by this Agreement, engages in a strike or where employees in a labour dispute engage in a strike and maintain picket lines, the employees covered by this Agreement shall have the right to cross or to refuse to cross such picket lines.

Article 8 - Seniority, Promotions, Staff Changes

8.01

- (a) **Seniority List:** Seniority is preference or priority measured by length of service. The Corporation shall maintain a seniority list showing the date upon which each employee's service commenced within this bargaining unit. An up to date seniority list shall be made available on the Corporation's intranet by the 15th of January and July of each year. Copies shall be sent to the Unit Chairperson and the Secretary of the Union.
- (b) **Seniority for New Employees:** Newly hired employees shall be on probation for a period of ninety (90) worked days, or such other extended period of time as may be mutually agreed upon, and after satisfactory completion of such probationary period, seniority shall be effective from the original date of employment.
- (c) **Seniority During Absence:** If an employee is absent from work because of sickness, accident, lay off or leave of absence approved by the Corporation, they shall not lose seniority rights. An employee shall lose their seniority in the event:
 - (i) They are discharged for just cause and are not re-instated.
 - (ii) They resign.

- (iii) They are absent from work in excess of three (3) working days without notifying the Department Head or designate, unless such notice was not reasonably possible.
 - (iv) They fail to report for work within ten (10) days after being notified by registered mail to return to work following a lay off or fails to notify the Director of Human Resources by registered mail postmarked within five (5) days after receipt of such notice of their intention to report for work.
 - (v) They are laid off for a period of longer than fifteen (15) consecutive months.
 - (vi) They fail to return to work upon termination of an authorized leave of absence without reasonable proof for the cause of delay.
- (d) The Corporation agrees to supply the Union with the list of the names, phone numbers and addresses and positions of the present and new Employees of the bargaining unit on the 15th of July each year. The union will save the Corporation harmless from any and all claims that may be made against the Corporation for disclosing such information.
 - (e) Employees with the same seniority date shall have their seniority determined by lottery, as administered by the Union. Once seniority status has been established through the lottery it will be maintained accordingly.

8.02

- (a) When an employee accepts a position, a transfer, a promotion (excluding promotions to positions outside of the Bargaining Unit which shall not be subject to the terms of this Agreement), is laid-off or recalled, seniority shall apply when the employee has the basic qualifications, as outlined in the approved Job Description, to perform the work available.
- (b) if an employee posts in, is promoted, transferred or appointed to a position within the scope of this agreement, and within ninety (90) calendar days proves unsatisfactory in their new position, or if the employee requests in writing, they shall be returned to their former position without penalty.

Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position without penalty.

An employee who requests to be returned to their former position shall not prejudice their application for future promotions or transfers.

In the event that the successful applicant exercises their reversion rights within the time frame noted above, the position will be re-posted in accordance with Article 8.03.

- (c) When accepting a position not subject to the provisions of this Agreement, an employee, provided they do not break their service with the Corporation, can return to their former position within the bargaining unit and shall retain their seniority for twenty-four (24) months only from the date the position begins. It is understood that such employee shall not continue to accumulate seniority during this period.

Layoffs/Redundancy

- (d) A lay-off shall be defined as a reduction in the work force or a reduction in the standard hours of work as defined in this agreement of more than forty-eight (48) hours duration, due to lack of work.
- (e) In the event of a lay-off or redundancy, employees may exercise their seniority rights by displacing other employees with less seniority in classifications at the same or at a lower level, provided the employee has the basic qualifications (as outlined in the Job Description) to perform the duties of the classification.
 - (i) If the employee occupying the laid-off or redundant position displaces another employee at the same level, then the bumping employee shall continue to receive their current rate of pay at the time.
 - (ii) If the employee occupying the laid-off or redundant position displaces another employee at one level lower than themselves, then the bumping employee shall maintain their current rate of pay at the time of bumping for a period of one (1) year after which time they would become “red circled” and subject to Article 10.06 (c).
 - (iii) If the employee occupying the laid-off or redundant position displaces an employee at two (2) levels below themselves, then the employee shall maintain their current rate of pay at the time of bumping for a period of six (6) months after which time they would become “red circled” and subject to Article 10.06 (c).
 - (iv) If the employee occupying the laid-off or redundant position displaces an employee more than two (2) levels below themselves, then the employee would become “red circled” and subject to Article 10.06 (c).
- (f) Employees shall be recalled in the order of their seniority. Employees shall retain recall rights to their home classification, the position that they were laid off from, in accordance with article 8.01 (c) (v) from the effective date of the start of their lay-off.
- (g) New employees shall not be hired until those laid off have been given an opportunity of recall in accordance with article 8.01 (c) (iv).

- (h) Unless legislation is more favourable, the Corporation shall notify the employee(s) who are to be laid off ten (10) working days prior to the effective date of the lay-off, except in the event of any extraordinary or unforeseen circumstance.
- (i) If the employee has not had the opportunity to work the days provided in this article, they shall be paid for the days for which work was not made available.
- (j) Grievances concerning lay-offs and recalls shall be initiated at Step 2 of the Grievance Procedure.

8.03 Vacancies

- (a) Notices of all vacancies or new positions within the scope of this bargaining unit (which shall include the nature of the position, the required knowledge and education, ability and skills and salary level) shall be posted on the Corporation's intranet and/or website for a minimum period of seven (7) calendar days and a copy thereof shall be sent to the Unit Chairperson of the Union before being filled. Eligible employees shall have an opportunity to apply and will not be unreasonably denied an interview. Following the selection of and notification to the successful applicant, all other applicants shall be advised of the Corporation's decision within seven (7) working days of the appointment being made.
- (b) It is understood that any employee who is accepted for a posted position may be precluded from applying for another job opening at the same salary level for a period of twelve (12) months. This Article does not apply to an employee who is accepted for a posted temporary position.

8.04 The decision as to the required knowledge, education, qualifications, abilities and skills shall rest with the Corporation and shall be subject to the Grievance, Mediation and Arbitration procedures. However, the following principle must be considered in the event that testing and/or interviews are determined by management to be appropriate in assessing competing applicants for vacancies and new positions:

- (a) If testing is being used as an assessment technique, then
 - (i) Candidates shall be given reasonable notice of the testing date.
 - (ii) Candidates shall be apprised of the general nature of the subject matter upon which they will be tested.
 - (iii) Candidates shall be told in advance what is expected as a passing grade.

- (iv) Reasonable steps shall be taken to ensure that all applicants taking the test should do so under similar circumstances.
 - (v) The content of the test must be relevant to the duties of the job being applied for. Applicants will be permitted to review their score with a Supervisor or designate. Upon request the Union shall be provided the test scores, without names, for all applicants.
 - (vi) Test scores for the same skills assessment obtained by candidates shall be retained on file for six (6) months. If requested by the candidate, their test scores can be used for any subsequent job competition for the next six (6) months.
 - (vii) Candidates may not be permitted to be tested again for the same position within a six (6) month period if they were unsuccessful in their initial attempt. An employee shall be exempted from this provision if they demonstrate they have made best efforts to improve their required knowledge, education, qualifications, abilities and/or skills of the subject being tested.
- (b) In the event that interviews are held:
- (i) At least two (2) members of management, or their designates, shall be present during all interviews.
 - (ii) Interview questions and responses shall be recorded to the degree that this is possible.
 - (iii) Questions must be relevant to the required knowledge, education, qualifications, abilities and skills necessary to do the job.
 - (iv) All applicants must be asked the same questions.
- 8.05 Following confirmation of hiring a new employee (including student employees) from the Corporation to the Unit Chair, a Union Representative shall be given an opportunity to meet with each new employee within regular working hours, without loss of pay, for a maximum of thirty (30) minutes for the purpose of acquainting the new employee with the benefits and duties of Union membership and their responsibilities and obligations to the Union. Such meeting will occur within two (2) weeks of the employee commencing employment.
- 8.06 It is agreed that those employees transferred to another classification, excluding those employees demoted under the terms of this Agreement, shall be paid no less than the rate they are presently receiving. An employee shall receive the higher of their own rate or the rate for the job to which they are assigned in excess of two (2) hours.

- 8.07 An employee may fill a temporary position under the following conditions:
- (a) Vacancies created as a result of an employee being absent from work may be posted and filled when it is reasonable to expect that the vacancy may extend beyond twelve (12) weeks.
 - (b) The Corporation may post and fill a temporary position when the current workload cannot be adequately carried out by the existing workforce.
 - (c) The Corporation may post and fill the temporary position for a period of up to thirty (30) months. The vacancy shall be posted internally, in accordance with article 8.03 (a), and any ensuing vacancy may be posted and/or filled at the discretion of the Corporation.
 - (d) Upon return of the absent employee, the employee(s) filling the temporary vacancy(s) shall be returned to their former position(s).
 - (e) In the event the absent employee does not return to work and the Corporation deems that the temporary posting needs to be filled permanently, the position will be posted in accordance with article 8.03 with the temporary incumbent returning to their former position if they are not the successful incumbent in the posting procedure.
 - (f) An external hire employed in a temporary posting in accordance with Article 8.07, shall be covered by the terms of this agreement, except that they shall:
 - Not accumulate seniority unless subsequently employed as a regular full-time employee
 - Not be entitled to Employee Benefits and Sick Leave
 - Receive 4% in lieu of vacation
 - The expiration of the posting shall not be subject to any grievance
 - And, shall not be subject to any other obligation under the collective agreement including provisions respecting layoff, termination, dismissal or reduction of hours of work

Article 9 - Hours of Work

- 9.01 The standard work week shall be thirty-five (35) hours per week, Monday to Friday, 8:30 a.m. to 4:30 p.m. with a one (1) hour unpaid lunch period. These hours may be amended for certain positions or circumstances with the mutual agreement of the parties.

9.02 Positions working other than the standard work week, as outlined in article 9.01, shall work the following:

Table 1 - Work Hours for Positions That Do Not Work a Standard Work Week

| Position | Standard Working Hours | Lunch Break | Hours Per Week |
|--|--|-----------------------------|-----------------------|
| Operational Services Clerks | 7:00 a.m. to 3:00 p.m. | Thirty (30) Minute (Paid) | 40 |
| Traffic Signal Electrician and Traffic Maintenance Signs | 7:00 a.m. to 3:00 p.m. | Thirty (30) Minute (Paid) | 40 |
| Traffic Systems Technologist | 7:00 am to 3:00 pm and/or 8:30 am to 4:30 pm | One (1) hour (Unpaid) | 35 |
| Coordinator Construction Inspector/Operator | 8:00 a.m. to 4:30 p.m. | Thirty (30) Minute (Unpaid) | 40 |
| Construction Inspector/Operator | 8:00 a.m. to 4:30 p.m. | Thirty (30) Minute (Unpaid) | 40 |
| Solid Waste Inspector | 8:30 a.m. to 5:00 p.m. | Thirty (30) Minute (Unpaid) | 40 |
| Landfill Inspector* | 8:30 a.m. to 5:00 p.m. | Thirty (30) Minute (Unpaid) | 40 |
| Parking/Bylaw Enforcement Coordinator | 7:30 a.m. to 4:30 p.m. | One (1) hour (Unpaid) | 40 |
| Parking Technician | 8:00 a.m. to 4:30 p.m. | Thirty (30) Minute (Unpaid) | 40 |
| Stormwater Technologist | 8:00 a.m. to 4:00 p.m. | One (1) hour (Unpaid) | 35 |
| Environmental Services Technologist | 8:00 a.m. to 4:00 p.m. | One (1) hour (Unpaid) | 35 |
| Compliance Inspector | 8:00 a.m. to 4:00 p.m. | One (1) hour (Unpaid) | 35 |
| Water Compliance Technician | 8:00 a.m. to 4:00 p.m. | One (1) hour (Unpaid) | 35 |
| Power Line Technician (Street lighting) | 7:00 a.m. to 3:00 p.m. | Thirty (30) Minute (Paid) | 40 |

| Position | Standard Working Hours | Lunch Break | Hours Per Week |
|---------------------------------------|--|-----------------------------|-----------------------|
| Administrative Support Services ** | Sunday to Thursday 7:30 a.m. to 3:00 p.m. | Thirty (30) Minute (Unpaid) | 35 |
| Administrative Clerk – WCSC** | Monday 12:30 p.m. to 8:00 p.m. Tuesday to Friday, 9:30 a.m. to 5:00 p.m. | Thirty (30) Minute (Unpaid) | 35 |

* Employee will be required to work one (1) afterhours Saturday shift per month, in lieu of a regularly schedule shift during that week, chosen by mutual agreement between the parties

** To meet Operational demands, evenings and weekend afterhours shifts will be require in lieu of a regularly scheduled shift, in consultation with the affected employees

- 9.03 The standard work week and hours of work for students shall be the same as the department in which they work.
- 9.04 It is expressly understood that the provisions of this Article are intended only to provide a basis for calculating time worked and shall not be, or be construed to be, a guarantee as to the hours of work per day or as to the hours of work per week.
- 9.05 The lunch period and the rest period shall be taken at a time suitable to the operation of each Department as arranged by the immediate supervisor and in accordance with the *Employment Standards Act*.
- 9.06 For the efficiency of the operation, the standard starting and ending times may be changed by mutual agreement of the parties. Those employees who are members of this Unit who are working at locations other than the City Hall will adopt hours as in their work location.
- 9.07 Employees shall be allowed a fifteen (15) minute rest period in the first half and the second half of each shift. The fifteen (15) minute rest period should be taken at the job location except when conditions warrant. The period off the job shall not exceed fifteen (15) minutes.
- 9.08 In the event of an emergency situation or an impending situation that constitutes a danger of major proportion that could result in serious harm to persons or substantial damage to property and is caused by the forces of nature, a disease or other health risk, an accident or an act whether international or otherwise (*EMCPA, R.S.O. 1990, C. E.9*), staff schedules are subject to change and employees may be required to work extended or varied hours from their regular schedules. The collective agreement provisions will apply, excluding hours of work.

Article 10 - Schedule of Wages, Overtime Rates and Job Evaluation

10.01 Schedule of Wages:

- (a) The Corporation agrees to pay and the Union agrees to accept, for the term of this Agreement, the wage schedule attached hereto as Schedule "A".
- (b) Employees will be paid by direct deposit on a bi-weekly basis with pays calculated based on an hourly rate unless mutually agreed otherwise by the parties.
- (c) The Corporation agrees to grant equal pay to all members of the Union for equal work, regardless of the gender of the employee concerned.

Overtime Rates

- (d) Authorized work performed in excess of the employee's standard work week or standard work day will be recorded to the closest fifteen (15) minute increment and will be paid at the rate of time and one-half their regular hourly rate, provided that overtime premium payment shall not pyramid. The employee shall be permitted to indicate their preference for payment, either at the rate of time and one-half (1 ½) their regular rate of pay, or for time and one-half lieu time off. However, should such employee request that they be reimbursed for overtime with time and one-half lieu time off, this would only be permitted provided that such lieu time off is taken at a mutually agreed upon time. The lieu-time bank can accumulate up to ten (10) days and be refilled to an annual maximum of ten (10) days and any time remaining at year end will be paid out by mid-January annually.
- (e) Authorized overtime work performed on a Sunday shall be paid at the rate of double the employee's regular hourly rate.
- (f) An employee called in to work outside of their normal shift shall be paid one (1) hour pay at straight time for reporting plus time and the appropriate overtime rates in accordance with this Article.

Standby/On Call

- (g) Traffic Signal Electricians, Compliance Inspectors - Wastewater, Water Compliance Technicians and employees in Traffic Maintenance – Signs (During Winter Operations from December 1st to April 15th each year), and employees who are assigned by management to be on-call for project specific purposes, will be paid twenty-five (\$25.00) dollars per day while on-call. On-call will be shared equally between those employees who are qualified to do the work. Employees' on-call will be provided a cell phone/mobile device for the use of After Hours Call Services only.

Effective March 31, 2024 - \$40.00 per day

If the employee is required to go to the site in response to an after-hours call, the time worked will be paid at the appropriate overtime rate.

Shift Premium

- (h) All full-time employees performing shift work outside the standard operational hours, as outlined in Article 9.01, shall receive a shift premium of one dollar and twenty-five cents (\$1.25) for each hour worked on that shift, or for afterhours shifts.

Effective March 31, 2024 - \$1.50

Job Evaluation

- 10.02 The evaluation of jobs shall continue to be made in accordance with the Job Evaluation Manual, as revised by the parties, herein referred to as the "Manual", which includes the Point Evaluation method and such other techniques as included therein. A copy of the Job Evaluation Manual shall be supplied to the members of the Job Evaluation Committee and the Unit Chairperson.
- 10.03 The duties of the Committee, the procedure for job evaluation and the procedure for an appeal from a decision of the Committee, shall be as established in the Manual.
- 10.04 The method of job evaluation adopted in Article 10.02 may be amended from time to time, in whole or in part, upon the unanimous recommendations of the committee and the agreement of the parties to this Agreement.
- 10.05 The job classification of employees, as evaluated pursuant to the Manual mentioned in Article 10.02 or other agreed upon methods as of the signing of this Agreement or in the future, shall be included within the appropriate salary level set out in Schedule "A" in accordance with their evaluated positions.
- 10.06 Individual existing wage rates in excess of the rate established by the Job Evaluation shall be known as "red circle" rates.
 - (a) Employees, who are receiving wages based on rates in excess of the rate assigned to their job classification at the time of the signing of this Agreement, shall continue to receive a wage which is no less than the wage they received prior to the signing of this Agreement, which rate shall be considered to be "red circled".
 - (b) It is understood that rates considered to be "red circle" rates within the meaning of Article 10.06 and 10.06(a) herein, shall not be deemed to be within the wage schedule established by this Agreement, except where

specific provision is made on their behalf elsewhere in this Agreement in respect of a negotiated increase. An employee whose rate has been "red circled" shall continue to receive no less than the "red circle" rates so long as they continue within the classification for which the rate was established.

- (c) It is understood that a "red circle" rated employee, as mentioned in Article 10.06, 10.06(a) and 10.06(b), shall receive fifty percent (50%) of all negotiated increases for their classification during the duration of their "red circled" rate.

10.07 It is understood that when the Corporation makes significant changes to the duties of any position, changes the qualifications of a position in the job posting, and/or creates a new position within the bargaining unit, the Job Evaluation Committee shall meet within 6 months of the position being filled in order to evaluate the position.

10.08 **Meal Allowance:** Any employee who is required and authorized to work a minimum of two (2) hours overtime shall be entitled a twelve (\$12.00) dollars meal allowance provided that not more than one (1) hour has elapsed between their regular stopping time and their return to work.

Effective March 31, 2024 - \$15.00

10.09 Employees in the Traffic department, when designated to fill in for their Supervisor, will be paid a premium of two dollars \$2.00 per hour above their rate of pay.

The most senior qualified within the department will be assigned. Should no qualified employee accept the offer, Management will assign the junior qualified employee to perform the responsibilities.

In addition to the Employees regular duties, the responsibilities is defined as, but not limited to, an employee who will:

- (a) Direct the carrying out of the work to be performed with regard to the quality of work and conduct of the staff.
- (b) Advise and monitor the staff to ensure that the work is carried out in accordance with safety legislation and regulations and City policy.
- (c) If required, ensure that time cards of employees and work related documentation are completed and forwarded to the appropriate supervisor or staff person.

Article 11 - Paid Holidays

11.01 All employees shall receive the following holidays and any holiday proclaimed by the Federal, Provincial or Municipal Government, at their regular rate of pay:

| | |
|----------------|---|
| New Year's Day | Labour Day |
| Family Day | National Day for Truth and Reconciliation |
| Good Friday | Thanksgiving Day |
| Easter Monday | Remembrance Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| Civic Holiday | |

Should National Day for Truth and Reconciliation, New Year's Day, Christmas Day, Boxing Day, Remembrance Day or Canada Day fall on other than an employee's regular working day and if it is not proclaimed or observed on a regular working day, an employee shall be entitled to one (1) day of holiday with pay for that day at a time mutually agreed to by the employee and their immediate Supervisor.

In the event that a paid holiday falls within an employee's vacation period, they will have the option of being granted an extra day of vacation at a time mutually agreed upon or pay therefore at the employee's regular rate of pay.

Child Care Services employees, who are required to work on Remembrance Day, will be paid at the employee's regular rate of pay for that day, and be granted a floating holiday to be used between November 12 and December 31, at a time mutually agreed to by the employee and their immediate Supervisor.

11.02

- (a) Authorized work performed on a paid holiday, defined in Article 11.01 except Christmas or New Year's Day, shall be paid at the rate of time and one-half the employee's regular hourly rate in addition to any pay to which they may be entitled.
- (b) Authorized work performed on Christmas or New Year's Day shall be paid at the rate of double the employee's regular hourly rate in addition to any pay to which they may be entitled.

Article 12 - Vacations

- 12.01 New employees shall be entitled to one (1) day of vacation with pay at the employee's regular hourly rate for each partial or complete month of service between the employee's start date and December 31 of the first vacation year to a maximum of ten (10) days.
- 12.02 Employees on the active payroll with one (1) full year's continuous service shall be entitled to three (3) weeks vacation with pay in the year in which the one (1) year of service is completed and thereafter.
- 12.03 Employees on the active payroll with nine (9) years continuous service shall be entitled to four (4) weeks vacation with pay in the year in which the nine (9) years service is completed and thereafter.
- 12.04 Employees on the active payroll with sixteen (16) years continuous service shall be entitled to five (5) weeks vacation with pay in the year in which the sixteen (16) years service is completed and thereafter.
- 12.05 Employees on the active payroll with twenty-six (26) years continuous service shall be entitled to six (6) weeks vacation with pay in the year in which the twenty-six (26) years service is completed and thereafter.

Effective January 1, 2024

- 12.06 All regular full-time employees shall earn vacation credits based upon their service.

Table 2 - Vacation Entitlement Based on Years of Service

| Years of Service | Vacation Entitlement per Calendar Year |
|-------------------------|---|
| 0-6 years of service | 3 weeks |
| 7-14 years of service | 4 weeks |
| 15-24 years of service | 5 weeks |
| 25 years or more | 6 Weeks |

On January 1st of each year, employees are advanced a full year's vacation credit based on their years of service. For employees reaching the next entitlement level during the year, they will be advanced the full years entitlement on January 1st of that year. If an employee commences or ends employment during the year, their vacation credit will be pro-rated. If their employment ends for any reason and the employee has been paid more vacation then the year's entitlement, the unearned vacation pay will be deducted from their final pay.

12.07 In the selection of vacation dates, every effort will be made, consistent with the necessities of the operation, to allow the employees to exercise their choice in accordance with their seniority status. The selection of vacation dates must be made by March 1st and posted in all workplaces by April 1st. All other vacation time must be requested two (2) weeks in advance and will be approved on a first come basis and consistent with the necessities of the operation. It is understood between the parties that a maximum of five (5) days vacation can be carried over into the subsequent year.

12.08

- (a) All time lost from work due to absences from work for any reason will reduce vacation pay entitlement in the same proportion as the factor by which periods of absence relate to the full vacation year with the following exceptions:
 - (i) Time off for paid sick leave under the sick leave credit system under the Collective Agreement;
 - (ii) Union leave under the Collective Agreement, excluding leaves to take a position within the Union.
 - (iii) Maternity and Parental Leave, Jury Duty and Bereavement Leave.
- (b) Notwithstanding the foregoing, time lost while in receipt of Workers' Compensation benefits either:
 - (i) exceeding sixty (60) working days, whether continuous or not in a vacation year; or
 - (ii) exceeding sixty (60) continuous working days spanning two (2) vacation years, will reduce vacation pay entitlement in the same proportion as the factor by which the periods of absence relate to the full vacation year. Accumulated days can only be counted once in order to determine whether pro-rating is applicable.
- (c) Pro-rating of employees on Workers' Compensation under this clause will cease once the employee has returned to work and the Corporation has started to pay wages directly. Top-up payments will not be included as "wages paid directly".
- (d) In any of the foregoing circumstances, vacation pay entitlement shall be pro-rated taking into account the total length of the period of absence.

Article 13 - Employee Benefit Plans

13.01 The Corporation shall provide, at no cost to the employees, except students, on the active payroll, who have completed three (3) months of service, the benefits of the Ontario Health Insurance Plan.

Group Life Insurance

The Group Life insurance plan is outlined in the attached Letter of Understanding – CUPE Benefit Harmonization.

Long Term Disability

The Long Term Disability plan is outlined in the attached Letter of Understanding – CUPE Benefit Harmonization.

Extended Health Plan

The Extended Health plan is outlined in the attached Letter of Understanding – CUPE Benefit Harmonization.

Dental Care Plan

The Dental Care Plan is outlined in the attached Letter of Understanding – CUPE Benefit Harmonization.

Retired Employees Between Age 55 and 65 Benefit Plan

The Retired Employees Between Age 55 and 65 Benefit Plan is outlined in the attached Letter of Understanding – Retired Employees Between Age 55 and 65.

13.02 The Carrier of such insurance benefits and other benefits as outlined in article above will be the Corporation's choice. Should the Carrier be changed during the term of this Agreement, the insurance coverage shall be no less than those presently being provided to the employees.

(a) The Corporation may substitute a plan underwritten by a carrier other than the current benefit carrier provided such plan provides same or better coverage at no extra cost to the employee. The agreement of the Union is required.

13.03 The Corporation agrees to apply by September of each year for a reduction in the premium payment under the provisions of the E.I. if the present sick leave plan meets the criteria for such reduction. Any reduction in the employees' contributions will be refunded to the employee in a lump sum as prescribed in the regulations.

13.04 In the event of an employee being laid off, the Corporation will pay the premiums for such benefits to the end of the month in which the lay-off occurs.

13.05

- (a) Subject to the provision of the collective agreement and legislation, benefit coverage will continue only for absences due to layoff, illness, disability and Workplace Safety and Insurance compensation. Such benefit coverage will cease when an absence from work due to layoff, illness or disability exceeds one hundred and twenty (120) consecutive days. "Benefit Coverage" includes life insurance, A.D.&D., L.T.D., Extended Health Plan and Dental Plan. Employees who are approved for L.T.D. by the insurance carrier will be paid benefit coverage as of the date they qualify for L.T.D based on their seniority as follows:

Table 3 - Length of Benefit Coverage Based on Seniority When an Individual Qualifies for Long Term Disability

| Seniority in Years of Service | Benefit Coverage |
|-------------------------------|----------------------------|
| 0 but less than 5 years | 3 months benefit coverage |
| 5 but less than 10 years | 6 months benefit coverage |
| 10 but less than 15 years | 9 months benefit coverage |
| 15 but less than 20 years | 12 months benefit coverage |
| 20 but less than 25 years | 15 months benefit coverage |
| 25 but less than 30 years | 18 months benefit coverage |
| 30 but less than 35 years | 21 months benefit coverage |
| And greater than 35 years | 24 months benefit coverage |

At such time that the benefit coverage ceases for any employee, for absences due to layoff, illness and/or disability, arrangements will be made with the employee to pay the full cost of the benefit premiums due on the 1st of each month in order to maintain benefits coverage. Such request will be granted by the Corporation subject to the carrier's limitations.

- (b) In the event of an employee being laid off, the premium for such benefits will be paid by the Corporation until the end of the month, in which the layoff occurs. Should the employee wish to continue benefits arrangements will be made with the employee to pay the full premiums due on or before the 1st day of each month in order to maintain the coverage afforded in the afforded in the aforementioned benefits.

13.06 **O.M.E.R.S.:** In addition to the Canada Pension Plan, eligible employees shall join the Ontario Municipal Employee's Retirement System Plan (O.M.E.R.S.). The

Corporation and the employee shall make contributions in accordance with the provisions of the O.M.E.R.S. Plan.

13.07 Sick Leave:

- (a) Each full-time employee, except students, who has completed their probationary period shall be credited with one and one-half (1 ½) days' sick leave for each calendar month of service with the Corporation.
- (b) All accumulated sick leave bank credits as of December 31, 1984 will be transferred to a reserve, in trust, to the employee's credit and there shall not be any additional accumulation. It is understood that such sick leave credits are frozen only insofar as cash out is concerned and should an employee not have sufficient sick leave from their new accumulation, their frozen sick leave bank can be used for illnesses or other absences referred to in this article.
- (c) Effective January 1, 1998 all employees will receive a sick leave credit at the rate of one and one-half (1 ½) days per month until such sick leave credit reaches on hundred and seventy (170) days. There shall be no cash-out provision on the accumulation after January 1, 1985.
- (d) The sick leave bank will be deducted for each absence and upon return to work the sick leave bank will be credited at one and one-half (1 ½) days per month until the bank is reimbursed up to a maximum of one hundred and seventy (170) days effective January 1, 1998. Should an employee not have sufficient credits to qualify for the one hundred and twenty (120) day waiting period in their active bank, they would be eligible for E.I. sick benefits or may use the sick leave bank credit which they earned prior to December 31, 1984.

13.08 When an employee is given a leave of absence without pay for any reason for more than one (1) week, or is laid off on account of lack of work and returns to the service of the Corporation upon expiration of such leave of absence, they shall not receive credit for the period of such absence, except as may be otherwise approved and authorized by the Corporation, but shall retain their cumulative sick leave credit, if any, existing at the time of such leave.

13.09 The number of days or parts of days for which an employee received "sick pay" shall be deducted in hours from their cumulative sick pay credit.

13.10

- (a) Except under circumstances beyond an employee's control, any Employee absent due to illness or injury must contact their Supervisor or designate, at least one (1) hour before the start of their shift.
- (b) Upon return to work after a period of three (3) days absence due to illness or disablement, it is the responsibility of the employee to produce a certificate from a duly qualified medical practitioner certifying they are now fit to resume their regular duties or provides medically supported restrictions/limitations that may require accommodation. Forms for this purpose are available from the employee's immediate supervisor, the Corporation's Intranet, and upon request will be faxed or emailed to the employee's doctor.
- (c) In cases of sickness or disablement lasting more than three (3) days, employees are required to produce a completed City of Brantford Medical Certificate form from a duly qualified medical practitioner verifying their inability to attend work and certify that they are not fit to resume their regular duties or modified duties.
- (d) Where the original City of Brantford Medical Certificate form identifies a specific return to work date additional forms will not be required during that period, unless there is a change in the expected return date. The Corporation may request clarification of the medical information provided. If such clarification is requested, the cost will be borne by the Corporation to a maximum of \$50 per certificate.
- (e) An employee whose illness/non-occupational injury extends to twenty (20) consecutive working days and a return to work date was not identified on the original City of Brantford Medical Certificate form, the employee shall, on the twenty (20) working day and for every subsequent twenty (20) days, file a completed City of Brantford Medical Certificate form completed by a duly qualified medical practitioner, with their Supervisor or their designate, or Human Resources.
- (f) Where the Corporation believes that any absence of an employee was not due to illness/injury, a completed City of Brantford Medical Certificate form may be requested of the employee. If such certificate is requested, the cost will be borne by the Corporation to a maximum of \$50 per certificate.
- (g) If an employee fails to produce a completed City of Brantford Medical Certificate form pursuant to Article 13.10, except in circumstances beyond the employee's control, shall be considered as being absent without leave (AWOL) and is subject to appropriate disciplinary action.

13.11 Any or all of the unused portion of the sick pay credit shall be accumulated to the benefit of the employee from year to year. The unused portion of the yearly accumulation shall be computed at the end of each year, and brought forward in days. An employee's sick leave credit shall be available for scrutiny in the Human Resources Department by the employee concerned. A Union Representative may, with permission of the employee concerned, scrutinize that employee's sick credit record in the Human Resources Department.

(a) **Doctor/Dentist Visits**

It is understood that employees may use up to four (4) days sick leave annually for attendance at Doctor's or Dentist's appointments, in accordance with Article 13.09, and the department may request verification of attendance at such appointment.

Family Medical: An employee shall be allowed to use five (5) days of sick leave accumulation per annum, and can be taken in fifteen (15) minute increments, for absences due to the illness or medical appointment of a spouse, child or parent. Such periods of absence shall be deducted from the sick leave bank. The department may request verification to support said absence.

(b) An employee transporting their spouse to or from the hospital due to pregnancy or when they are required to attend their family member in the hospital, shall be granted such leave.

13.12 **W.S.I.B.:** When an employee is absent due to a workplace accident and is in receipt of Workplace Safety and Insurance Benefits, the Corporation will make up the difference between the benefit allowance and the employee's net pay. At no time is the benefit top up to exceed 100% of the employee's net pay.

The top up amount will be debited by the appropriate number of hours from the employee's sick leave credits. Employees returning to work from a workplace accident shall be required to submit medical documentation satisfactory to the Corporation from a duly recognized practitioner verifying that the employee is able to return to work.

13.13 **Frozen Sick Leave:** In accordance with Article 13.07 (b) upon termination of employment an employee shall be entitled to one-half ($\frac{1}{2}$) of the number of sick days standing to their credit in the frozen sick leave bank on the basis of the employee's regular weekly basic rate of pay divided by five. The amount shall be the maximum of six (6) months' salary. In the event of death, this cumulative sick leave credit shall be paid to the employee's beneficiary.

13.14 The parties agree that the employee's sick leave credits will not be posted on the Seniority List, however, it is understood that employees will have access to their sick leave credit and balance.

Article 14 - Uniforms and Protective Clothing

14.01 Employees will be supplied with uniforms which may include protective clothing and/or safety apparel as required by position. Uniforms shall be worn as directed by the Corporation.

(a) Building Inspection and Traffic employees (outside) shall be supplied with Rain Suits. If required and upon approval of the Manager, additional employees will be supplied with a rain suit.

14.02 Employees on the active payroll and on the seniority list who require C.S.A. approved Safety footwear shall be entitled, on a calendar year basis; to be reimbursed upon presentation of a receipt, for the purchase of C.S.A. approved Safety footwear to a maximum of one hundred and sixty dollars (\$160.00).

Effective March 31, 2024 – three hundred dollars (\$300.00)

Those students on a co-operative work term who require CSA approved footwear shall be entitled once during their employment with the Corporation to purchase such footwear and shall be reimbursed upon presentation of a receipt to a maximum total reimbursement including all taxes of one hundred and thirty dollars (\$130.00).

14.03

(a) The following employees in their first year of employment will receive the following uniform allocation upon satisfactory completion of their probationary period: Wastewater Compliance Inspector, Traffic Department employees, Construction Inspector/Operator, Development Inspector, Development Inspector/Operator, Landfill Inspector, Solid Waste Inspector, Surveyors and (Senior) Municipal Law Enforcement/Property Standards Officer:

- Five (5) pairs of work pants
- Five (5) shirts (any combination of long or short sleeved)
- Two (2) sweaters
- One (1) winter coat
- One (1) spring Jacket

(b) The following employees in their first year of employment will receive the following uniform allocation upon satisfactory completion of their probationary period: Facilities Maintenance Operator, Water Compliance Technician, Building Enforcement Inspector and Municipal Building Officials (field inspection) positions:

- Five (5) pairs of work pants
- Five (5) shirts (any combination of long or short sleeved)
- Two (2) sweaters
- One (1) winter coat
- One (1) spring Jacket

Employees entitled to the above uniform allocations may replace items on a one (1) to one (1) basis when an article is returned to their supervisor and is damaged or unusable as a result of the employee's work activities.

- (c) It is understood that any clothing provided to employees is to be worn during working hours and that all articles of clothing identifying the City Department supplied by the Corporation is to be returned or have the identifiers removed in the event an employee is leaving the employ of the department for any reason.
- (d) Laundering and proper care of all clothing is the responsibility of the employee and clothing issued is not to be defaced or altered in appearance or intent.
- (e) It is expressly understood that employees shall be properly and suitably dressed and neat in appearance and violation of this Article shall render an employee liable to discipline.

Article 15 - Union Dues

15.01 The Corporation agrees to deduct from each pay of each calendar month from employees, including students, a sum equivalent to the amount of Union dues and/or assessments as advised by the Union.

15.02 The Corporation shall remit, prior to the 15th of the month, such amount to the Secretary-Treasurer of the Union together with a monthly statement listing members of the Union on whose behalf such deductions have been made.

Article 16 - Leave of Absence

- 16.01 Leave of absence without pay and without loss of seniority may be granted for legitimate personal reasons. It is understood that any application for leave of absence is subject to reasonable notice in writing to the Human Resources Department, and in the event any such leave of absence is not used for the purpose granted, the employee is subject to discipline which may include dismissal. Requests for leaves under this article will not be unreasonably denied.
- (a) Leave of absence without pay and without loss of seniority may be granted for an employee to attend post-secondary education, for a period of up to eight (8) months. It is understood that any application under this section must be submitted to the employee's director 60 days prior to start of the leave. In the event any such leave of absence is not used for the purpose granted, the employee is subject to discipline which may include dismissal. The Corporation may request the employee provide proof of registration or transcripts to confirm enrollment. Requests for leaves under this article will be subject to operational needs. Employees may request additional time subject to approval.
- 16.02 Any employee who is selected for a full time position with the Union shall be allowed or given a leave of absence by the Corporation without loss of seniority and without pay, but there shall be no accumulation of seniority during such absence. Such leave of absence shall be subject to annual renewal upon application to the General Manager and such renewal shall not be unreasonably withheld.
- 16.03 Union members on authorized Committees, including Grievors, meeting with the Corporation on grievance up to and including Arbitration, or negotiations up to and including conciliation, or at any other mutually agreed meeting, will be given a leave of absence without loss of pay.
- 16.04 Employees requesting time off for the purposes of Union conventions or other union business not connected with this agreement, shall be granted such time off subject to the following conditions:
- (a) When the Union requests time off without pay for an employee or employees to perform Union business, and if such time off is granted, the Union shall reimburse the Corporation for the continuance of such employees on the payroll.
- (b) Upon application in writing to the Director of Human Resources by the Secretary of the Union, a maximum of three (3) employees from the Unit shall be allowed or given a leave of absence with pay and without loss of

seniority to attend such Union convention and/or seminar as a delegate of the Union. Such leave of absence shall not exceed five (5) working days duration at any one time.

- (c) Application for such leave of absence shall be made at least ten (10) working days prior to the commencement of such leave. The granting of such leave shall be subject to the efficiency of the operation but shall not be unreasonably withheld.
- (d) The payment in any one calendar year shall be deducted from the twenty-eight (28) day maximum allotment for all Units.

16.05 Pregnancy/Parental and Adoption leaves of absences shall be in accordance with the Employment Standards Act and amendments made thereto.

The employee who is granted such leave shall be responsible for maintaining the full amount of the self-pay premiums of Ontario Health Insurance Plan and the Group Benefit Plan.

(a) **Pregnancy Leave Supplementary Unemployment Benefit**

Will consist of the following:

- (i) Employees will be unpaid for the one (1) week Employment Insurance waiting period; and
- (ii) Up to a maximum of five (5) weeks, the employee will receive a payment equal to the difference between seventy-five (75%) of the employee's regular straight time earnings and the amount of pregnancy benefits the employee is receiving from Employment Insurance ("EI"). Employees shall furnish the City with proof of their EI payments.

Effective March 31, 2024

Up to a maximum of ten (10) weeks, the employee will receive a payment equal to the difference between seventy-five (75%) of the employee's regular straight time earnings and the amount of pregnancy benefits the employee is receiving from Employment Insurance ("EI"). Employees shall furnish the City with proof of their EI payments.

Effective March 31, 2024

(b) **Parental Leave Supplementary Unemployment Benefit**

Will consist of the following:

- (i) Employees will be unpaid for the one (1) week Employment Insurance waiting period; and
- (ii) Up to a maximum of five (5) weeks, the employee will receive a payment equal to the difference between seventy-five (75%) of the employee's regular straight time earnings and the amount of parental benefits the employee is receiving from Employment Insurance ("EI"). Employees shall furnish the City with proof of their EI payments.

16.06 **Bereavement:** The Corporation shall grant an employee a leave of absence of a maximum of five (5) days without loss of pay upon the death of a member of their immediate family for the purpose of mourning. "Immediate family" shall mean an employee's spouse, children, step-children, parents or step-parent, grandchildren, grandparents, brother or sister.

The Corporation shall grant an employee a leave of absence of a maximum of three (3) days without loss of pay upon the death of a member of their family for the purpose of mourning. "Family" shall mean an employee's step-brothers, step-sisters, parents of current spouse, spouse of brother or sister and sister or brother of spouse.

In cases where interment is delayed, an employee shall be provided with the opportunity of utilizing the total days allowed under this Article for bereavement purposes and/or interment.

16.07 Up to two (2) employees, designated by the Union, shall be allowed time off (not to exceed one-half ($\frac{1}{2}$) day for each employee), with pay to attend the funeral of a fellow employee or retired employee as Representatives of the Union.

16.08 **Jury/Witness Duty:** All employees who are required to serve as jurors, or subpoenaed as a witness in any court in Ontario shall be granted a leave of absence for this purpose upon application to the Director of Human Resources. Such leave shall not constitute a break in service for the calculation of seniority. Upon completion of their jury or witness service, such employee shall present to their immediate Supervisor a satisfactory certificate showing such period of service. Such employee will be paid their full salary for the period of such jury service or witness service provided they shall deposit with the Corporation, through the Human Resources Department the full amount of the compensation received, excluding mileage and travel expense, and an official receipt therefor. However, should the employee present themselves for the selection as a juror and not be selected, then they shall be required to return to their regular employment to complete their remaining normally scheduled work day.

- 16.09 It is understood that employees are entitled to other unpaid leaves of absence as per the *Employment Standards Act*. Requests for such leaves will be made with reasonable notice in writing to the Human Resources Department, and will not be unreasonably denied.
- 16.10 **Personal Day:** Employees shall be entitled to two (2) personal days per calendar year to be taken as full days. Personal days will come from a separate bank. Any Employee using a personal day must contact their supervisor or designate, prior to the start of their shift.

Article 17 - Technological Change

17.01 Technological Change – Advance Notice

The Corporation shall notify the Union three months before the introduction of any substantial technological change.

The Labour-Management Committee will discuss Technological Change as it affects employees in advance of any implementation.

17.02 Technological Change – Income Protection

An employee who is displaced from their job by virtue of technological change will suffer no reduction in normal earnings for a period of six (6) months from date of implementation.

17.03 Technological Change – Training Benefits

Where new or greater skills are required than are already possessed by affected employee(s) under the present methods of operation, such employee(s) shall, at the expense of the Corporation, be given a period of time not to exceed the six months during which they may perfect or acquire the skills necessitated by the new method of operation.

17.04 Additional Training

Should a need for the perfection or acquisition of skills require a training period longer than six months, the additional training time shall be a subject for discussion between the Corporation and the Union.

Article 18 - General

- 18.01 The Corporation recognizes and accepts the provisions of this Agreement as binding upon itself and upon each of its duly authorized representatives and pledges that it and each of its duly authorized representatives shall observe the provisions of this Agreement.
- 18.02 The Union recognizes and accepts the provisions of this Agreement as binding upon itself, each of its duly authorized officers, representatives and employees represented by the Union and pledges that it, each of its duly authorized officers and representatives and the employees covered by this Agreement, shall observe the provisions of this Agreement.
- 18.03 **Travel Expense:** Employees required to use their private vehicles will be reimbursed at the standard non-taxable per kilometer rate in accordance with corporate policy for all distances required to be traveled in carrying out the duties of their job.
- Employees authorized to use their private vehicles for Corporation's business shall be entitled to receive the difference in insurance premium (up to \$80.00) applicable to business use as against pleasure and work use for public liability, property damage, collision and comprehensive. Such compensation shall be paid within two (2) weeks of the employee producing a receipt for same to their immediate Supervisor. All employees required to use such private vehicles on Corporation business shall be required to have such public liability and property damage coverage.
- 18.04 The Recording Secretary of the Union shall, after any change of officers of the Union, send a list of the changes to the Human Resources Department within ten (10) days of such changes.
- 18.05 The Unit Chairperson of the Union shall notify the Human Resources Department of the Corporation in writing, designating the personnel constituting the Bargaining Committee for the said Union at least three (3) months prior to the termination of this Agreement. Neither the Union nor the Corporation Bargaining Committees shall exceed six (6) members, including an advisor or spokesperson.
- 18.06 All words in this Agreement in singular and masculine shall, when the context so requires, include the plural or the feminine. All words in this Agreement that pertain to gender shall, wherever possible, be gender neutral.
- 18.07 Notices required to be given under any of the provisions of this Agreement shall, in the case of the Union be directed to the Unit Chairperson; in the case of the Corporation, be directed to the Director of Human Resources, except as otherwise designated.

- 18.08 Appendixes "A", "B", "C", "D", "E", "F", "G", "H", "I" attached hereto form part of this Agreement.
- 18.09 In the event of development of Regional Government or other service sharing arrangement between or among Municipalities involving the City of Brantford and affecting the employees of this Agreement, the Director of Human Resources shall notify the Secretary of the Union at least one hundred and twenty (120) days before, or where circumstances are such that such notice is not practicable, give the Union reasonable notice of any organizational change necessitating terminations of employment or other significant change in the employment status of the employees in order that the Union may be given an opportunity to discuss such matters with the Corporation.
- 18.10 **Health & Safety:** The parties agree to maintain Joint Health and Safety Committees in accordance with the Ontario Occupational Health and Safety Act and the City's Joint Health and Safety Committees Terms of Reference as signed off between the parties.
- 18.11 Employees employed in positions, which require a Professional Designation as a condition of employment shall be entitled to receive reimbursement for the payment of such professional membership dues.

Article 19 - Duration

- 19.01 Unless changed by mutual consent, the terms of this Agreement shall continue in effect until April 3, 2027 and shall continue automatically thereafter for annual periods of one (1) year each unless either party notifies the other in writing within the period of three (3) months immediately prior to the expiration date that it desires to amend the Agreement.
- 19.02 Negotiations shall begin within fifteen (15) days following notification for amendment, as provided in the preceding paragraph.
- (a) If pursuant to such negotiations, an agreement is not reached on the renewal or amendment of this Agreement, or the making of a new Agreement prior to the current expiry date, this Agreement shall continue in full force and effect until a new Agreement is signed between the parties or until conciliation proceedings prescribed under the *Ontario Labour Relations Act, R.S.O., 1995*, have been completed, whichever date should first occur.

IN WITNESS WHEREOF each of the parties has caused this Agreement to be signed by their duly authorized officials or representatives as of this ____ day of _____ 202__.

The Corporation of the City of Brantford

C.U.P.E. Local 181, City Hall Unit

Anita Szaloky
Director of Human Resources

Heather Grassick
CUPE National Representative

Brian Hutchings
Chief Administrative Officer

Kristena Daniels
Unit Chair

Jordan Tozer
Negotiating Committee

Joseph Fabiano
Negotiating Committee

Shirley Carroll
Negotiating Committee

Stephen Burroughs
Negotiating Committee

Schedule “A”

Wage Rates

Positions listed as of April 1, 2024

Through the Job Evaluation process, the Parties agree to maintain and update Schedule “A” as required. Revised Schedule “A’s” shall be provided to the Union Executive and the Human Resources Department as they occur and shall be provided to the membership of the bargaining unit January 1st annually.

Level 1 Positions

Table 4 – Level 1 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 1 | 0-200 | 2-Apr-23 | \$ 19.61 | \$ 20.48 | \$ 21.14 | \$ 21.79 |
| | | 2-Jul-23 | \$ 19.91 | \$ 20.79 | \$ 21.46 | \$ 22.12 |

Table 5 – Level 1 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 1 | 0-200 | 31-Mar-24 | \$ 21.41 | \$ 22.10 | \$ 22.78 |
| | | 30-Mar-25 | \$ 22.05 | \$ 22.76 | \$ 23.46 |
| | | 29-Mar-26 | \$ 22.71 | \$ 23.44 | \$ 24.16 |

No Current Level 1 Positions

Level 2 Positions

Table 6 - Level 2 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 2 | 201-230 | 2-Apr-23 | \$ 21.73 | \$ 22.69 | \$ 23.42 | \$ 24.14 |
| | | 2-Jul-23 | \$ 22.05 | \$ 23.03 | \$ 23.77 | \$ 24.50 |

Table 7 - Level 2 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 2 | 201-230 | 31-Mar-24 | \$ 23.73 | \$ 24.48 | \$ 25.24 |
| | | 30-Mar-25 | \$ 24.44 | \$ 25.22 | \$ 26.00 |
| | | 29-Mar-26 | \$ 25.17 | \$ 25.98 | \$ 26.78 |

No Current Level 2 Positions

Level 3 Positions

Table 8 - Level 3 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 3 | 231-260 | 2-Apr-23 | \$ 23.85 | \$ 24.91 | \$ 25.71 | \$ 26.50 |
| | | 2-Jul-23 | \$ 24.21 | \$ 25.29 | \$ 26.09 | \$ 26.90 |

Table 9 - Level 3 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 3 | 231-260 | 31-Mar-24 | \$ 26.05 | \$ 26.88 | \$ 27.71 |
| | | 30-Mar-25 | \$ 26.83 | \$ 27.68 | \$ 28.54 |
| | | 29-Mar-26 | \$ 27.64 | \$ 28.52 | \$ 29.40 |

No Current Level 3 Positions

Level 4 Positions

Table 10 - Level 4 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 4 | 261-290 | 2-Apr-23 | \$ 25.96 | \$ 27.11 | \$ 27.97 | \$ 28.84 |
| | | 2-Jul-23 | \$ 27.86 | \$ 29.10 | \$ 30.03 | \$ 30.96 |

Table 11 - Level 4 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 4 | 261-290 | 31-Mar-24 | \$ 29.98 | \$ 30.93 | \$ 31.89 |
| | | 30-Mar-25 | \$ 30.88 | \$ 31.86 | \$ 32.85 |
| | | 29-Mar-26 | \$ 31.81 | \$ 32.82 | \$ 33.84 |

Level 4 Positions Include:

Building Services Assistant
 CSR/Booking Assistant
 Mailroom Duplicating Clerk

Parks Design and Development Assistant
 Urban Forestry Support

Level 5 Positions

Table 12 - Level 5 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 5 | 291-320 | 2-Apr-23 | \$ 28.08 | \$ 29.33 | \$ 30.26 | \$ 31.20 |
| | | 2-Jul-23 | \$ 28.88 | \$ 30.16 | \$ 31.13 | \$ 32.09 |

Table 13 - Level 5 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 5 | 291-320 | 31-Mar-24 | \$ 31.07 | \$ 32.06 | \$ 33.05 |
| | | 30-Mar-25 | \$ 32.00 | \$ 33.02 | \$ 34.04 |
| | | 29-Mar-26 | \$ 32.96 | \$ 34.01 | \$ 35.06 |

Level 5 Positions Include:

Accounts Payable Clerk
 Business Resource Assistant
 Bylaw Enforcement Assistant
 Cemeterian
 Corporate Records Clerk
 Corporate Records Duplicating Clerk

Customer Service - Tax Clerk
 Fields and Event Booking Clerk
 Parking Technician
 Parks and Facilities Clerk

Level 6 Positions

Table 14 - Level 6 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 6 | 321-350 | 2-Apr-23 | \$ 30.20 | \$ 31.55 | \$ 32.55 | \$ 33.56 |
| | | 2-Jul-23 | \$ 30.65 | \$ 32.02 | \$ 33.04 | \$ 34.06 |

Table 15 - Level 6 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 6 | 321-350 | 31-Mar-24 | \$ 32.98 | \$ 34.03 | \$ 35.08 |
| | | 30-Mar-25 | \$ 33.96 | \$ 35.05 | \$ 36.13 |
| | | 29-Mar-26 | \$ 34.98 | \$ 36.09 | \$ 37.21 |

Level 6 Positions Include:

| | |
|---|---|
| Administrative Clerk – WGSC | IT Project Coordinator |
| Administrative Support Specialist – Public Works | Junior Financial Analyst |
| Assistant Buyer | Licensing Representative |
| Compliance Technician | Metering and Administrative Coordinator |
| Corporate Security Coordinator | Operational Services Clerk |
| Customer Contact Centre Representative | Parking/Bylaw Enforcement Coordinator |
| Customer Contact Centre Representative – Council Liaison | Solid Waste Inspector |
| | Traffic Maintenance - Signs |

Level 7 Positions

Table 16 - Level 7 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 7 | 351-380 | 2-Apr-23 | \$ 32.35 | \$ 33.78 | \$ 34.86 | \$ 35.94 |
| | | 2-Jul-23 | \$ 32.95 | \$ 34.41 | \$ 35.51 | \$ 36.61 |

Table 17 - Level 7 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 7 | 351-380 | 31-Mar-24 | \$ 35.45 | \$ 36.58 | \$ 37.71 |
| | | 30-Mar-25 | \$ 36.51 | \$ 37.67 | \$ 38.84 |
| | | 29-Mar-26 | \$ 37.61 | \$ 38.81 | \$ 40.01 |

Level 7 Positions Include:

| | |
|--|--------------------------------|
| Accounting Coordinator | Landfill Inspector |
| Administrative Support Services | POA Administration Clerk |
| Billing and Collections Representative | Small Business Consultant |
| CADD Operator | Survey Technician |
| Child Care Representative | Systems Analyst/Administrative |
| Data and Program Coordinator | Coordinator |

Level 8 Positions

Table 18 - Level 8 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 8 | 381-410 | 2-Apr-23 | \$ 34.43 | \$ 35.96 | \$ 37.11 | \$ 38.26 |
| | | 2-Jul-23 | \$ 35.86 | \$ 37.45 | \$ 38.64 | \$ 39.84 |

Table 19 - Level 8 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 8 | 381-410 | 31-Mar-24 | \$ 38.58 | \$ 39.81 | \$ 41.04 |
| | | 30-Mar-25 | \$ 39.73 | \$ 41.00 | \$ 42.27 |
| | | 29-Mar-26 | \$ 40.93 | \$ 42.23 | \$ 43.54 |

Level 8 Positions Include:

| | |
|---|--------------------------------------|
| Amanda Administrator | Facilities Services Specialist |
| Administrative Court Services Coordinator | GIS Technologist |
| Application Specialist | IT Asset Management Administrator |
| Developer Analyst | Technology/Help Desk Support Analyst |
| Development Inspector | Water Compliance Technician |

Level 9 Positions

Table 20 - Level 9 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 9 | 411-440 | 2-Apr-23 | \$ 36.54 | \$ 38.16 | \$ 39.38 | \$ 40.60 |
| | | 2-Jul-23 | \$ 37.61 | \$ 39.28 | \$ 40.54 | \$ 41.79 |

Table 21 - Level 9 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 9 | 411-440 | 31-Mar-24 | \$ 40.46 | \$ 41.75 | \$ 43.04 |
| | | 30-Mar-25 | \$ 41.67 | \$ 43.00 | \$ 44.33 |
| | | 29-Mar-26 | \$ 42.92 | \$ 44.29 | \$ 45.66 |

Level 9 Positions Include:

| | |
|--|--------------------------------------|
| Buyer | Environmental Technologist – |
| Compliance Inspector (Wastewater) | Waste Diversion |
| Contract Administrator | Facilities Management Coordinator |
| Customer Information System Coordinator | GIS Specialist |
| Database Administrator | Infrastructure Planning Technologist |
| Developer | Licensing Compliance Officer |
| Development Inspector Technician | Operational Services Technologist |
| Development Review Technician | Project Management Coordinator |
| Environmental Engineering Technologist | Stormwater Technologist |
| Environmental Services Technologist | Systems Analyst |
| Environmental Technologist – Solid Waste | Technical Systems Specialist |
| Environmental Technologist – | Traffic Systems Technologist |
| Waste Collections | Traffic Technologist |

Level 10 Positions

Table 22 - Level 10 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 10 | 441-470 | 2-Apr-23 | \$ 38.66 | \$ 40.37 | \$ 41.66 | \$ 42.95 |
| | | 2-Jul-23 | \$ 39.61 | \$ 41.37 | \$ 42.69 | \$ 44.01 |

Table 23 - Level 10 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 10 | 441-470 | 31-Mar-24 | \$ 42.61 | \$ 43.97 | \$ 45.33 |
| | | 30-Mar-25 | \$ 43.89 | \$ 45.29 | \$ 46.69 |
| | | 29-Mar-26 | \$ 45.20 | \$ 46.65 | \$ 48.09 |

Level 10 Positions Include:

| | |
|--|-----------------------------------|
| Building Enforcement Inspector | Power Line Tech (Street Lighting) |
| Construction Inspector/Operator | Project Management Specialist |
| Development Inspector/Operator | Project Specialist - Design |
| Development Landscape Reviewer | Project Specialist – Growth |
| Development Reviewer | Project Specialist – Stormwater |
| Financial Analyst | Project Specialist – Structures |
| Municipal Law Enforcement/Property Standards Officer | Traffic Services Coordinator |
| | Transportation Reviewer |

Level 11 Positions

Table 24 - Level 11 Position Evaluation Point Range and Wage Ranges for 2023

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | 3 Month Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|--------------|-------------------|--------------------|
| Level 11 | 471-500 | 2-Apr-23 | \$ 40.79 | \$ 42.60 | \$ 43.96 | \$ 45.32 |
| | | 2-Jul-23 | \$ 41.40 | \$ 43.24 | \$ 44.62 | \$ 46.00 |

Table 25 - Level 11 Positions Evaluation Point Range and Wage Ranges for 2024-2026

| Position Level | Evaluation Point Range | Effective Date | Minimum Rate | Rate After 1 Year | Rate After 2 Years |
|----------------|------------------------|----------------|--------------|-------------------|--------------------|
| Level 11 | 471-500 | 31-Mar-24 | \$ 44.54 | \$ 45.96 | \$ 47.38 |
| | | 30-Mar-25 | \$ 45.87 | \$ 47.34 | \$ 48.80 |
| | | 29-Mar-26 | \$ 47.24 | \$ 48.75 | \$ 50.26 |

Level 11 Positions Include:

Coordinator Construction
Inspector/Operator

Senior Municipal Law
Enforcement/Property Standards

Traffic Signal Electrician
Water and Wastewater Infrastructure
Planner

Schedule “B”

Student Rates

Summer Students Schedule of Rates

Table 26 – Summer Student Rates from 2023 to 2026

| Point of Time | 2-April-23 | 31-Mar-24 | 30-Mar-25 | 29-Mar-26 |
|---------------|------------|-----------|-----------|-----------|
| Rate | \$17.39 | \$17.91 | \$18.45 | \$19.00 |

Co-op Students Schedule of Rates

Table 27 – Co-op Student Rates from 2023 to 2026

| Work Term | 2-April-23 | 31-Mar-24 | 30-Mar-25 | 29-Mar-26 |
|-----------|------------|-----------|-----------|-----------|
| 1 | \$19.04 | \$19.62 | \$20.22 | \$20.84 |
| 2 | \$19.63 | \$20.23 | \$20.85 | \$21.48 |
| 3 | \$20.24 | \$20.86 | \$21.49 | \$22.14 |
| 4 | \$20.87 | \$21.50 | \$22.15 | \$22.82 |
| 5 | \$21.52 | \$22.17 | \$22.84 | \$23.53 |

** It is understood that Co-op student wage rates are subject to the general wage increase negotiated between the parties.

Appendix “A”

Letter of Understanding Between The Corporation of the City of Brantford And The Canadian Union of Public Employees, Local 181 City Hall Unit

Terms of Reference for Labour Management Committee

The parties agree to maintain a Labour / Management Committee for the purpose of discussing issues relating to the workplace that affect the parties and/or employees bound by this Agreement.

1. Function of the Committee

The function of the committee is to facilitate discussion and resolution on matters of interest to the Corporation and employees, to promote and maintain a work environment which fosters employee engagement.

Every reasonable effort will be made by both parties to facilitate representation of both the employee's and Corporation's interests at the Labour Management Committee.

2. Purpose of the Committee

To investigate, study and discuss possible solutions to mutual problems affecting labour-management relations.

The Labour/Management Committee shall have no authority to change, delete or modify any terms of the Collective Agreement, or to settle grievances arising under this Agreement.

3. Issues to be Discussed

Not limited to the following:

- New full-time positions established by the Corporation to determine the non-union or union status of the position. Should the parties not agree on the status of the position, the union may proceed to binding arbitration

within 30 days; otherwise, the Corporation will proceed to fill the new position.

- Changes in the organizational structure
- Paid holiday schedule
- Technological change
- Short and long term planning of the Corporation
- Review contract positions

4. Representation

Management: Up to three (3) management representatives may attend the meeting and a human resources representative to assist the management representatives.

Union: Up to three (3) bargaining unit employees may attend, one (1) of which must be the unit chair or their designate, and the CUPE national representative.

Each party will designate a co-chair and will alternate chairing the meetings.

5. Meetings

The parties agree to meet upon request of either party.

The parties will meet no more than four (4) times per year, unless both parties mutually agree to meet more often.

The party requesting to meet shall prepare and distribute an agenda one (1) week in advance of the meeting.

A record of mutually agreed upon decisions will be kept and posted.

The terms of reference may be changed upon mutual agreement of the parties

Appendix “B”

Letter of Understanding Between The Corporation of the City of Brantford And The Canadian Union of Public Employees, Local 181 City Hall Unit

Market Value Positions

The Corporation of the City of Brantford and the Canadian Union of Public Employees, Local 181, City Hall Unit recognize the dynamics of the job market and situations where there could be an increased temporary demand for certain types of skills and positions. With mutual agreement of the parties the Corporation may pay market sensitive positions in a higher band in order to respond to these circumstances.

Where such circumstances may arise, the parties shall meet within two (2) weeks of the request to discuss the particulars of the request. The discussion shall include, but not be limited to:

- Objective market data to demonstrate the need of the request
- The proposed rate of pay

Where objective market data has been provided to the Union such agreement will not be unreasonably withheld by the Union. It is understood that positions subject to such a request shall remain within the bargaining unit, and the position shall be subject to any negotiated wage increases. Requests made under this appendix shall not be unreasonably denied. Where an agreement is reached, the parties shall execute a Memorandum of Agreement.

Appendix “C”

**Letter of Understanding
Between
The Corporation of the City of Brantford
And
The Canadian Union of Public Employees, Local 181
City Hall Unit**

Construction Inspectors

The Corporation of the City of Brantford and the Canadian Union of Public Employees, Local 181, City Hall Unit agree without precedence and prejudice that the vacation accumulation for Construction Inspectors will be January 1 to December 31 in accordance with Article 12 of the current Collective Agreement. All vacation days earned for any given calendar year shall be used by the employees no later than March 31 of the following year. Any such vacation taken between January 1 and March 31 of the following year shall be paid at the appropriate rate of pay in effect in December of the vacation calendar year.

In addition, the lieu bank maximum for Construction Inspectors will increase from 10 days as stated in Article 10.01 (d) of the current Collective Agreement to 20 days as they are working excessive hours during the peak construction season.

Appendix “D”

Letter of Understanding Between The Corporation of the City of Brantford And The Canadian Union of Public Employees, Local 181 City Hall Unit

CUPE Benefit Harmonization – Effective April 2, 2023

The parties agree to replace Articles 13.02, 13.03 and 13.04 of the Collective Agreement with the following benefits based on the acceptance of CUPE Benefit Harmonization package across the following City of Brantford – CUPE Local 181 Bargaining Units inclusive of:

- City Hall,
- OWB and Housing
- Public Works,
- Parks, Cemeteries and Recreation
- And Library Full-Time

The Corporation agrees to pay a Carrier the premium costs for the following group employee benefit plan effective April 1, 2013 for full-time employees on the active payroll after three (3) months of continuous service with the Corporation:

A) Group Life Insurance:

A Group Life Insurance Plan including A.D. & D. in the amount of 1.5 X annual earnings with a minimum amount of \$15,000.00 for full-time employees under age 65,

A Group Life Insurance Plan excluding A.D. & D. in the amount of 1.5 X annual earnings with a minimum of \$15,000.00 for full-time employees to age 70.

A Group Life Insurance Plan excluding A.D. & D. in the amount of a flat \$10,000.00 for full-time employees age 70 and over.

B) Long Term Disability (Excluding Library Full-Time Unit):

The Corporation agrees to pay a Carrier the premium costs for an insured long-term disability benefit. Benefits of seventy percent (70%) of monthly income to a maximum benefit of \$4,000 per month would commence after a waiting period of (120) calendar days. Benefits do not include an annual escalation clause and would be payable up to the earlier of retirement or age 65. Complete details of the long-term disability benefit will be outlined in a revised Employee Benefit Booklet. All full-time employees will qualify for this benefit after three (3) months continuous service.

C) Extended Health Plan:

- Mandatory Generic with appeal process
- Deductible: \$5 yearly for single coverage, \$10 yearly for family coverage
- Travel Assist
- Registered Social Worker added to Clinical Psychologist/EAP
- Increase physiotherapy by \$200 per person
- Smoking cessation drugs

The Extended Health Plan to be outlined in the benefit booklet and the premium cost to be paid 100% by the Corporation to include the following:

Drugs - Legally requiring prescription & life sustaining medications;

Private Duty/Nursing - \$10,000 per person per calendar year;

Paramedical (including, Speech Therapist, Chiropractic, Osteopath, Chiropodist, Podiatrist, Naturopath, Massage, Athletic Therapist, Marriage and Family Therapist) - \$500.00 per practitioner per calendar year; (Social Worker combined for Psychoanalyst, Psychologist, Psychotherapist) - \$750.00 per calendar year; Physiotherapy -\$700.00 per calendar year

Hospital (Semi-private or private) - No coverage;

Vision Care - \$425.00 every twenty-four (24) consecutive months -100% no deductible;

Eye Exams - once every twenty-four (24) months (12 months for under age 18) to a maximum of \$100.00;

Hearing Aids - expenses to a maximum of \$750.00 per 60 consecutive months - 100% no deductible;

Orthopedic Shoes - Reasonable and customary charges as determined by the carrier, no limit

Orthotics – 1 pair every 2 calendar years to a maximum of \$400

Medical Services & Supplies - coverage provided

Out of Province - coverage up to \$500,000 per person lifetime.

D) Dental Care

The premium cost of dental benefits to be shared 20% by the Employee and 80% by the Corporation for the following coverage based on the current O.D.A. schedule of fees:

Basic dental coverage 100%, Complete & partial dentures 50%, Recall Exams one (1) every 9 months.

Deductible – Nil

Dental Plan – Preventative, Endodontic, Periodontal and Surgical Services, Denture Repairs and Relines

- 100% reimbursement of eligible charges up to the amount specified in the applicable Fee Guide

Dental Rider – Complete and Partial Dentures

- 50% reimbursement of eligible charges up to the amount specified in the applicable Fee Guide

Dental Rider – Orthodontic Services (for dependent children to 18 years of age only)

- 50% reimbursement of eligible charges up to the amount specified in the applicable Fee Guide. Lifetime maximum - \$2,000 per dependent child.

Dental Rider – Crowns and Bridgework

- 50% reimbursement of eligible charges up to the amount specified in the applicable Fee Guide

Dental Overall Maximum (excluding Orthodontic Services) – \$2,000 per person per calendar year

Fee Guide – Current Dental Association Fee Guide for General Practitioners in your province of residence

9 month recall

Appendix “E”

**Letter of Understanding
Between
The Corporation of the City of Brantford
And
The Canadian Union of Public Employees, Local 181
City Hall Unit
OWB & Housing Unit
Outside Unit**

Retired Employees Between Age 55 and 65

A former full-time Employee who retired from the Corporation, who had ten (10) years of continuous employment with the Corporation, and is in receipt of a pension from OMERS, is eligible for the continuation of the following benefits:

- The ten (10) year service threshold to qualify for early retirement benefits as referenced above applies to any employee hired after June 1, 2016.
- Extended Health Plan (includes Vision)
- Dental Care Plan
- Life Insurance in the amount of up to 1.5x their annual salary at the time of their retirement or termination, rounded to the nearest one thousand dollars, provided the former employee pays all premiums; and

Subject to the following conditions:

- (i.) Retired employees are required to pay twenty (20%) percent of the monthly dental premiums via. direct deposit. Failure to pay the premium will result in the retired employee forfeiting all benefits listed above.
- (ii.) For the purposes of the above noted benefits, only one (1) spouse will be eligible for coverage at any time.
- (iii.) These benefits will terminate on the last day of the month in which the retired employee attains the age of 65 years or upon the death of the retired employee, whichever occurs first.

- (iv.) Benefits will be provided in accordance with the terms of the Plans as they exist at the date of retirement.

Appendix “F”

**Letter of Understanding
Between
The Corporation of the City of Brantford
And
The Canadian Union of Public Employees, Local 181
City Hall Unit**

Municipal Law Enforcement/Property Standards Schedule Changes

WHEREAS it is crucial that the duties of the Municipal Law Enforcement/Property Standards positions include a schedule to meet the operational demands for Bylaw compliance and to address the time management of investigations; and

WHEREAS it is of mutual interest of the parties to enter in to the following Letter of Understanding as it relates to the above captioned matter.

NOW THEREFORE the parties agree to the following:

1. The standard hours of work for the Municipal Law Enforcement/Property Standards Officer and Senior Municipal Law Enforcement/Property Standards Officer positions will be amended in accordance with article 9.02.
2. The standard hours of work will be rotating shifts of Monday to Sunday 7:00 am to 5:00 pm and 4:00 pm to 2:00 am (approximately May 1 to October 31) and 2:00 pm to 12:00 am (approximately November 1 to April 30). Shift premium shall apply for the 4:00 pm or 2:00 pm start shift only.
3. The standard hours of work for Municipal Law Enforcement/Property Standards Officers and Senior Municipal Law Enforcement/Property Standards Officers (the Employees) shall be scheduled and will include evenings and weekends, Monday to Sunday. The Employees shall work alternating four (4) days on, four (4) days off with a half (1/2) hour paid lunch. The standard work day shall consist of ten (10) hour days.
4. The standard hours of work may vary within the four (4) days each Employee is scheduled to work, with not less than eight (8) hours off between shifts. Overtime

shall apply on a daily basis, and shall apply once the hours worked in each day exceed ten (10) hours.

5. Scheduled hours worked on Sunday will be paid at the Employee's regular rate of pay. All authorized overtime worked on a Sunday, in excess of ten (10) hours will be paid at a rate of time and one half (1.5).
6. The total annual hours of work shall be eighteen hundred and twenty (1820). The total annual hours will be reviewed at the beginning of each calendar year, and if required, the hours of work will be reduced in the months of January and February to equal the eighteen hundred and twenty (1820) hours per year.
7. Where the Employees are not scheduled to work on the Paid Holidays, the Employee will receive another ten (10) hours off at a time mutually agreeable to the Employee and the Corporation.
8. Employees who are scheduled to work on Christmas Day and New Year's Day will observe the Christmas Day and New Year's Day Paid Holidays and will not be required to work.
9. Where the Employees are scheduled to work on the Paid Holidays, the Employee will be paid ten (10) hours at the rate of time and one-half (1.5) the Employee's regular hourly rate, and be paid ten (10) hours holiday pay in the pay period in which the paid holiday falls.
10. Vacation entitlement shall be accumulated based on the normal entitlement for 1820 hours annually. Sick accrual shall occur monthly based on a 10-hour day. Vacation taken and sick time taken shall be in hours. For greater clarity, a full shift is considered ten (10) hours.
11. Any changes to scheduled hours of work will be provided to affected employees in writing with at least two (2) weeks advance notice. The shift change must be for a minimum of six (6) weeks, unless the change is to cover the absence of another employee (sick, vacation, etc.) in which case it may be for a shorter duration as required by the absence.

12.

- A) The standard hours of work for two (2) Municipal Law Enforcement/Property Standards Officers will be thirty-five (35) hours per week from Monday to Friday (approximately November 1 – April 30) from 8:30 am to 4:30 pm with a one (1) hour unpaid lunch and Monday to Friday (approximately May 1 – October 31) from 8:00 am to 4:00 pm.
- B) The two (2) Municipal Law Enforcement/Property Standards Officer roles that work 35 hours per week from Monday to Friday 8:30 am to 4:30 pm shall be offered each year in order of seniority to all Municipal Law Enforcement/Property Standards Officers for the following calendar year prior to the creation of the schedule.

Appendix “G”

Letter of Understanding Between The Corporation of the City of Brantford And The Canadian Union of Public Employees, Local 181 City Hall Unit

Customer Services Representative/Booking Assistant Schedule

WHEREAS the parties agree four (4) Customer Service Representative (CSR)/Booking Assistant positions will be added as new positions to the CUPE Local 181 – City Hall Unit; and

WHEREAS the Wayne Gretzky Sports Centre operates outside of the standard operating hours defined in Article 9.01 the CUPE City Hall collective agreement and;

WHEREAS there is a requirement for employees in the CSR/Booking Assistant position to provide coverage to meet the operational demands for customer services needs at the Wayne Gretzky Sports Centre; and

WHEREAS there is a requirement to adjust the standard hours of work for the CSR/Booking Assistant position which will result in a shift schedule including varying shifts to meet the operational needs of the facility; and

WHEREAS it is of mutual interest of the parties to enter into this Letter of Understanding as it relates to the above captioned matter.

NOW THEREFORE the parties agree to the following:

1. The standard hours of work for the CSR/Booking Assistants positions will be amended in accordance with article 9.02.
2. The standard hours of work will be rotating weekly shifts of Monday to Sunday between the hours of 5:00 am and 10:00 pm. Each shift will be seven (7) hours with one (1) hour unpaid lunch break.

3. The schedule will consist of four (4) weekly shifts and the CSR/Booking Assistants will rotate through each of the four (4) shifts outlined in the chart below (#4).
4. The following schedule is a sample of a four (4) week rotating shift schedule, but may be altered from time to time depending on operational needs of the department.

Sample Four (4) week rotating shift schedule for CSR/Booking Clerk:

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|----------|----------|---------------|---------------|---------------|---------------|---------------|
| - | 5am-1pm | 5am-1pm | 5am-1pm | 5am-1pm | 5am-1pm | - |
| - | 6am-2pm | 6am-2pm | 6am-2pm | 6am-2pm | 6am-2pm | - |
| - | - | 1:30pm-9:30pm | 1:30pm-9:30pm | 1:30pm-9:30pm | 1:30pm-9:30pm | 1:30pm-9:30pm |
| 2pm-10pm | 2pm-10pm | 2pm-10pm | 2pm-10pm | 2pm-10pm | - | - |

5. Any changes to scheduled hours of work will be provided to affected employees in writing with at least two (2) weeks advance notice. The shift change must be for a minimum of four (4) weeks, unless the change is to cover the absence of another employee (sick, vacation, etc.) in which case it may be for a shorter duration as required by the absence.
6. Shift premium would apply to all hours worked outside any scheduled hours between 8:30 am to 4:30 pm as per Article 10.01 h) in the collective agreement.
7. The standard hours of work may be adjusted from time to time depending on events within the facility resulting in a thirty (30) minute to a one (1) hour extended start and/or end time. Working various shifts including early morning, evening as well as weekends and holidays will be required.

Scheduled hours worked on a Saturday or Sunday will be paid at the Employee's regular rate of pay. Shift premium would apply on Saturday or Sunday as per the collective agreement for any hours worked outside of 8:30 am to 4:30 pm.

Appendix “H”

**Letter of Understanding
Between
The Corporation of the City of Brantford
And
The Canadian Union of Public Employees, Local 181
City Hall Unit**

Compressed Work Arrangements

The parties agree to establish a committee of three (3) union representatives and three (3) management representatives to meet within six (6) months to discuss compressed work arrangements.

Appendix “I”

**Letter of Understanding
Between
The Corporation of the City of Brantford
And
The Canadian Union of Public Employees, Local 181
City Hall Unit**

Job Evaluation/Pay Equity

The parties agree to meet and start a new Job Evaluation/Pay Equity review process within six (6) months of ratification.