

COPY

**CITY OF YORKTON
AND
C.U.P.E. LOCAL NO. 342**

**AGREEMENT
JANUARY 1, 2009
TO
DECEMBER 31, 2011**

SUMMARY OF AGREEMENT

EMPLOYER: City of Yorkton
NUMBER OF EMPLOYEES: 61 as of May 31, 2009
UNION OR ASSOCIATION: CUPE Local 342
PERIOD OF AGREEMENT: January 1, 2009-December 31, 2011
PREVIOUS CONTRACT: January 1, 2006-December 31, 2008
AGREEMENT REACHED THROUGH: Negotiation

HIGHLIGHTS OF AGREEMENT

1) Economic Increase:

- January 1, 2009 = 4%
- January 1, 2010 = 4%
- January 1, 2011 = 4%

2) Article 1 – Scope

- Revised Language to clarify which classifications are exempt from the terms of Collective Agreement
- Custodians and Lead Custodian at the Gallagher Centre were brought under the terms of the Collective Agreement

3) Article 3 – Discrimination

- Revised language to state that there shall be no discrimination by either the City or the Union by reasons as set out in *The Saskatchewan Human Rights Code*. Relevant sections of the Code will be posted in all City of Yorkton workplaces.

4) Article 5 – Job Security

- Language removed which specifically spoke to:
 - consideration for full-time employment may be the employee's residency within the City of Yorkton.
 - Contracting out of janitorial services – now falls under new language
- New Language as follows:
 - (c) When contracting out does occur, the City shall ensure that no member of CUPE Local 342 are laid off or have their hours of work reduced.
 - (d) When the City is considering contracting out work customarily performed by contractors and/or City staff, the City shall consult the Union about the work it proposes to contract out and provide a rationale. The grievance and arbitration procedure will not apply to any final decision to contract out.

(e) When emergency or unforeseen circumstances, such as an act of nature arise, the City may hire contractors to supplement the regular workforce without consulting the union in advance. In these circumstances, provided there are qualified staff and appropriate equipment available, contractors shall be relieved of duty before the regular workforce.

5) Article 6 – Interpretation (formerly Definition of Employee)

- Revised current language and added a few more interpretations

6) Article 7 – Hours of Work and Overtime

- Updated a few department names i.e. Environmental Services, and Gallagher Centre
- Revised language as follows:
 - (m) An employee working in excess of the respective average shall have the choice of time off in lieu, calculated at the appropriate overtime rate, or payment as per the overtime rates identified in this Article.
 - (o) Employees shall be entitled to accumulate up to a maximum of 40 hours lieu time. As of December 31st of each year, unused lieu time shall be paid out to employees calculated at the applicable rates of pay.
- New Language added regarding:
 - Hours of Work for Gallagher Centre Custodians
 - Hours of Work and Voluntary Call-in system for the Kinsmen Arena
 - Clarified language regarding the City’s right to reduce the hours of work without pay for seasonal and student employees due to inclement weather
 - Employer will provide a meal allowance of \$10.00 to each affected employee – when urgent work is necessary or unpreventable; or unforeseeable circumstances occur.

7) Article 9 – Statutory Holidays-Civic Holidays

- Added Family Day
- Updated department name i.e. Gallagher Centre

8) Article 10 – Leave for Union Business

- Added reference to members ability to attend a conference
- New language:
 - An employee granted leave under this Article, shall earn seniority, sick leave credits and vacation credits.
- Removed language:
 - An employee granted leave of less than thirty (30) days under this Article, shall earn seniority only.

9) Article 12 - Seniority

- Changed to start date seniority

10) Article 13 – Promotions

- New language:
 - (c) i) At the commencement of the trial period, the Employer shall advise the employee of the standards which the employee is expected to meet. During the trial period the employee will be advised of any deficiencies and improvements expected by the Employer.
 - (c) ii) During the trial period, the employee may be returned to their former position if the Employer determines the employee has not met the expected standards for the position, or at the employee's request. Standards shall reasonably relate to the requirements of the work to be performed.
 - (d) Any employees who have moved positions as a result of the original promotion shall also revert to their original position and rate of pay.

11) Article 14 – Lay-off and Re-hiring

Due to Article 12 – Seniority changing to hire date seniority clarification on lay-offs was required

- New Language:
 - (c) Article 14 (a) and (b) shall apply to employees in permanent positions only. Casual employees shall be laid off first, followed by student employees, followed by seasonal employees.

12) Article 16 – Employee Benefits and Sick Leave

- All benefits are now referenced in the Collective Agreement
- New Language:
 - City shall pay 100% of Health and Dental premiums for Silver Plan (80% reimbursement) for each full time employee. (Single, Couple or Family coverage, as required by the employee)
 - Employees shall pay 100% of 17-week Short-Term Disability Plan
 - Sick leave may accumulate up to thirty (30) days
 - Employees designated to part-time positions and having completed three (3) months accumulated service shall be entitled to take sick leave for short-term illness on a pro-rated basis of one and one quarter (1 ¼) days per month.
 - Employees designated to seasonal positions and having completed six (6) months accumulated service shall be entitled to take sick leave for short-term illness on a pro-rated basis of one and one quarter (1 ¼) days per month.

13) Article 20 – Vacation

- Current year's holiday leave shall be completed no later than October 31st of the following year. Used to be April 30th.

14) Article 21 – Compassionate Leave

- Under immediate family: Sister-in-law, Brother-in-law, any child, guardian or ward of the employee or employee's spouse was added.
- New Language:
 - (e) An employee will not be entitled to compassionate leave for any day falling within the respective funeral period which is not a scheduled work day for such employee or when such employee is absent from work due to a statutory holiday, injury, illness, sick leave (not supported by a doctor's note) or leave-of-absence. Only vacation leave and sick leave (supported by a doctor's note) shall be eligible to be reversed and changed to compassionate leave.

15) Article 30 – In-Scope Job Fact Sheets

- New Language:
The employer agrees to consult with the Union when proposing new Job Fact Sheets or amending existing Job Fact Sheets.

16) Article 31 – Clothing

- Boot allocation increased to \$150 for full time staff and \$100 for seasonal staff.

17) Letter of Understanding – Parks and Arena Technicians

- Identifies employee having 2 years to complete educational requirements for classification held
- If educational requirements are not obtained employee will be grandparented until such time as certifications are obtained or wages of lower classification which fit current qualifications catch up to employee's red circled wage

18) Letter of Understanding – Conversion to Start Date Seniority

- Seniority changing to start date vs. hours based seniority
- All employees employed as of (date) will be ranked based on total seniority hours and all new employees employed after (date) will be listed by start date

19) Letter of Understanding – Employment Insurance Premium Reduction

- As a result of implementing a Short Term Disability Insurance Plan and in accordance with the Premium Reduction Program provided by Service Canada, if the City of Yorkton is granted an Employment Insurance Premium Reduction, the employees' portion of this reduction will be used to pay a portion of their Accidental Death and Dismemberment Insurance and Life Insurance Premiums.

20) SCHEDULE "A" New Classifications

1) **Mechanics (formerly Tradesman)**

Previous Rate	January 1, 2009	January 1, 2010	January 1, 2011
\$18.55-\$19.36	\$22.32-\$23.15	\$23.21-\$24.08	\$24.14-\$25.04

2) **Operator A-1/Water Distribution Operator Class 3**

January 1, 2009	January 1, 2010	January 1, 2011
\$22.32-\$23.15	\$23.21-\$24.08	\$24.14-\$25.04

3) **Parks & Arena Technician 4**

January 1, 2009	January 1, 2010	January 1, 2011
\$18.18-\$18.97	\$18.91-\$19.73	\$19.67-\$20.52

4) **Custodian**

January 1, 2009	January 1, 2010	January 1, 2011
\$12.31-\$13.14	\$12.80-\$13.67	\$13.31-\$14.22

5) **Lead Custodian**

January 1, 2009	January 1, 2010	January 1, 2011
\$14.34-\$15.13	\$14.91-\$15.74	\$15.51-\$16.37

- **Seasonal and Casual wage rates**

Seasonal and Casual wage rates have been removed from Schedule "A", any seasonal and/or casual employees will be paid in accordance with the classification they are hired into.

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INDEX

<u>SECTION</u>	<u>ARTICLE NO.</u>	<u>PAGE NO.</u>
Arbitration	Article 19	19-20
Bulletin Board	Article 27	24
Clothing	Article 31	24
Compassionate Leave	Article 21	21
Discrimination	Article 3	3
Employee Benefits & Sick Leave	Article 16	15-16
Grievance Procedure	Article 18	17-18
Hours of Work and Overtime	Article 7	6-9
In-Scope Job Fact Sheets	Article 30	24
Interpretation	Article 6	5-6
Job Security	Article 5	4
Jury Leave	Article 22	22
Labour Management Committee	Article 25	23
Lay-Off and Re-Hiring	Article 14	14
Leave for Union Business	Article 10	11-12
Management Rights	Article 26	23
No Strike, No Lockout	Article 29	24
Promotions	Article 13	13-14
Resignation	Article 15	14
Rest Periods	Article 23	22
Retroactive Conditions	Article 24	22
Scope	Article 1	2
Seniority	Article 12	12-13
Special Leave-of-Absence	Article 11	12
Statutory Holidays/Civic Holidays	Article 9	10-11
Term of Agreement	Article 28	24
Union Dues	Article 4	4
Union Recognition	Article 2	3
Union Security	Article 4	3
Vacations	Article 20	20-21
Wages and Stand-by Pay	Article 8	9-10
Worker's Compensation	Article 17	16-17
Letter of Understanding Re: Parks & Arena Technicians		26-27
Letter of Understanding Re: EI Premium Reduction		28
Letter of Understanding Re: Conversion to Start Date Seniority		29
Letter of Understanding Re: Employee Benefits and Sick Leave		30-31
Schedule "A"		32-34

THIS AGREEMENT MADE IN TRIPLICATE

BETWEEN

THE CITY OF YORKTON

A Municipal Corporation,

hereinafter referred to as the "City"

- and -

THE YORKTON CIVIC EMPLOYEES UNION NO. 342,

chartered by THE CANADIAN UNION OF PUBLIC

EMPLOYEES, affiliated with THE CANADIAN

LABOUR CONGRESS,

hereinafter referred to as the "Union"

WHEREAS the parties hereto are anxious to promote the harmonious relationship which has existed between them to date, and both recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions and hours of work;

AND WHEREAS the parties hereto are anxious to co-operate for the well-being of the City and of the citizens;

NOW THEREFORE, this Agreement witnesseth that for and in consideration of the promises and covenants, conditions, stipulations, and provisions herein contained, the parties agree as follows:

ARTICLE 1 - SCOPE

This agreement shall apply to all employees employed by the City of Yorkton, Saskatchewan except:

City Hall staff

Fire Hall Staff

Deer Park Golf Course Staff

Gallagher Centre Water Park Staff

Gallagher Centre Kiosk Staff

Gloria Hayden Staff

RCMP Staff

Managers

Supervisors

Foremen

Confidential Secretaries

Administrative Assistants

The parties agree to make a joint application to the Labour Relations Board for a certification Order that reflects the foregoing agreement on scope.

ARTICLE 2 - UNION RECOGNITION

The City recognizes CUPE Local 342 as the sole and exclusive bargaining agent for the Employees within the scope of this Collective Bargaining Agreement.

The parties hereto agree to negotiate in good faith matters of collective bargaining in respect to the establishment of a grievance procedure, hours of work, rates of pay and other conditions of employment.

ARTICLE 3 - DISCRIMINATION

- (a) There shall be no discrimination by either the City or the Union by reasons as set out in the *The Saskatchewan Human Rights Code*, as may be amended from time to time. The City agrees to post a copy of the relevant sections of *The Saskatchewan Human Rights Code* in all City of Yorkton workplaces.

ARTICLE 4 - UNION SECURITY

- (a) Pursuant to Section 36 of *The Trade Union Act* of the Province of Saskatchewan, being Chapter T-17 of the Statutes of the year 1978, every employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Union as a condition of his employment, provided that any employee in the appropriate bargaining unit who is not required to maintain his membership or apply for and maintain his membership in the Union, shall as a condition of his employment, tender to the Union the periodic dues uniformly required to be paid by the members of the Union.
- (b) The City shall each month, if necessary, supply the Union with a list of all persons hired by the City and all employees whose services have been terminated, to whom this Agreement may apply. The list shall include the name, classification, salary and the date of hiring or termination.

(c) Deduction of Union Dues From Wages

Upon request in writing of an employee, the City shall deduct and pay on or before the 25th of each month, out of the wages due to such employee, to the person designated by the Union to receive the same, the Union dues of such employee, and the City shall furnish the Union with the names of the employees who have given such authority.

ARTICLE 5 - JOB SECURITY

- (a) Persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit, except for the purpose of instruction, experimenting or in emergencies when regular employees are not available and provided that the act of performing the aforementioned operations in itself does not reduce the hours of work or pay of any employee.
- (b) This clause shall not limit the City's right to tender projects that have customarily to date been performed by contractors.
- (c) When contracting out does occur, the City shall ensure that no members of CUPE Local 342 are laid off or have their hours of work reduced.
- (d) When the City is considering contracting out work customarily performed by contractors and/or City staff, the City shall consult the Union about the work it proposes to contract out and provide a rationale. The grievance and arbitration procedure will not apply to any final decision to contract out.
- (e) When emergency or unforeseen circumstances, such as an act of nature arise, the City may hire contractors to supplement the regular workforce without consulting the union in advance. In these circumstances, provided there are qualified staff and appropriate equipment available, contractors shall be relieved of duty before the regular workforce.
- (f) It is further agreed that the City and its entities shall continue to use volunteers as it has customarily done with the understanding that the use of volunteers will not reduce the normal hours of work for its employees.

ARTICLE 6 - INTERPRETATION

In this Agreement to expression:

- (a) "City" means the Corporation of the City of Yorkton
- (b) "Employee" means any person who is employed by the City within the scope of this agreement.
- (c) "Council" means the Council of the City of Yorkton.
- (d) "Department Head" means the official in charge of a division as appointed by the City Manager.
- (e) "Union" means the CUPE, Local 342 as constituted by an Order of the Labour Relations Board of the Province of Saskatchewan under *The Trade Union Act, 1978*, as an appropriate unit of employees for the purpose of bargaining collectively for the civic employees specified in the said Order.
- (f) "Gender" means the words "he" and "his" and "him" where used herein shall be construed as including or referring to a person of the same feminine gender where the facts or context so require.
- (g) "Full Time Employee" means an employee who has been assigned to a position which is recognized as a full time position, and who has successfully completed the probationary period provided in Article 12.
- (h) "Temporary Employee" – means any employee who is employed in a position which has a fixed term and is temporary in nature.
- (i) "Seasonal Employee" – means an employee who is hired into a position which is seasonal in nature and is subject to layoff and recall.
- (j) "Part Time Employee" – means an employee who has been hired by the city to work less than the full weekly hours of work on a regular and recurring basis, and who has successfully completed the probationary period provided in Article 12.
- (k) "Casual Employee" – means any person who is employed by the City for casual work to augment the regular workforce and who does not work a regular and recurring schedule.

- (l) "Student" – shall mean an employee who is utilized to augment staffing needs, and who has indicated that they plan on returning to school on a full-time basis, or those who are attending on a part-time basis.
- (m) "Probationary Employee" – a newly hired employee shall be on probation for six (6) months or until all conditions of employment have been met, during which time his employment may be terminated only for reasons of unsuitability.

ARTICLE 7 - HOURS OF WORK AND OVERTIME

- (a) Eight (8) hours shall constitute an ordinary day's work and forty (40) hours a week prevails, normal hours shall be 8:00 a.m. - 12:00 noon and from 1:00 p.m. - 5:00 p.m., Monday through Friday inclusive, except where an averaging of hours is agreed between the City and the Union.
- (b)
 - i) Notwithstanding (a), the hours of work for those employees employed at the Environmental Services Department shall be one hundred and sixty (160) hours over a period of four (4) consecutive weeks without receiving overtime.
 - ii) A thirty (30) calendar day work schedule shall be posted in a place accessible to all employees no less than fourteen (14) days in advance. Employees shall have the option of trading shifts, providing another employee is willing to trade and provided the immediate Supervisor is given two (2) days written notice and approval is received.
- (c)
 - i) Notwithstanding (a), the hours of work for the Gallagher Centre Arena Labourers and Custodians shall be one hundred and sixty (160) hours over a period of four (4) consecutive weeks without receiving overtime.
 - ii) A fourteen (14) calendar day work schedule shall be posted in a place accessible to all employees no less than fourteen (14) days in advance. Employees shall have the option of trading shifts providing another equally qualified employee is willing to trade. The immediate supervisor shall be given two (2) days written notice of the change and approval may be given taking into consideration the wishes of the employees and the efficient operation of the Gallagher Centre.

- iii) The fourteen (14) day work schedule as outlined in ii) may be amended by reason of necessity as determined by the Gallagher Centre General Manager due to cancellations, additional event bookings or extensions or reductions to existing bookings.
- (d) Notwithstanding (a), Public Works employees required to work irregular shifts by reason of necessity, for the efficient operation of the City or the convenience of the public, may be scheduled in a manner which results in an average of eighty (80) hours over a period of two (2) consecutive weeks without receiving overtime.
- (e) i) Notwithstanding (a), Leisure Services employees designated to work at the Parks Branch, required to work irregular shifts by reason of necessity, for the efficient operation of the City or the convenience of the public, may be scheduled in a manner which results in an average of eighty (80) hours over a period of two (2) consecutive weeks without receiving overtime.
- ii) Notwithstanding (a) Leisure Services employees designated to work at the Kinsmen Arena during its operating season, shall be scheduled one hundred and sixty (160) hours over a period of four (4) consecutive weeks without receiving overtime. During the months in which the Kinsmen Arena is not in operation the hours of work shall be as (e) i).
- iii) A Voluntary Call-in System for coverage at the Kinsmen Arena shall be implemented as follows:
- The full time employee on days off who is regularly scheduled at the Kinsmen Arena if available.
 - On a rotational basis the full time employees within the Parks & Arena Technician classifications not regularly scheduled at the Kinsmen Arena in order of seniority if available.
 - If applicable, on a rotational basis the seasonal employees within the Parks & Arena Technician classifications in order of seniority if available.

- iv) In order to maintain efficient grass cutting services, it is mutually agreed and understood that if the weather is inclement and prohibits grass cutting operations from continuing, that the City shall have the right to reduce the hours of work without pay for seasonal and student employees until such time as grass cutting operations can resume.
- (f) All employees called out to work on their regular scheduled days off shall be paid at time and one-half (1 ½x) for the first nine (9) hours and at double time (2x) for all hours over nine (9) hours to the nearest half (½) hour.
- (g) All employees required to work in excess of any ordinary days work (minimum of eight (8) hours) shall be paid at the rate of time and one-half (1 ½x) for the first one (1) hour overtime and at double time (2x) for all hours worked in excess of one (1) hour to the nearest half (½) hour.
- (h) All employees required to work unscheduled overtime and remaining at the work site, after working two (2) hours overtime, on a scheduled work day shall be provided with a lunch by the City.
- (i) All employees called out to work overtime on a normal working day and having left the job before being notified, shall be paid time and one-half (1 ½x) for a minimum of one (1) hour and double time (2x) for a minimum of two (2) hours.
- (j) Nothing contained in this Article shall be construed as a guarantee of hours of work per day or per week.
- (k) There shall be no duplication of daily, weekly, bi-weekly or monthly overtime, nor pyramiding of overtime on overtime.
- (l) The Union agrees to forego meal breaks as pursuant to Article 13.3(1) of *The Labour Standards Act* for the following;
 - where urgent work is necessary or unpreventable; or
 - unforeseeable circumstances occur. In such cases, the Employer will provide a meal allowance of ten dollars (\$10.00) to each effected employee.

- (m) An employee working in excess of the respective average shall have the choice of time off in lieu, calculated at the appropriate overtime rate, or payment as per the overtime rates identified in this Article.
- (n) Employees requesting use of lieu time shall be required to provide their Supervisor with written notice and will be granted time off at the Supervisor's discretion, subject to the effective and efficient operations of the City. Lieu time to be taken in blocks of one (1) hour to a maximum block of five (5) days and may be taken in conjunction with annual holiday leave.
- (o) Employees shall be entitled to accumulate up to a maximum of 40 hours lieu time. As of December 31st of each year, unused lieu time shall be paid out to employees calculated at the applicable rates of pay.

ARTICLE 8 - WAGES AND STAND-BY PAY

- (a) The wage rates are set forth in Schedule "A" and shall form a part of this Agreement. Such wage rates will be effective commencing at 12:01 a.m. on the date indicated in Schedule "A".
- (b) Employees who are, as part of their scheduled workday, required to work between the hours of 12:00 midnight and 6:00 a.m. shall be paid a bonus of eighty cents (\$0.80) per hour for the hours worked provided such bonus shall not apply to any employee receiving an overtime rate for the hours worked during such period if such overtime is continuous to his normal workday.
- (c)
 - i) Those employees designated as "on call" (i.e. immediately available by direct telephone contact) shall be paid three (3) hours pay at straight time for each twenty-four (24) hour period that he is on call, in addition to payment for over-time hours actually worked. Should an employee be called out and fail to report, the three (3) hour guarantee shall not be payable.
 - ii) It shall be the sole and exclusive right of the City to determine, from time to time, the number of employees, if any, that are designated on call.

- iii) On call employees must respond to all call outs as soon as possible, but no later than thirty (30) minutes of receiving such call.
- iv) Subject to the immediate supervisor's approval, employees on call will have the right to trade on call shifts.
- (d) Pay days shall be bi-weekly (every second Friday) and shall be by direct remittance to the employee's bank or credit union. The employee shall advise the City of his/her bank account number.

ARTICLE 9 - STATUTORY HOLIDAYS - CIVIC HOLIDAYS

- (a) The following statutory holidays shall be observed and paid for in accordance with *The Labour Standards Act* and Orders thereunder:

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

on the condition that if the City passes a Boxing Day Bylaw that there will be no duplication of the holiday and any day proclaimed a holiday by the Mayor of the City of Yorkton in accordance with *The Cities Act*.

- (b) When any of the above holidays fall on a Saturday or Sunday, the following Monday shall be considered as a holiday, and if the Monday is a Holiday, then the Tuesday shall be considered as a holiday.
 - i) Arena employee(s) at the Gallagher Centre may be provided with seven (7) days notice that the Statutory Holiday will be recognized on any day of the week prior to or immediately following the Statutory Holiday when it is determined to be necessary by Management for the efficient operation of the Gallagher Centre.
 - ii) Notwithstanding (b), employees may be provided with three (3) days notice that the Statutory Holiday may be recognized on a day other than the day as designated above, when the City and the Union mutually agree that this would be beneficial for efficient operations.

- (c) When an employee is required to work on a holiday as listed in (a) above, he shall be paid in addition to his regular rate of wages, wages at the rate of time and one -half (1 ½ x) his regular pay for every hour or part of any hour worked on such holiday and increasing to double time (2x) after nine (9) hours.

ARTICLE 10 - LEAVE FOR UNION BUSINESS

- (a) Employees who are members of the bargaining unit that are appointed or elected as delegates to attend a convention, conference or business meeting in connection with Union affairs, shall, upon forty-eight (48) hours written notice, be granted leave-of-absence without pay to attend such meetings. The City reserves the right to limit the number of delegates to two (2).

An employee granted leave under this Article, shall earn seniority, sick leave credits and vacation credits.

- (b) Employees who have completed at least one (1) year of service who are selected for a full-time position with the Union may be granted a leave-of -absence without pay for a period of up to, but not exceeding one (1) year. Application for such leave-of-absence must be made not less than thirty (30) days prior to commencement of same. The number of employees granted leave-of-absence for this purpose shall not exceed one (1) at any time. No claim shall be entertained for any promotion effected during this absence without pay. The employee's seniority shall continue to accumulate throughout the period of leave.
- (c) Any member designated by the Union, to make a presentation to the City Manager, or the respective Department Head, during normal working hours, shall first have and obtain the permission to make such a presentation from the employee's immediate Supervisor, such permission not to be unreasonably withheld.
- (d) The Employer agrees to continue to pay normal salary and benefits to employees delegated, on a short term basis of one (1) month or less, to attend to Union business as referred to in (a) above and that the Employer is to charge the Union for reimbursement of the cost. Such costs shall only include:

- i. Actual lost wages.
- ii. Employer's share Employment Insurance premiums.
- iii. Employer's share of Pension contribution (or equivalent).
- iv. Employer's share of Canada Pension contributions.
- v. Employer's share of Group Insurance premiums.
- vi. Worker's Compensation premiums.

ARTICLE 11 - SPECIAL LEAVE-OF-ABSENCE

- (a) Leaves-of-absence without pay for personal reasons may be granted for a period not to exceed twelve (12) months at the sole discretion of the Department Head, taking into consideration the efficient operation of the department. Such leaves-of-absence shall not be permitted on an ongoing or annual basis, except for educational leaves as approved by the City.
- (b) The maintenance of Employee Benefit Plans during leaves-of-absence without pay shall be conditional upon the specific Benefit Plan(s) policies and upon payment of the full cost by the employee.
- (c) An employee on leave-of-absence without pay shall not be eligible for sick leave benefits nor payment of Statutory Holidays which fall during the authorized period of absence.
- (d) Employees taking other employment during such leaves-of-absence, except by written permission of the City, shall be considered to have terminated their service with the City.

ARTICLE 12 - SENIORITY

- (a) Seniority shall be defined as an employee's period of continuous service with the City since his first date of hire (unless the employee has lost seniority and employment rights as per Article 12 (c)) and shall be applicable bargaining unit wide.
- (b) An employee shall begin to accumulate seniority as soon as he has completed his probationary period at which time his seniority shall be made retroactive to his date of hire.

- (c) An employee's seniority and present employment rights shall be considered lost by reason of:
 - 1. Dismissal for just cause.
 - 2. Voluntary resignation.
 - 3. Failure to report for work on recall from layoff within five (5) working days of being notified in writing to his last known address to report for work.
 - 4. If an employee is absent for three (3) consecutive working days without notifying the City and furnishing an acceptable reason for the absence.
 - 5. If an employee is on layoff for a continuous period of twelve (12) months, except in the case of student employees who shall lose seniority if on layoff for a continuous period of seven (7) months.

- (d) Annual seniority lists shall be kept, posted and furnished to the Secretary of the Union by City Administration.

ARTICLE 13 - PROMOTIONS

- (a) New positions within the scope of this Agreement shall be posted on the bulletin board and employees shall be allowed ten (10) working days in which to make written application for such vacancies or new positions.

- (b) Promotions or vacancies required to be filled within the scope of this Agreement shall be filled on the basis of qualifications and ability, as determined by the City, and seniority. Qualifications and ability shall reasonably relate to the requirements of the work to be performed. Where qualifications and ability are comparable, the senior applicant will be selected.

- (c) (i) Employees who are transferred or promoted to a new position shall be in a trial period of four (4) months. At the commencement of the trial period, the Employer shall advise the employee of the standards which the employee is expected to meet. During the trial period the employee will be advised of any deficiencies and improvements expected by the Employer.

- (ii) During the trial period, the employee may be returned to their former position if the Employer determines the employee has not met the expected standards for the position, or at the employee's request. Standards shall reasonably relate to the requirements of the work to be performed. The employee will be returned to their former position, without loss of seniority, and at their former rate of pay.
- (d) Any employees who have moved positions as a result of the original promotion shall also revert to their original position and rate of pay.

ARTICLE 14 - LAY-OFF AND RE-HIRING

- (a) When it is necessary to reduce the number of employees in a Department, employees shall be laid off in the inverse order of their seniority provided the senior employee possesses the qualifications and ability, to perform the work which is available.
- (b) If more employees are required for any position, the last person laid off, if available, shall be given preference of re-employment provided he possesses the necessary qualifications and ability, to perform the work available. When any employee has been advanced to a new position and such position is affected by reduction in employees during the trial period referred to in Article 13(c), the employee so advanced shall be returned to the position from which he was advanced in preference to being laid off. Where such reduction in staff occurs after completion of the probationary period, normal seniority rights shall prevail.
- (c) Article 14 (a) and (b) shall apply to employees in permanent positions only. Casual employees shall be laid off first, followed by student employees, followed by seasonal employees.

ARTICLE 15 - RESIGNATION

All full-time employees who wish to resign shall hand to their immediate Supervisor written notice two (2) weeks in advance, where possible, of their intention to do so.

ARTICLE 16 - EMPLOYEE BENEFITS AND SICK LEAVE

- (a) The City shall pay 100% of the premiums for Extended Health and Dental Plans equal to or better than that provided by Sun Life Group Policy #83419 (Silver Plan) for each full-time employee. These premiums shall be for single, couple or family coverage, as required by the employee.

In lieu of access to the above health and dental plan, the City shall reimburse seasonal employees \$80 per month when they purchase their own benefits.

Employees shall pay 100% of the premiums for Life Insurance, Accidental Death & Dismemberment, Long-Term Disability Insurance, and a 17-week Short-Term Disability Insurance plan.

The benefits package for full-time employees shall be provided by an underwriter of the City's choice, and administered by the City subject to consultation with the City Benefits Committee.

- (b) In addition to the above and as a condition of employment, all full-time employees shall immediately enroll in the Saskatchewan Municipal Employees' Pension Plan (MEPP).
- (c) Full-time employees shall be allowed sick leave on the basis of one and one-quarter (1 ¼) days per month for short-term illness. Such leave may accumulate up to thirty (30) days. No claim for sick pay in excess of three (3) consecutive days shall be allowed unless and until an employee making such claim produces a certificate at their own expense signed by a duly qualified medical practitioner certifying that the said employee was unable by reason of medical illness to perform his duties for the period during which the claim was made.
- (d) During the illness of a spouse, child, mother or father, an employee shall be allowed, after notifying his immediate Supervisor, to use up to three (3) of his earned sick leave days per year (as calculated above) to care for a family member who is ill. Upon written application to the City Manager and subject to his/her written approval, an employee may be allowed to use an additional two (2) days of earned sick leave (as calculated above) to care for a family member who is ill.
- (e) A record of used sick leave shall be provided to the Union on or before March 31st of each calendar year.

- (f) All employees who are unable to report to work as scheduled shall, prior to the commencement of each shift, notify their immediate Supervisor of the reason for their absence except when reasonable extenuating circumstances prevent the employee from calling.
- (g) The City reserves the right to have a medical practitioner, designated by the Employer, make an examination at any time when deemed advisable. The cost of such examination shall be paid by the Employer.
- (h) New employees designated to full-time positions as recognized by the employer, and having completed three (3) months of service shall be entitled to take sick leave for short-term illness, on a pro-rated basis of one and one-quarter (1 ¼) days per month and may utilize sick leave as earned. All other provisions as outlined above shall apply.
- (i) Employees designated to part-time and seasonal positions, as recognized by the employer, and having completed three (3) months accumulated service for part-time positions and six (6) months accumulated service for seasonal positions shall be entitled to take sick leave for short-term illness, on a pro-rated basis of one and one quarter (1 ¼) days per month.

ARTICLE 17 - WORKER'S COMPENSATION

- (a)
 - i) Upon workplace injury, the employee shall fill out the W1 Form and the Employer shall fill out the E1 Form. The maintenance of employee benefits during the period which an employee receives compensation in excess of thirty (30) working days under *The Worker's Compensation Act* shall be conditional upon the specific policies of the act upon payment of the full cost of benefits by the employee.
 - ii) An employee receiving worker's compensation will not be eligible for benefits for any period exceeding twenty-four (24) months.
- (b) The City agrees that when an employee receives a minor injury during the course of and in the performance of his duties and a medical practitioner confirms in writing that the absence will not exceed thirty (30) working days, and the employee is entitled to receive compensation under *The Worker's Compensation Act*, the employee shall be entitled to be paid his regular salary by the City for the period not exceeding thirty (30) working days and

the employee shall assign to the City all compensation cheques issued to him by the Worker's Compensation Board in respect of such minor/short term injury.

ARTICLE 18 - GRIEVANCE PROCEDURE

(a) Definition:

A grievance shall be defined as any difference or dispute between the Employer or any employee(s) regarding the interpretation, meaning, operations or applications of this Agreement.

- (b) All negotiations with respect to disputes and grievances shall be dealt with during regular working hours and no employee shall suffer any loss of pay for time spent in such negotiations. The number of Union Committee representatives who are entitled to remuneration under this clause shall not exceed two (2).
- (c) No grievance shall be considered which is not presented within ten (10) working days after the event or circumstances giving rise to the complaint came to the attention of, or, should have come to the attention of the employee or employees concerned.
- (d) An earnest effort shall be made to settle a grievance in the following manner:
- (e) Grievances regarding lay-off and termination may be initiated at the second stage of the grievance procedure.

First Step - Grievance to Immediate Supervisor

Grievances should be adjusted as quickly as possible. Accordingly, employees, through the Union, or the Union itself, may refer any such grievance to the immediate Supervisor concerned within ten (10) working days of discovery of the cause for complaint. The Steward, Union Officer or Grievance Committee Member may be accompanied by the aggrieved if the latter so wishes. The immediate Supervisor shall give a decision verbally within ten (10) working days.

Second Step - Grievance to Department Head

The Steward, Officer or Grievance Committee Member may refer the matter to the Department Head or their designate in writing within ten (10) working days of having received the decision of the immediate Supervisor. The Department Head or the designate shall discuss the grievance with the Steward, Officer or Grievance Committee Member within ten (10) working days of receipt of the grievance and shall render a written decision within ten (10) working days of the discussion.

Third Step - Grievance to City Manager

Failing satisfactory resolution in Step Two hereof, the Union may within ten (10) working days of receipt of the decision of the Department Head forward the grievance to the City Manager. The City Manager shall arrange for a meeting with the Union within ten (10) working days of receipt of the grievance. The City Manager shall give his decision within ten (10) working days of the meeting.

Fourth Step - Referral to Arbitration

Failing satisfactory settlement of the grievance in Step Three hereof, the matter may be referred to Arbitration by either party within ten (10) working days, provided that if it is not so referred, the grievance shall be deemed to have been settled.

(f) Time Limits

- i) If the employee's Supervisor or the Department Head or the City Manager do not take the necessary action to process the grievance or provide answers within the time limits specified above, the grievance will automatically be referred to the next higher step.
- ii) If the grievance is not processed by the Union or the employee within the time limits provided above, the grievance is considered settled.
- iii) The time limits set out above may be extended by the consent of both parties.

(g) Initiation of Special Meetings

Either party may initiate a meeting for the purpose of resolving the grievance prior to or during the arbitration proceedings.

ARTICLE 19 - ARBITRATION

- (a) The arbitration procedure shall extend only to the interpretation, meaning, operations or applications of this Agreement.
- (b) Where a grievance is referred to arbitration, the parties shall within thirty (30) days, firstly attempt to agree to a single Arbitrator. In the event that the parties are unable to agree to a single Arbitrator, a three (3) member Board of Arbitration shall be established in accordance with the following provisions:
 - i) Within ten (10) working days of failure to agree to a single Arbitrator, the Union shall notify the City of the name of its representative on the Arbitration Board. The City shall within ten (10) working days of the date of such notification name its representative.
 - ii) These two (2) members shall meet and endeavour to agree on a Chairperson for the Board. In the event that they cannot agree on a Chairperson within fifteen (15) working days, they shall select one (1) name from a list of arbitrators. The list of arbitrators must be agreed to by both parties at the renewal of this collective agreement. The names of the arbitrators shall be placed in a hat with one (1) name drawn and utilized. The list of arbitrators agreed upon and to be used in rotation as per 20(b) are Arliss Dellow and Robert Pelton.
 - iii) No person who has been discharged from employment with the City and no member of City Council shall be appointed to the Arbitration Board.
- (c) Each of the parties shall bear the expense of the Arbitrator appointed by it and the parties will equally bear the expense of the Chairperson of the Arbitration Board.
- (d) Each of the parties shall be responsible for the cost of its witnesses in accordance with the arrangements it has made with its witnesses.
- (e) After the Arbitration Board has been selected by the foregoing procedure, it shall meet as soon as possible and shall follow commonly accepted arbitration hearing procedures providing an opportunity for each party to the dispute to present its case.

- (f) The Board shall confine itself to the matter grieved and shall not have any power to alter, change or amend in any way the provisions of this Collective Agreement, taking into consideration local circumstances. The Arbitration Board may consider only the particular issue or issues presented to it and its decision must be based solely on the interpretation of the provisions of this Agreement.
- (g) The Board of Arbitration shall not deal with more than one (1) grievance without the mutual consent of the City and the Union.
- (h) The decision of the majority of the Board shall be final and binding on both parties.

ARTICLE 20 - VACATIONS

- (a) Every employee shall be entitled to an annual vacation as set forth in The Statutes of the Province of Saskatchewan, being Chapter L-1, Revised Statutes of Saskatchewan, entitled *The Labour Standards Act*, and amendments thereto.
 - 1. During the first (1st) year of continuous employment and subsequent to the first (1st) year of such employment, an annual holiday of three (3) weeks.
 - 2. After each year of continuous employment subsequent to the tenth (10th) year of such employment, an annual holiday of four (4) weeks.
 - 3.
 - i) Subsequent to the fifteenth (15th) year of cumulative service of employment with the City, an annual holiday of four (4) weeks plus one (1) day;
 - ii) Subsequent to the sixteenth (16th) year of cumulative service of employment with the City, an annual holiday of four (4) weeks plus two (2) days;
 - iii) Subsequent to the seventeenth (17th) year of cumulative service of employment with the City, an annual holiday of four (4) weeks plus three (3) days;
 - iv) Subsequent to the eighteenth (18th) year of cumulative service of employment with the City, an annual holiday of four (4) weeks plus four (4) days;

- v) Subsequent to the nineteenth (19th) year of cumulative service of employment with the City, an annual holiday of five (5) weeks.
- 4. Subsequent to the thirtieth (30th) year of cumulative service of employment with the City, an annual holiday of six (6) weeks.
- (b) Employees shall be entitled to take annual holiday leave on a current year basis and the annual holiday entitlement date for all Union employees shall be on a uniform annual holiday period being January 1st to December 31st in each calendar year on a pro-rated basis. The current year's holiday leave shall be completed no later than October 31st of the following year and shall be arranged with the Department Head with due consideration being given to the wishes of the employee, the wishes of other employees, and the efficient operation of the City.

ARTICLE 21 - COMPASSIONATE LEAVE

- (a) The City shall grant compassionate leave-of-absence with pay for not more than four (4) consecutive working days to any employee, except employees on lay off, in the case of death of a member of an employee's immediate family.
- (b) Immediate family shall mean spouse, father, mother, father-in-law, mother-in-law, sister, brother, sister-in-law, brother-in-law, any child, grandfather or grandmother, guardian or ward of the employee or the employee's spouse.
- (c) Any employee who acts as a pallbearer shall be granted leave-of-absence with pay up to one (1) day.
- (d) Additional leave-of-absence or leave-of-absence for purposes not stated in this clause may be granted with pay at the discretion of the City Manager when requested in writing by the Department Head.
- (e) An employee will not be entitled to compassionate leave for any day falling within the respective funeral period which is not a scheduled work day for such employee or when such employee is absent from work due to a statutory holiday, injury, illness, sick leave (not supported by a doctor's note) or leave-of-absence. Only vacation leave and sick leave (supported by a doctor's note) shall be eligible to be reversed and changed to compassionate leave.

ARTICLE 22 - JURY LEAVE

An employee who is required to perform jury duty on a day on which he would normally have worked will be reimbursed by the City for the difference between the pay received for jury duty and his regular straight time hourly rate of pay for his regularly scheduled hours of work.

ARTICLE 23 - REST PERIODS

All employees shall be permitted one (1) fifteen (15) minute rest period to be taken during each half ($\frac{1}{2}$) of a daily shift with both parties giving consideration to the efficient operation of the City. Employees must remain at the work site unless permission is obtained by the immediate Supervisor or the Charge Hand to have a scheduled rest period at a designated site.

ARTICLE 24 - RETROACTIVE CONDITIONS

All employees on staff as of the date a new Collective Agreement is signed shall be entitled to the retroactive conditions of the revised Agreement.

Employees who retire before a new Collective Agreement is signed shall be entitled to retroactive conditions of the revised Collective Agreement.

The retroactive conditions of the revised Collective Agreement shall be paid to the estate of active or retired employees who have passed away before a new Collective Agreement is signed.

Employees who resign from employment with the City and those whose employment is terminated for cause and who are not subsequently reinstated through the grievance and arbitration process shall not be entitled to the retroactive conditions of a revised Collective Agreement. Employees who may be reinstated through the grievance/arbitration procedure may be entitled to the retroactive conditions of this Agreement.

ARTICLE 25 - LABOUR MANAGEMENT COMMITTEE

A Labour Management Committee shall be established consisting of representatives of the Union and representatives of the Employer.

The Committee shall meet at least quarterly at a mutually agreed time and place to discuss questions affecting work, safety or general efficiency. Such Committee shall not have jurisdiction over wages or any matter of collective bargaining including the administration of this collective agreement. The Committee shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

ARTICLE 26 - MANAGEMENT RIGHTS

The Union acknowledges that it is the right of the City to manage all the affairs of all operations of the municipality and all management rights are the sole right and function of the City, including, but not limited to the following:

- (a)
 - i) to manage and to provide direction to the employees, including the right to plan, direct and control operations; to maintain the discipline and efficiency of the employees and to require employees to observe all rules and regulations of the City;
 - ii) to hire, lay off or relieve employees from duty, suspend, demote, transfer, promote, discipline and discharge employees for cause;
 - iii) to permit persons whose jobs are not in the bargaining unit to perform work in cases of emergencies or when a qualified employee is not available to do the work, on a temporary basis, providing the performance of this work does not reduce the regular hours of work, or pay, of any employee;
 - iv) to amend policies not expressly provided for in this Agreement;
- (b) The enumeration of management rights as set out above shall not exclude other management functions and all matters concerning the operation of the City, not specifically dealt with herein, shall be reserved to the Management and be its exclusive responsibility.
- (c) The City agrees to administer the Collective Agreement in good faith and in a manner consistent with the Agreement as a whole.

ARTICLE 27 - BULLETIN BOARD

The City agrees to provide space that is readily accessible where Union notices of interest to employees may be posted.

ARTICLE 28 - TERM OF AGREEMENT

This Agreement shall become effective as of the 1st day of January 2009 and shall continue in full force until the 31st day of December, 2011 and shall renew itself from year to year, without change, until revised or not less than thirty (30) days nor more than sixty (60) days notice in writing from either party before the expiration date hereof or of any renewal hereof. In the event of notice of revision, this Agreement shall remain in force and effect while negotiations are being carried on for the arrangements of a further agreement, the terms of which shall be retroactive to the expiry day of the agreement under which said notice was given.

ARTICLE 29 - NO STRIKE, NO LOCKOUT

The Union agrees that during the life of this Agreement there will be no strike, slow down, stoppage of work or any withdrawal of normally provided services and the City agrees that during the life of this Agreement there will be no lock outs.

ARTICLE 30 - IN-SCOPE JOB FACT SHEETS

The Employer will prepare job fact sheet for all classifications in Schedule "A". These job fact sheets will be available for the Union or any employee. The employer agrees to consult with the Union when proposing new in-scope Job Fact Sheets or amending existing Job Fact Sheets.

ARTICLE 31 - CLOTHING

Employees assigned to cleaning sewer with mechanical cleaners (no more than four (4) hours per employee per eight (8) hour shift), operating an oiler for street oiling, and actually cleaning out cells at the Sewage Treatment Plant and working in trenches, will receive coveralls, which will be supplied by and maintained by the City.

A Boot allocation of \$150.00 for each full-time employee and \$100.00 for each seasonal employee shall be paid out annually on the closest pay period to April 1st for full time staff and on the first pay period for seasonal staff. The City and the Union agree that any employee reporting to work without appropriate safety foot wear shall be sent home without pay.

IN WITNESS WHEREOF the parties hereto have caused these presents to be executed this 16th day of July, A.D. 2009.

YORKTON CIVIC EMPLOYEES
UNION, LOCAL 342:



PRESIDENT



NATIONAL REPRESENTATIVE

CITY OF YORKTON:



MAYOR



CITY CLERK

WITHOUT PREJUDICE
LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF YORKTON
A Municipal Corporation
In the Province of Saskatchewan
Hereinafter referred to as the "CITY"

- and -

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 342
Affiliated with the Canadian Labour Congress,
Hereinafter referred to as the "UNION".

RE: Parks and Arena Technicians

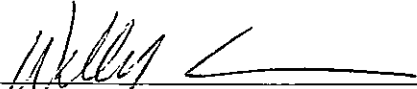
WHEREAS THE City and the Union mutually agree on the following:

1. That the following employee: **Gary Swain**, shall be grandparented into the respective Parks and Arena Technician II classification with the expectations to obtain the additional educational requirements within 2 years.
2. The employee listed above who has been grandparented into the Parks & Arena Technicians II classification who does not achieve or maintain the required certification(s) as established by the City and provided for in the job fact sheets by two years from March 26, 2008 shall be red-circled at their applicable rate of pay. The red-circled employee will not receive future increases (i.e. step increase or economic increases) until such time as they achieve the required certification of their grandparented classification and/or until the wages of the classification they would qualify for based on their certification(s) exceeds their current rate of pay. If unable to attain required certifications due to availability of courses an extension may be granted.
3. Both parties agree that this Letter of Understanding cannot be used to establish a Custom and Usage Clause for the Collective Bargaining Agreement.

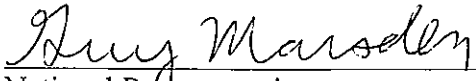
This Letter of Understanding, unless changed by mutual consent of both parties hereto, shall be in force and effect until a new Collective Bargaining Agreement is negotiated.

IN WITNESS WHEREOF the parties hereto have cause these presents to be executed
this 16th day of July, 2009.

YORKTON CIVIC EMPLOYEES
UNION, LOCAL 342:



President

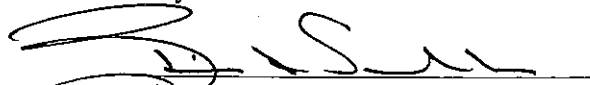


National Representative

CITY OF YORKTON



Mayor



City Clerk

WITHOUT PREJUDICE
LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF YORKTON
A Municipal Corporation
In the Province of Saskatchewan
Hereinafter referred to as the "CITY"

- and -

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 342
Affiliated with the Canadian Labour Congress,
Hereinafter referred to as the "UNION".

RE: Employment Insurance Premium Reduction

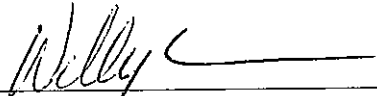
WHEREAS THE City and the Union mutually agree on the following:

1. As a result of implementing a Short Term Disability Insurance Plan and in accordance with the Premium Reduction Program provided for by Service Canada, if the City of Yorkton is granted an Employment Insurance premium reduction, the employees' portion of this reduction will be used to pay a portion of their Accidental Death and Dismemberment Insurance and Life Insurance Premiums.

This Letter of Understanding, unless changed by mutual consent of both parties hereto, shall be in force and effect until a new Collective Bargaining Agreement is negotiated.

IN WITNESS WHEREOF the parties hereto have cause these presents to be executed this 16th day of July, 2009.

YORKTON CIVIC EMPLOYEES
UNION, LOCAL 342:

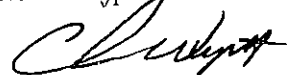


President

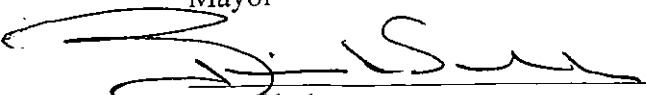


National Representative

CITY OF YORKTON



Mayor



City Clerk

WITHOUT PREJUDICE
LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF YORKTON
A Municipal Corporation
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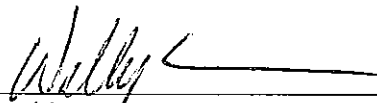
RE: Conversion to Start Date Seniority

WHEREAS THE City and the Union mutually agree on the following:

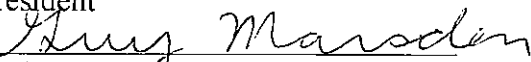
1. Effective January 1, 2009, the Employer will rank all current employees who are members of CUPE Local 342 in order of their seniority, with 1 being assigned to the most senior employee. Seniority for this purpose shall be as determined according to Article 12 of the Collective Agreement that expired December 31, 2008.
2. Any employees hired after December 31, 2008 will be added to the bottom of the list based on their date of hire. For purposes of this Letter of Understanding, date of hire shall mean the first day worked.
3. If employees are hired on the same date, a member of the Local's executive shall draw their names out of a hat to determine the order of their placement on the seniority list.

IN WITNESS WHEREOF the parties hereto have cause these presents to be executed this 16th day of July, 2009.

YORKTON CIVIC EMPLOYEES
UNION, LOCAL 342:

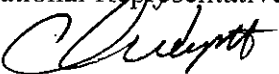


President

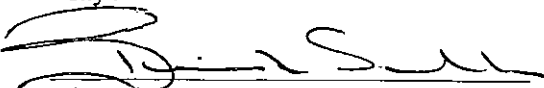


National Representative

CITY OF YORKTON



Mayor



City Clerk

WITHOUT PREJUDICE
LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF YORKTON
A Municipal Corporation
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- and -

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 342
Affiliated with the Canadian Labour Congress,
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RE: Article 16 – Employee Benefits and Sick Leave

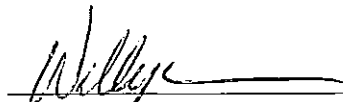
WHEREAS THE City and the Union mutually agree on the following:

1. As per Article 16 (a) The City shall pay 100% of premiums for Extended Health and Dental Plans equal to or better than that provided by Sun Life Group Policy #83410 (Silver Plan) for each full-time employee effective August 2009.
2. As a result of the above, future payments to full time employee Health Care Spending Accounts will cease August 2009. Employees shall have until January 31, 2010 to submit receipts (up to and including December 31, 2009) and utilize funds available in their Health Care Spending Accounts.
3. Full Time employee Health Care Spending Accounts will then be closed effective January 31, 2010.

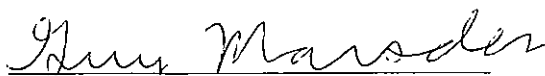
This Letter of Understanding, unless changed by mutual consent of both parties hereto, shall be in force and effect until a new Collective Bargaining Agreement is negotiated.

IN WITNESS WHEREOF the parties hereto have cause these presents to be executed this 16th day of July, 2009.

**YORKTON CIVIC EMPLOYEES
UNION, LOCAL 342:**



President

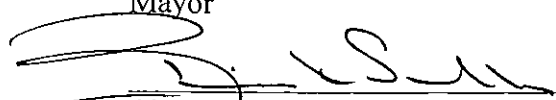


National Representative

CITY OF YORKTON



Mayor



City Clerk

SCHEDULE "A"

January 1, 2009 - 4%

I. PUBLIC WORKS	1st	2nd	3rd
Labourer I	14.94	15.33	15.74
Labourer II	15.93	16.38	16.79
Labourer III	17.01	17.41	17.85
Tadesman	19.29	19.73	20.13
Meter Serviceman	16.65	17.07	17.48
Meter Reader	16.65	17.07	17.48
Stores/Mechanic's Assistant	17.85	18.25	18.67
Mechanic	22.32	22.73	23.15
Operator B	17.85	18.25	18.67
Operator A	18.91	19.31	19.73
Operator Class A-1	20.13		
Water Distribution Operator Class 1	18.05	18.47	18.89
Water Distribution Operator Class 2	18.95	19.36	19.78
Water Distribution Operator Class 3	20.63	21.05	21.47
Operator Class A-1/Water Distribution Operator Class 3	22.32	22.73	23.15
II. ENVIRONMENTAL SERVICES	1st		
Uncertified Operator	17.98		
Operator Class 1	18.89		
Operator Class 2	19.78		
Operator Class 3	21.47		
Operator Class 4	23.15		
Technical Assistant	13.56		
III. LEISURE SERVICES	1st	2nd	3rd
Parks Student	10.86	11.26	11.69
Labourer I	12.80	13.25	13.67
Labourer II	13.84	14.26	14.70
Parks & Arena Technician I	14.91	15.33	15.74
Parks & Arena Technician II	15.93	16.38	16.79
Parks & Arena Technician III	17.01	17.41	17.85
Parks & Arena Technician IV	18.18	18.57	18.97
IV. GALLAGHER CENTRE	1st	2nd	3rd
Arena Labourer I	12.80	13.25	13.67
Arena Labourer II	13.84	14.26	14.70
Arena Labourer III	14.91	15.33	15.74
Arena Labourer IV	15.93	16.38	16.79
Arena Labourer V	17.01	17.41	17.85
Custodian	12.31	12.74	13.14
Lead Custodian	14.34	14.74	15.13

*NOTE: In addition to the above in the case where a Department Head appoints a Charge Hand for a project, that individual shall receive in addition to the above \$1.00 per hour while acting in the capacity.

January 1, 2010 - 4%

<u>I. PUBLIC WORKS</u>	1st	2nd	3rd
Labourer I	15.54	15.94	16.37
Labourer II	16.57	17.04	17.46
Labourer III	17.69	18.11	18.56
Tadesman	20.06	20.52	20.94
Meter Serviceman	17.32	17.75	18.18
Meter Reader	17.32	17.75	18.18
Stores/Mechanic's Assistant	18.56	18.98	19.42
Mechanic	23.21	23.64	24.08
Operator B	18.56	18.98	19.42
Operator A	19.67	20.08	20.52
Operator Class A-1	20.94		
Water Distribution Operator Class 1	18.77	19.21	19.65
Water Distribution Operator Class 2	19.71	20.13	20.57
Water Distribution Operator Class 3	21.46	21.89	22.33
Operator Class A-1/Water Distribution Operator Class 3	23.21	23.64	24.08
<u>II. ENVIRONMENTAL SERVICES</u>	1st		
Uncertified Operator	18.70		
Operator Class 1	19.65		
Operator Class 2	20.57		
Operator Class 3	22.33		
Operator Class 4	24.08		
Technical Assistant	14.10		
<u>III. LEISURE SERVICES</u>	1st	2nd	3rd
Parks Student	11.29	11.71	12.16
Labourer I	13.31	13.78	14.22
Labourer II	14.39	14.83	15.29
Parks & Arena Technician I	15.51	15.94	16.37
Parks & Arena Technician II	16.57	17.04	17.46
Parks & Arena Technician III	17.69	18.11	18.56
Parks & Arena Technician IV	18.91	19.31	19.73
<u>IV. GALLAGHER CENTRE</u>	1st	2nd	3rd
Arena Labourer I	13.31	13.78	14.22
Arena Labourer II	14.39	14.83	15.29
Arena Labourer III	15.51	15.94	16.37
Arena Labourer IV	16.57	17.04	17.46
Arena Labourer V	17.69	18.11	18.56
Custodian	12.80	13.25	13.67
Lead Custodian	14.91	15.33	15.74

*NOTE: In addition to the above in the case where a Department Head appoints a Charge Hand for a project, that individual shall receive in addition to the above \$1.00 per hour while acting in the capacity.

January 1, 2011 - 4%			
I. PUBLIC WORKS	1st	2nd	3rd
Labourer I	16.16	16.58	17.02
Labourer II	17.23	17.72	18.16
Labourer III	18.40	18.83	19.30
Tadesman	20.86	21.34	21.78
Meter Serviceman	18.01	18.46	18.91
Meter Reader	18.01	18.46	18.91
Stores/Mechanic's Assistant	19.30	19.74	20.20
Mechanic	24.14	24.59	25.04
Operator B	19.30	19.74	20.20
Operator A	20.46	20.88	21.34
Operator Class A-1	21.78		
Water Distribution Operator Class 1	19.52	19.98	20.44
Water Distribution Operator Class 2	20.50	20.94	21.39
Water Distribution Operator Class 3	22.32	22.77	23.22
Operator Class A-1/Water Distribution Operator Class 3	24.14	24.59	25.04
II. ENVIRONMENTAL SERVICES	1st		
Uncertified Operator	19.45		
Operator Class 1	20.44		
Operator Class 2	21.39		
Operator Class 3	23.22		
Operator Class 4	25.04		
Technical Assistant	14.66		
III. LEISURE SERVICES	1st	2nd	3rd
Parks Student	11.74	12.18	12.65
Labourer I	13.84	14.33	14.79
Labourer II	14.97	15.42	15.90
Parks & Arena Technician I	16.13	16.58	17.02
Parks & Arena Technician II	17.23	17.72	18.16
Parks & Arena Technician III	18.40	18.83	19.30
Parks & Arena Technician IV	19.67	20.08	20.52
IV. GALLAGHER CENTRE	1st	2nd	3rd
Arena Labourer I	13.84	14.33	14.79
Arena Labourer II	14.97	15.42	15.90
Arena Labourer III	16.13	16.58	17.02
Arena Labourer IV	17.23	17.72	18.16
Arena Labourer V	18.40	18.83	19.30
Custodian	13.31	13.78	14.22
Lead Custodian	15.51	15.94	16.37

*NOTE: In addition to the above in the case where a Department Head appoints a Charge Hand for a project, that individual shall receive in addition to the above \$1.00 per hour while acting in the capacity.

