

COLLECTIVE AGREEMENT

between

DÉLJNĚ HOUSING ASSOCIATION

and

PUBLIC SERVICE ALLIANCE OF CANADA
(as represented by its component Union of Northern Workers)

Effective From: October 1, 2016
To: September 30, 2021



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Article 1
Purpose of Agreement

- 1.01 The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the Employer, the employees and the Union, to set forth certain terms and conditions of employment relating to pay, hours of work, employee benefits, and general working conditions affecting employees covered by this Agreement and to ensure that all reasonable measures are provided for the safety and occupational health of the employees.
- 1.02 The parties to this Agreement share a desire to improve the quality to promote well-being of the employees and increase the productivity of the employees to the end that the Déjîné Housing Association tenants are being well and efficiently served. Accordingly, the parties are determined to establish, within the framework provided by law, an effective working relationship at all levels in which members of the Bargaining Unit are employed.

Article 2
Interpretation and Definitions

- 2.01 For the purpose of this Agreement:
- (a) "Abandonment of position" means an employee is absent without leave and has not contacted the Employer for five (5) consecutive working days, except where the Employee is stranded outside Déjîné because of weather conditions and is unable to contact the Employer before or during the absence;
 - (b) "Agreement" means this Collective Agreement;
 - (c) "Alliance" means the Public Service Alliance of Canada;
 - (d) "Allowance" means compensation payable to an employee in addition to his regular remuneration payable for the performance of the duties of his position;
 - (e) "Bargaining Unit" means all employees of the Employer except the Secretary Manager and the Assistant Secretary Manager, as per the Certificate issued by the Canada Industrial Relations Board;
 - (f) "Casual Employee" means a person employed by the Employer for a period not to exceed 975 hours per year. A casual employee

is a member of the Bargaining Unit. If the casual employment exceeds 975 hours per year, the employee shall be considered a term employee and shall be entitled to all benefits in this Agreement retroactive back to the original date of hire;

- (g) “Committee” means the Labour/Management Committee;
- (h) A “common-law spouse” relationship is said to exist when, for a continuous period of at least one year, an employee has lived with a person and lives and intends to continue to live with that person as if that person were his spouse;
- (i) Continuous Employment and Continuous Service
 - (i) “Continuous Employment” and “Continuous Service” means uninterrupted employment with the Employer;
 - (ii) with reference to re-appointment of a lay-off, employment in the position held by the employee at the time they were laid off and employment in the position to which they are appointed, shall constitute continuous employment;
 - (iii) where an employee, other than a casual, ceases to be employed for a reason other than dismissal, abandonment of position or rejection on probation and is re-employed within a period of three months, his periods of employment for purposes of superannuation, sick leave, severance pay and vacation leave and vacation travel benefits shall be considered as continuous employment;
- (j) “Day of Rest” in relation to an employee means a day other than a holiday on which that employee is not ordinarily required to perform the duties of his position other than by reason of his being on leave of absence;
- (k) “Demotion” means the appointment of an employee for reasons of misconduct or incompetence or incapacity to a new position for which the maximum pay is less than that of his former position;
- (l) “Dependant” means a person who is the employee’s spouse (including common-law), child, step-child or adopted child who is under nineteen (19) years of age and dependent the employee for support, or any other relative of the employee’s household who is wholly dependent upon them for support by reason of mental or physical infirmity;
- (m) “Emergency Situation” means a situation needing immediate attention to protect the health and safety of workers, tenants and the public, or causes substantial financial loss to the Déljñę Housing Association. This does not include situations where the Employer is short staffed;

- (n) "Employee" means a member of the Bargaining Unit;
- (o) "Employer" means the Délı̄nę Housing Association;
- (p) "Fiscal Year" means the period of time from April 1st in one year to March 31st in the following year;
- (q) "Grievance" means a complaint in writing that an employee, group of employees or the Union submits to management, to be processed through the grievance procedure;
- (r) "Designated Paid Holiday" means the twenty-four (24) hour period commencing at 12:01 A.M. of a day designated as a paid holiday in this Agreement.
- (s) "Lay-Off" means an employee whose employment has been terminated because of lack of work or lack of funds;
- (t) "Leave of Absence" means absence from duty with the Employer's permission;
- (u) "Membership Fees" means the fees established pursuant to the Bylaws of the Union as the fees payable by the members of the Bargaining Unit and shall not include any initiation fees, insurance premiums or any other levy;
- (v) "Overtime" means work performed by an employee in excess of or outside of his regularly scheduled hours of work or work performed on a day of rest. For part-time employees, overtime means all hours worked in excess of the regular hours of work for a full-time employee in the same position;
- (w) "Part time employee" means an employee permanently employed by the Employer whose scheduled hours of work are less than the normal hours of work scheduled for a full time employee;
- (x) "Point of Departure" means Edmonton;
- (y) "Probation" means a period of six (6) months from the day upon which an employee is first appointed to the Employer, or a period of six (6) months after an employee has been transferred or promoted. If an employee does not successfully complete their probationary period on transfer or promotion they shall be returned to the position held before the transfer or promotion or, by mutual consent of the employee and the Employer, to a position at an equivalent classification and pay level. During the probationary period, the employee shall be entitled to all rights and benefits of this Agreement.

- (z) "Promotion" means the appointment of an employee to a new position, the maximum rate of pay of which exceeds that of his former position;
- (aa) "Rates of Pay"
 - (i) "daily rate of pay" means an employee's hourly rate of pay multiplied by the employee's daily hours of work as set out in Article 22;
 - (ii) "weekly rate of pay" means an employee's daily rate of pay multiplied by five (5);
 - (iii) "bi-weekly rate of pay" means an employee's daily rate of pay multiplied by ten (10);
 - (iv) "annual rate of pay" means an employee's weekly rate of pay multiplied by 52.176;
- (bb) "Representative" means an accredited representative of the Union, including an employee who has been elected or appointed as an area steward or who represents the Union at meetings with management and who is authorized to represent the Union;
- (cc) "Seniority" means length of continuous service with the Employer. Casual employees do not accrue seniority;
- (dd) "Term Employee" means an employee who is hired by the Employer for a specific period or who is transferred to another position for a specific period;
- (ee) "Transfer" means the appointment of an employee to a new position, that does not constitute a promotion or demotion;
- (ff) "Union" means the Public Service Alliance of Canada as represented by its component, the Union of Northern Workers;
- (gg) "Week" for the purposes of this Agreement shall be deemed to commence at 12:01A.M. on Monday and terminate at midnight on Sunday.

2.02 Except as otherwise provided in this Agreement, expressions used in this Agreement, if defined in the Interpretation Act but not defined elsewhere in this Agreement, have the same meaning as given to them in the Interpretation Act.

2.03 "May" shall be regarded as permissive and "shall" and "will" as imperative.

Article 3 **Recognition**

- 3.01 The Employer recognizes the Public Service Alliance of Canada as the exclusive bargaining agent for all employees in the Bargaining Unit.

Discrimination

- 3.02 The Employer and the Union agree that there shall be no discrimination, harassment (personal or sexual), interference, restriction, or coercion exercised or practiced with respect to any employee by reason of age, sex, gender identity, race, creed, colour, ancestry, ethnic origin, citizenship, place of origin, national origin, religion, political or religious affiliation, pregnancy, marital status, (including common-law relationships), family status, family affiliation, political belief, political association, social condition, sexual orientation, lawful source of income, criminal offence for which a pardon has been granted, mental or physical disability, by reason of Union membership or activity nor by exercising their rights under the Collective Agreement. Affirmative Action Programs will not be deemed to be discriminatory.
- 3.03 The Employer shall make every reasonable effort to find alternate employment for an employee who becomes mentally and/or physically disabled.

Harassment

- 3.04 The Employer, the employees and the Union recognize the right of all persons employed by the Employer to work in an environment free from unwanted personal harassment, sexual harassment, abuse of authority or workplace violence and agree that any of the aforementioned actions will not be tolerated in the workplace.
- 3.05 Cases of proven unwanted personal harassment, sexual harassment or abuse of authority by his/her Employer or by a person employed by the Employer is considered a disciplinary infraction and may result in disciplinary action up to and including dismissal.

Freedom from Personal Harassment

- 3.06 Personal harassment means any improper behaviour by a person employed by the Employer that is directed at and offensive to another person employed by the Employer which the first person knew or ought reasonably to have known would be unwelcome.

Personal harassment comprises objectionable conduct, comment, act or display that demeans, belittles or causes personal humiliation or embarrassment to the recipient.

Freedom from Sexual Harassment

- 3.07 “Sexual harassment” means any conduct, comment, gesture or contact of a sexual nature:
- (a) that is likely to cause offence or humiliation to any employee
 - (b) that might, on reasonable grounds, be perceived by that placing a condition of a sexual nature on employment or on any opportunity for training promotion.
- 3.08 Every employee is entitled to employment free of sexual harassment.
- 3.09 The Employer, the employees and the Union will make every reasonable effort to ensure that no employee is subjected to sexual harassment.
- 3.10 Complaints of sexual harassment shall be brought to the attention of the Manager, or if the complaint is about the Manager, to the Chairperson. An employee may be assisted by the Union in making a complaint
- 3.11 The Employer will not disclose the name of the complainant or the circumstances related to the complaint to any person except where disclosure is necessary for the purposes of investigating the complaint or taking disciplinary measures in relation thereto.
- 3.12 The Employer shall issue a policy concerning sexual harassment which substantially conforms to the provisions of this Article. The Employer shall post a copy of this policy at all of its worksites.
- 3.13 Abuse of authority means an individual’s improper use of power and authority inherent in the position held, by means of intimidation, threats, blackmail or coercion. This comprises actions which endanger an employee’s job, undermine an employee’s ability to perform the job or threatens the economic livelihood of an employee. However, it shall not include the legitimate exercise of an individual’s supervisory power or authority.
- 3.14 An alleged offender shall be given notice of the substance of a complaint under this Article and shall be given notice of and be entitled to attend, participate in, and be represented at any grievance hearing or any adjudication under this Agreement.

Freedom from Workplace Violence

- 3.15 “Workplace violence” means any incident, in which an employee is abused, threatened or assaulted during the course of their employment, and includes but is not limited to all forms of harassment, bullying, intimidation and intrusive behaviours of a physical or emotional nature.
- 3.16 Every employee is entitled to a workplace free from workplace violence.
- 3.17 The Employer, the employees and the Union will make every reasonable effort to ensure that no employee is subjected to workplace violence.
- 3.18 No employee shall be required to perform work at any worksite under circumstances of workplace violence by third parties.
- 3.19 Complaints of workplace violence shall be brought to the attention of the Manager, or if the complaint is about the Manager, to the Chairperson. An employee may be assisted by the Union in making a complaint.
- 3.20 The Employer shall issue a policy concerning workplace violence which substantially conforms to the provisions of this Article. The Employer shall post a copy of this policy at all of its worksites.
- 3.21 Any level in this grievance procedure may be waived if a person hearing the grievance is the subject of the complaint.
- 3.22 Grievance under this Article will be handled with all possible confidentiality and dispatch by the Union and the Employer.
- 3.23 An alleged offender shall be given notice of the substance of a complaint under this Article and shall be given notice of and be entitled to attend, participate in, and be represented at any grievance hearing or any adjudication under this Agreement.

Equal Pay for Work of Equal Value

- 3.24 The Employer agrees to recognize the principle of equal pay for work of equal value regardless of the sex of the employee.

Article 4 **Application**

- 4.01 The provisions of this Agreement apply to the Union, the employees and the Employer.
- 4.02 Part-time employees shall be entitled to all eligible benefits provided under this Agreement in the same proportion as their weekly hours of work compare to the standard work week.
- 4.03 The Union and the Employer shall share equally in the costs associated with the printing and distribution of the Agreement. The Union will facilitate said printing and distribution.

Article 5 **Future Legislation**

- 5.01 In the event that any law passed by Parliament or the Northwest Territories Legislative Assembly renders null and void or alters any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement. When this occurs the Agreement shall be re-opened upon the request of either party and negotiations shall commence with a view to finding an appropriate substitute for the annulled or altered provision.

Conflict of Provisions

- 5.02 Where there is any conflict between the provisions of this Agreement and any regulation, direction or other instrument dealing with terms and conditions of employment issued by the Employer, the provisions of this Agreement shall prevail, unless the Employer is compelled by law to issue and enforce such regulation, direction or other instrument.

Article 6 **Strikes and Lockouts**

- 6.01 During the term of this Agreement, there shall be no lockouts by the Employer and no interruption or impeding of work, work stoppage, strike, sit-down, slow-down or any other interference with production by any employee or employees.

- 6.02 Any employee who participates in any interruption or impeding of work, work stoppage, strike, sit-down, slow-down or any other interference with production may be disciplined by the Employer.

Article 7
Managerial Rights

- 7.01 Except to the extent provided in this Agreement, this Agreement in no way restricts the Employer in the management and direction of the Délıne Housing Association.

Article 8
Employer Directives

- 8.01 The Employer shall provide the Union with a copy of all Personnel Directives. Where the Employer proposes to issue a Personnel Directive which is intended to clarify the interpretation or application of the Agreement, the Employer shall consult with the Union prior to issuing the directives.

Article 9
Union Access to Employer Premises

- 9.01 Upon reasonable notice, the Employer shall permit access to its work premises of an accredited Representative of the Union.

Article 10
Appointment of Representatives

- 10.01 The Employer acknowledges the right of the Union to appoint employees as Representatives. The Union will provide the Employer with the names of all Representatives.

Article 11
Time Off for Union Business

Arbitration Hearings (Disputes)

- 11.01 At the Union's request, the Employer will grant leave with pay to employees representing the Union before an Arbitration hearing:

Employee called as a Witness

The Employer will grant leave with pay to an employee called as a witness before an Arbitration for the actual time that an employee is required as a witness.

Arbitration Hearing (Grievance)

- 11.02 The Employer will grant leave with pay to an employee who is a party to the grievance which is before an Arbitration Board.

Employee who acts as a Representative

The Employer will grant leave with pay to the Representative of an employee who is a party to the grievance.

Employee called as a Witness

The Employer will grant leave with pay to a witness called by an employee who is a party to the grievance for the actual time that an employee is required as a witness.

- 11.03 Where an employee and their Representative are involved in meetings with management in the process of a grievance, the employee shall be granted time off with pay.

Contract Negotiations Meetings

- 11.04 The Employer will grant leave without loss of pay for two (2) employees for the purpose of attending contract negotiations on behalf of the Union for the duration of such negotiations.

Meetings between Employee Organizations and Management

- 11.05 The Employer will grant time-off with pay to employees who are meeting with management on behalf of the Union.

Employee Organization Executive Council Meetings, Congress and Conventions

- 11.06 Subject to operational requirements, the Employer will grant leave without pay to a reasonable number of employees to attend executive council meetings and conventions of the Alliance, the Union, the Canadian Labour Congress and the Northern Territories Federation of Labour.

Union Training

- 11.07 Subject to operational requirements, the Employer will grant leave without pay to a reasonable number of employees to undertake Union training .

Time Off for Representatives

- 11.08 (a) A Representative shall inform his immediate supervisor before leaving his work to investigate a grievance to meet with local management for the purpose of dealing with grievances and to attend meetings called by management.
- (b) The Representative shall make every reasonable effort to report back to his supervisor before resuming his normal duties.

Leave for Elected Officers

- 11.09 An employee elected as a full-time paid officer of the executive of the Union of Northern Workers, the Public Service Alliance of Canada or the Northern Territories Federation of Labour shall, upon application, be granted leave without pay for the term of office. During the leave such employees shall maintain all benefits accumulated prior to commencement of the leave but shall not accumulate any additional benefits during the leave, unless the parties agree otherwise.
- 11.10 Such employees shall advise the Employer as soon as possible when an extension of their leave is applicable due to re-election.
- 11.11 Upon termination of their leave such employees shall be offered, at a minimum, the position they held with the Employer at the commencement of their leave.
- 11.12 Notwithstanding Article 11.11, the Employer may make an offer of employment to such an employee to a position inside the Bargaining Unit should they bid on a competition and be the successful candidate.

Preparatory Contract Negotiations Meetings

- 11.13 The Employer will grant leave with pay for two (2) employees to attend preparatory contract negotiations meetings to a maximum of one (1) day.

Article 12
Dues Deduction

- 12.01 The Employer will, as a condition of employment, deduct an amount equal to the amount of Membership Fees from the pay of all employees in the Bargaining Unit.
- 12.02 The Union shall inform the Employer in writing of the Membership Fees to be deducted for each employee within the Bargaining Unit.
- 12.03 For the purpose of applying Article 12.01, deductions from pay for each employee will occur on a bi-weekly basis.
- 12.04 From the date of signing and for the duration of this Agreement, no employee organization, other than the Union, shall be permitted to have Membership Fees deducted by the Employer from the pay of the employees in the Bargaining Unit.
- 12.05 The amounts deducted in accordance with Article 12.01 shall be remitted to the Comptroller of the Alliance by cheque within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on his behalf.
- 12.06 The Employer may agree to make deductions for other purposes on the basis of the production of appropriate documentation.
- 12.07 The Employer agrees to identify annually on each employee's T4 slip the total amount of Membership Fees deducted for the preceding year.

Article 13
Information

- 13.01 The Employer agrees to provide the Union on a monthly basis with information concerning the identification of each member in the Bargaining Unit. This information shall consist of employee's name, address, job title, employment status, rate of pay and social insurance number.

The Employer shall indicate which employees have been recruited or transferred, those employees who are on leave without pay, and those employees who have been struck off strength during the period reported.

- 13.02 The Employer shall make available to each employee a copy of the Agreement.

- 13.03 The Employer agrees to make available to each new member of the Bargaining Unit a copy of the Agreement upon his appointment.
- 13.04 The Employer shall provide the Union with a report of all newly created positions, including those excluded from the Bargaining Unit.

Article 14
Seniority

- 14.01 Seniority is defined as the length of service with the Employer and shall be applied on a classification basis.
- 14.02 The Employer shall maintain a seniority list showing the date upon which each employee's service commenced. The seniority list shall be kept up-to-date, a copy of which shall be posted on the bulletin board and shall be sent to the Union every six (6) months.

Article 15
Provision of Bulletin Board Space and Other Facilities

- 15.01 The Employer shall provide bulletin board space in the Housing Association Office and the Housing Association Shop clearly identified for exclusive Union use.
- 15.02 The Employer shall, upon availability, make available to the Union and the members of the Bargaining Unit a suitable meeting room to be used from time to time for the conducting of business relating to the Bargaining Unit.
- 15.03 The Employer will process any mail originating from the Union addressed to all employees in accordance with the Employer's normal internal mail distribution system.
- 15.04 A Representative of the Union shall have the right to an employee orientation presentation of up to fifteen (15) minutes. The Representative of the Union shall be granted leave with pay.

Article 16
Designated Paid Holidays

Designated Paid Holidays

- 16.01 (a) The following days are designated paid holidays for employees covered by this Agreement:
- (i) New Year's Day;
 - (ii) Good Friday;
 - (iii) Easter Monday;
 - (iv) Victoria Day;
 - (v) National Aboriginal Day;
 - (vi) Canada Day;
 - (vii) Civic Holiday, the first Monday in August;
 - (viii) Labour Day;
 - (ix) Thanksgiving Day;
 - (x) Remembrance Day;
 - (xi) Christmas Eve;
 - (xii) Christmas Day;
 - (xiii) Boxing Day;
 - (xiv) New Year's Eve
 - (xv) One additional day when proclaimed by an Act of Parliament as a national holiday.
- (b) A designated paid holiday shall also be granted to all employees on any special day proclaimed by the Government of Canada, the Government of the NWT or the Chief of Déłıne.
- (c) Employees shall have the option of selecting alternative days to use as designated paid holidays, if a majority of the employees and the Housing Association Board agree to the selected change.

16.02 Article 16.01 does not apply to an employee who is absent without cause on either the working day immediately preceding and the working day following the designated paid holiday.

Designated Paid Holiday Falling on a Day of Rest

16.03 When a day designated as a holiday under Article 16.01 coincides with an employee's day of rest, the holiday shall be moved to the employee's first working day following his day of rest.

16.04 When a day designated as a holiday for an employee is moved to another day under the provisions of Article 16.03:

(a) work performed by an employee on the day from which the designated paid holiday was moved shall be considered as work performed on a day of rest; and

(b) work performed by an employee on the day to which the designated paid holiday was moved shall be considered as work performed on a designated paid holiday.

16.05 An employee, who is required to work on a Designated Paid Holiday as part of their regularly scheduled hours of duty or as overtime when they are not scheduled to work, shall be paid in addition to the pay that they would have been granted had they not worked on the holiday:

(a) one and one-half (1½) his hourly rate of pay for all hours worked;

(b) an equivalent combination of pay and a day of leave at a later date convenient to both the employee and the Employer.

16.06 Where a day that is a designated paid holiday for an employee falls within a period of leave with pay, the holiday shall not count as a day of leave.

16.07 An employee shall not be required to work both Christmas and New Year's Day, unless an emergency requires it.

16.08 An employee, who is not required to work on a designated paid holiday, shall not be required to work on another day that would otherwise be a non-working day in the week in which the holiday occurs, unless they are paid at a rate at least equal to double their regular rate of wages for the time worked by the employee on that day.

Article 17
Leave – General

- 17.01 When the employment of an employee, who has been granted more vacation, sick leave or special leave with pay than they have earned, is terminated due to death or lay-off, the employee shall be considered to have earned that amount of leave with pay granted to them.
- 17.02 When an employee is in receipt of an extra allowance and is granted leave with pay, they are entitled during the period of leave to receive the allowance if the special or extra duties in respect of which the employee is paid the allowance were assigned to them on a continuing basis. When an employee is granted leave without pay, the employee shall not receive any pay, allowances or benefits during the period of leave.
- 17.03 Every two (2) months the Employer shall inform each employee in the Bargaining Unit in writing of the balance of his special, sick, overtime and vacation leave credits.
- 17.04 When the Employer rejects an employee's application for leave, the reasons for the rejection shall be provided to the employee in writing.
- 17.05 An employee's request for leave shall be responded to by the Secretary Manager, or his/her designate, as soon as practicable, but in any case shall be responded to within two (2) weeks of applying.

Article 18
Vacation Leave

Accumulation of Vacation Leave

- 18.01 (a) For each month of a fiscal year in which an employee receives pay for at least ten (10) days, they shall earn vacation leave at the following rates:
- (i) one and one-quarter (1 $\frac{1}{4}$) days each month until the month in which the anniversary of the second (2nd) year of continuous service is completed;
 - (ii) one and two-thirds (1 $\frac{2}{3}$) days each month commencing in the month after completion of two (2) years of continuous service and ending in the month that seven (7) years of continuous service is completed;

- (iii) two and one-half (2½) days each month commencing in the month after completion of seven (7) years of continuous service and ending in the month that fifteen (15) years of continuous service is completed.
 - (iv) three (3) days each month commencing in the month after completion of fifteen (15) years of continuous service.
- (b) The accumulated service for part-time employees shall be counted for the improved vacation leave entitlements in paragraphs (ii), (iii) and (iv) of Article 18.01(a).

Granting of Vacation Leave

- 18.02 (a) In granting vacation leave with pay to an employee, the Employer shall make every reasonable effort to:
- (i) schedule vacation leave for all employees in the fiscal year in which it is earned;
 - (ii) not recall an employee to duty after they have proceeded on vacation leave;
 - (iii) grant the employee his vacation leave during the fiscal year in which it is earned at a time specified by the employee;
 - (iv) (1) grant the employee vacation leave for at least up to five (5) consecutive weeks depending upon his vacation entitlements when so requested by the employee; and
 - (2) recognize Seniority by classification on preference for a vacation period; and
 - (3) where the operational requirements are such that an employee is not permitted to take his vacation leave during the months of June to September and January to March, inclusive, in one fiscal year, consideration will be given to his being granted his vacation leave during the months of June to September and January to March in the next fiscal year;
 - (v) to grant the employee his vacation leave when specified by the employee if the period of vacation leave is less than a week, providing the employee gives the Employer at least two (2) days' notice.
- (b) The Employer shall reply to the request for vacation leave submitted by the employee within two (2) weeks of the request being received. Where the Employer has proposed to change, reduce or deny the vacation leave

requested by the employee, the Employer shall provide the employee with the reasons, in writing, for such change, reduction or denial of vacation leave, and such change, reduction or denial shall be subject to the grievance procedure of this Agreement.

- 18.03 Where in respect of any period of vacation leave, an employee:
- (a) is granted special leave when there is a death in his immediate family; or
 - (b) is granted special leave with pay because of illness in the immediate family; or
 - (c) is granted sick leave on production of a medical certificate;
 - (d) the period of vacation leave so displaced shall either be added to the vacation period, if requested by the employee and approved by the Employer, or reinstated for use at a later date.
- 18.04 Employees are not permitted to carry over more vacation leave credits than can be earned in one (1) fiscal year. Vacation leave credits exceeding one (1) year's entitlement will be liquidated in pay at the end of the fiscal year.
- 18.05 Due to emergency operational requirements, the Employer may alter an employee's vacation period unless:
- (a) the employee has made non-refundable deposits in view of his vacation; or
 - (b) the employee's spouse has arranged a vacation period which coincides with the employee.

Leave When Employment Terminates

- 18.06 Where an employee dies or otherwise terminates his employment:
- (a) the employee or his estate shall, in lieu of earned but unused vacation leave, be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation leave by the daily rate of pay applicable to the employee immediately prior to the termination of his employment; or
 - (b) the Employer shall grant the employee any vacation leave earned but not used before the employment is terminated by lay-off if the employee so requests because of a requirement to meet the minimum service requirements for severance pay. This request shall be made as far in advance as is possible;

- (c) at the employee's request, the Employer shall divide the amount owing as specified in (a) above by four (4) and shall attach this amount to the employee's regular earnings over four (4) pay periods. Adequate notice must be given by the employee.

18.07 An employee, whose employment is terminated by reason of a declaration that the employee abandoned their position, is entitled to receive payment for any earned but unused vacation leave. If after reasonable efforts, the Employer is unable to locate the employee within six (6) months of termination, this entitlement shall lapse.

Vacation Travel Assistance

18.08 All employees, who have been employed for nine (9) consecutive months, are entitled to transportation assistance once per fiscal year. All employees, who have been employed for nine (9) consecutive months, shall receive an amount equal to the actual cost of the economy return airfare to the point of departure for themselves and their dependants calculated on the following basis:

- Employee - economy adult fare return
- Employee's spouse - economy adult fare return
- Employee's dependent children under twelve (12) - appropriate percentage of adult fare that is charged for a child
- Employee's dependent children twelve and over - appropriate percentage of adult fare that is charged for a youth
- Dependents under age of two - no vacation travel assistance

18.09 Employees will, upon approval of their vacation, be issued with a cheque in the amount of their entitlement. Their entitlement shall be issued on a separate cheque.

18.10 The provisions of Article 18.08 and 18.09 apply only to those employees employed on or before April 17, 2008.

Travel Time

18.11 Once per year, vacations shall be lengthened by two (2) work days when the employee is travelling (not to be taken from any leave credits) for the purposes of travel time, and monies for travel time shall be paid prior to the employee's vacation period.

Recall From Vacation Leave

18.12 When during any period of vacation leave an employee is recalled to duty, they shall be reimbursed for reasonable expenses that they incur:

- (a) in proceeding to his/her place of duty;
- (b) in respect of any non-refundable deposits or pre-arrangements associated with his/her vacation;
- (c) in returning to the place from which the employee was recalled if they immediately resume vacation upon completing the assignment for which they were recalled

after submitting such accounts as are normally required by the Employer.

Article 19 **Special Leave Credits**

19.01 An employee shall earn special leave credits at the following rates up to a maximum of twenty-five (25) days:

- (a) one-half ($\frac{1}{2}$) day for each calendar month in which they received pay for at least ten (10) days; or
- (b) one-quarter ($\frac{1}{4}$) day for each calendar month in which they received pay for less than ten (10) days.

As credits are used, they may continue to be earned.

19.02 For the purposes of this Article, immediate family is defined as an employee's father, mother, brother, sister, spouse, common-law spouse, child, adoptive child, stepchild, foster child, grandchildren, grandparents and any relative permanently residing in the employee's household or with whom the employee permanently resides.

- (a) The Employer shall grant special leave earned with pay for a period of five (5) consecutive working days:
 - (i) when there is a death in the employee's immediate family;
 - (ii) where a member of the immediate family residing outside the employee's community of residence becomes seriously ill or is receiving specialized education/treatment;

- (iii) when an employee is to be married;
 - (iv) where a member of the immediate family becomes ill (not including childbirth) and the employee is required to care for his dependants or for the sick person.
- (b) The Employer shall grant special leave earned with pay for a period of seven (7) consecutive working days:
 - (i) if the funeral or memorial service of the immediate family member will take place outside the community in which the employee resides.
- (c) The Employer may grant special leave earned with pay for a period of five (5) consecutive working days:
 - (i) where special circumstances not directly attributable to the employee prevent his reporting to duty, including:
 - (1) serious household or domestic emergencies;
 - (2) a transportation tie-up caused by weather if the employee makes every reasonable effort to report for duty, including in the event that an employee is weathered out while on the land or out-of-town;
 - (3) serious community emergencies where the employee is required to render assistance.
 - (ii) in circumstances which are of general value to the Employer, such as where the employee takes an examination which will improve his position or qualifications with the Employer, or attends a course in civil defence training or Ranger Training;
 - (iii) in the event of the death of an employee's father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, cousins.

19.03 In the event that an employee returns to work later than anticipated due to a delay of the aircraft, weather conditions, or mechanical failure of land travel vehicles, special leave days earned but not used shall be granted to the employee.

19.04 Special leave in excess of five (5) consecutive working days for the purposes enumerated in Article 19.02 may only be granted with the Employer's approval.

- 19.05 An employee shall be granted special leave with pay up to a maximum of three (3) working days on the occasion of the birth of his child or grandchild. For leave taken related to the employee's grandchild, the employee shall only be entitled to this leave for the purposes of attending the location of the grandchild's birth. An employee shall be granted special leave with pay up to a maximum of three (3) working days on the occasion of the adoption of a child. This leave may be divided into two parts and taken on separate days. Under special circumstances, the Employer may extend this period to a maximum of eight (8) working days.

Advance of Credits

- 19.06 Where an employee has insufficient credits to permit the granting of special leave within the meaning of this Article, leave may, at the discretion of the Employer, be granted, subject to the deduction of such advance leave from any special leave credits subsequently earned.

Casual Leave (Not to be Deducted from Leave Credits)

- 19.07 (a) The Employer may grant an employee casual leave with pay for other purposes of a special or unusual nature.
- (b) Employees may be granted casual leave with pay to a maximum of one (1) day per occurrence where the employee's physician requires them to attend regular or recurring medical treatments and checkups.
- (c) Employees may be granted casual leave with pay for two (2) hours for an appointment with (or to accompany a dependant family member to or from) a doctor, dentist, lawyer, school authorities, adoption agencies or job interviews.

Article 20
Sick Leave Credits

- 20.01 An employee shall earn sick leave credits at the rate of one and one-quarter (1 ¼) days for each calendar month for which they receive pay for at least ten (10) days.
- 20.02 Subject to the remainder of this Article, all absences on account of illness on a normal working day (exclusive of designated holidays) shall be charged against an employee's accumulated sick leave credits. An employee (or someone on behalf of the employee) must notify the Employer prior to 9:30 A.M. each day absent.

- 20.03 Where leave of absence without pay is authorized for any reason or an employee is laid off because of lack of work and the employee returns to work upon expiration of such leave of absence or lay-off, they shall earn sick leave credits for each month in which they received pay for at least ten (10) days and shall retain any unused sick leave existing at the time of lay-off or commencement of leave without pay.
- 20.04 In circumstances where sick leave would be authorized but the employee has insufficient or no sick leave credits, the employee may be granted sick leave in advance to a limit of fifteen (15) days which shall be charged against future credits as earned. If the employee dies or is laid off before authorized unearned sick leave has been liquidated, no recovery shall be made from the employee or their estate.
- 20.05 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for a concurrent period, there shall be no charge against his sick leave credits for the period of concurrency.
- 20.06 An employee is required to produce a certificate from a qualified medical practitioner, certifying that such employee is unable to carry out his duties due to illness, for sick leave in excess of two (2) consecutive working days. Casual employees will be required to produce a certificate from a qualified medical practitioner, certifying that such employee is unable to carry out his duties due to illness upon first occurrence.

Transportation to a Medical Centre

- 20.07 Employees who are required to travel to a medical centre shall apply for funding for this purpose from the applicable level of government. In the event that the employee is required to pay the two hundred and fifty dollars (\$250.00) deductible, this amount will be reimbursed to the employee by the Employer.

Article 21 **Other Types of Leave**

Court Leave

- 21.01 An employee, other than an employee on leave of absence without pay or under suspension, will be granted leave with pay:
- (a) to serve on a jury and the jury selection process; or

- (b) to answer a subpoena or summons to attend as a witness in any proceeding authorized by law to compel the attendance of witnesses.

Injury on Duty Leave

- 21.02 (a) An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Workers' Safety and Compensation Commission in the event of:
 - (i) personal injury accidentally received in the performance of his duties and not caused by the employee's willful misconduct;
 - (ii) sickness resulting from the nature of his employment; or
 - (iii) over-exposure to radioactivity or other hazardous conditions in the course of his employment.

If the employee agrees to pay the Employer any amount received by the employee for loss of wages in settlement of any claim they may have in respect of such injury, sickness or exposure, including funds received for the period of time when sick leave is converted to injury on duty leave, providing however that such amount does not stem from a personal disability policy for which the employee has paid the premium. If the employee receives an amount of payment greater or less than the payment received from the Employer, they shall only pay back the lesser amount.

- (b) The Employer will make every reasonable effort to offer alternate employment to an employee who is unable to perform his regular duties as a result of an injury on duty.

Pregnancy Leave

- 21.03 (a) An employee who is pregnant shall be granted seventeen (17) consecutive weeks pregnancy leave without pay commencing at any time during the seventeen (17) week period immediately preceding the expected date of delivery, provided that the employee gives the Employer written notice at least four (4) weeks before the day on which the employee expects to commence her leave. All other issues of notice or extension of the period of pregnancy leave shall be according to the *Employment Standards Act*.

- (b) The Employer shall:
 - (i) upon written request from the employee, defer the commencement of pregnancy leave without pay of an employee

or terminate it earlier than seventeen (17) weeks after the date of the termination of the pregnancy.

- (ii) grant pregnancy leave without pay to an employee to commence earlier than seventeen (17) weeks before the expected termination of the pregnancy.
- (c) The Employer may, where pregnancy leave without pay is requested, require an employee to submit a medical certificate certifying pregnancy.
- (d) Leave granted under this Article shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay.
- (e) When a pregnant employee produces a statement from her physician that her working conditions may be detrimental to her health or that of the fetus, the Employer will either change those working conditions where that is reasonable within his operational requirements or allow the employee to take leave of absence without pay for the duration of her pregnancy.

Pregnancy Leave Allowance

- 21.04
- (a) After completion of nine (9) months continuous employment, an employee who provides the employer with proof she has applied for and is in receipt of employment insurance benefits pursuant to the *Employment Insurance Act*, shall be paid a pregnancy leave allowance.
 - (b) A recipient under Article 21.04 (a) shall sign an agreement with the Employer providing:
 - (i) that she will return to work and remain in the Employer's employ for a period of at least six (6) months after her return to work;
 - (ii) that she will return to work on the date of the expiry of her pregnancy leave, unless this date is modified with the Employer's consent.
 - (c) Should the employee fail to return to work, except by reason of death, disability or lay-off, as per the provision of Article 21.04 (b), the employee recognizes that she is indebted to the employer for the amount received as pregnancy leave allowance. Should the employee not return for the full six months, the employee's indebtedness shall be reduced on a prorated basis according to the number of months for which she received pay. The Employer may recover monies owing under this Article from any monies owing to the employee by the Employer.

- (d) In respect of the period of pregnancy leave, payments of pregnancy leave allowance will consist of the following:
- (i) For the first week, payments equivalent to ninety-three percent (93%) of her weekly rate of pay. For the period during which employment insurance maternity benefits are received, payments equivalent to the difference between the employment insurance benefits she is eligible to receive and ninety-three percent (93%) of her weekly rate of pay, and for the 17th week of maternity leave, payment equivalent to 93% of her weekly rate of pay;
 - (ii) (a) for a full-time employee the weekly rate of pay referred to in Article 21.04 (d) (i) shall be the weekly rate of pay for her classification and position on the day immediately preceding the commencement of the pregnancy leave.

(b) for a part-time employee the weekly rate of pay referred to in Article 21.04 (d) (i) shall be the prorated weekly rate of pay for her classification and position averaged over the six month period of continuous employment immediately preceding the commencement of the pregnancy leave.
 - (iii) Employees have no vested right to payments under the pregnancy leave plan except to payments during a period of unemployment specified in the plan.
 - (iv) Where an employee becomes eligible for a pay increment with respect to any period in which the employee was in receipt of pregnancy leave allowance payments under this article, the payments shall be adjusted in accordance with any revised employment insurance benefits that an employee has received.

Other Benefits During Leave

- 21.05 (a) If an employee elects to maintain coverage for group benefits, the Employer shall deduct the employee's share of the premiums from her pregnancy leave allowance.
- (b) Illness arising due to pregnancy during employment and prior to this leave of absence may be charged to normal sick leave credits.

Parental Leave

- 21.06 (a) Where an employee has or will have the actual care or custody of a newborn child, or an employee commenced proceedings

to adopt a child or obtains an order for the adoption of a child, the employee shall be granted parental leave without pay for a single period of up to thirty-seven (37) consecutive weeks. This leave without pay shall be taken within the fifty-two (52) week period immediately following the day the child was born or, in the case of adoption, within the fifty-two (52) week period from the date the child comes into the employee's care and custody.

- (b) An employee who intends to request parental leave without pay shall provide the Employer with four (4) weeks written notice, except where in the case of adoption the child arrives at the employee's home sooner than expected. In the case of an adoption, the employee shall notify the Employer as soon as the application for adoption has been approved by the adoption agency or legal guardianship and custody papers have been completed.
- (c) Leave granted under this Article shall be counted for the calculation of continuous employment.
- (d) No employee shall be laid off, transferred or relocated while on parental leave without the consent of the employee, the Employer and the Union.
- (e) Parental leave without pay utilized by an employee couple, both of whom are employed by the Employer, in conjunction with pregnancy leave shall not exceed a total of fifty-two (52) weeks.
- (f) Parental leave without pay taken by an employee in conjunction with pregnancy leave shall be taken immediately after the termination of pregnancy leave and the duration of both periods of leave without pay combined shall not exceed a total of fifty-two (52) weeks.

Emergency Leave

- 21.07 Notwithstanding any provisions for leave in this Agreement, the Employer may grant leave of absence with or without pay to an employee in emergency or unusual circumstances.

Medical Travel Leave

- 21.08 Every employee who is proceeding to a medical centre will be granted leave of absence with pay which is not to be charged against his sick leave credits for the lesser of five (5) days of the actual time taken to travel, including delays, from his post to a medical centre and return.

Discretionary Leave

- 21.09 An employee, other than a casual employee, shall be entitled to take sixteen (16) hours of leave with pay each fiscal year at his/her discretion, which may be taken in two-hour units.

Leave for Hunting, Fishing or Harvesting

- 21.10 Subject to operational requirements, leave with pay shall be granted, with at least one (1) day of advance notice to the Manager, to an employee for a minimum period of one (1) day, to a maximum of five (5) days per calendar year, in order to meet traditional hunting, fishing or harvesting pursuits.

Compassionate Care Leave

- 21.11 (a) Both parties recognize the importance of access to leave to provide care and support to a gravely ill family member who has significant risk of death.
- (b) For the purpose of this article, the definition of family as per the provisions of the compassionate care leave in the NWT Employment Standards Act shall apply.
- (c) An employee shall be granted up to eight (8) weeks of compassionate care leave without pay to provide care and support to a gravely ill family member if the Employer is provided with a certificate from a qualified medical practitioner stating that the family member has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
- (i) the day the certificate is issued; or
 - (ii) if the leave was commenced before the certificate was issued, the day the leave was commenced.

A certificate from another medical practitioner, such as a nurse practitioner, is acceptable when the gravely ill family member is in a geographic location where treatment by a medical doctor is limited or not accessible, and a medical doctor has authorized the other medical practitioner to treat the ill family member.

- (d) An employee who intends to request compassionate care leave shall make every effort to provide reasonable notice to the Employer.
- (e) **Request for Leave**
- (i) Appropriate leave application forms must be completed and forwarded to the employee's immediate supervisor.

(f) **Benefits During Leave**

- (i) Employees returning to work from compassionate care leave retain any service credits accumulated prior to taking leave.
- (g) Leave granted under this Clause shall be counted for the calculation of “continuous employment” for the purpose of calculating severance pay.
- (h) Compassionate care leave utilized by more than one employee for care of the same family member instance shall not exceed a total of eight (8) weeks combined.

Article 22
Hours of Work

- 22.01 A work week is Monday to Friday, inclusive. The hours of work for office staff and trades employees shall be thirty-seven and one-half (37 ½) hours per week between 09:00 and 17:30, inclusive of a one (1) hour lunch period.
- 22.02 Employees shall be entitled to a rest period with pay of fifteen (15) minutes’ duration, commencing on or about mid-morning and shall be entitled to a rest period with pay of fifteen (15) minutes’ duration commencing on or about mid-afternoon.
- 22.03 In the event that an employee is unable to take his rest period at the regular time due to operational requirements, this rest period will be taken at a later time mutually agreed upon between the Employer and the employee.
- 22.04 Provided sufficient advance notice is given, and with the approval of the Employer, employees may exchange overtime or standby shifts if there is no increase in cost to the Employer.

Article 23
Overtime

- 23.01 In this Article:
 - (a) “overtime” means work performed by an employee in excess or outside of his regularly scheduled hours of work or work performed on a day of rest. For part-time employees, overtime means all hours worked in excess of the regular hours of work for a full-time employee in the same position;
 - (b) “straight time rate” means the hourly rate of remuneration;

- (c) "time and one-half" means one and one-half times the straight time rate;
- (d) "double time" means twice the straight time rate.

23.02 An employee who is required to work overtime shall be paid overtime compensation for all overtime worked.

23.03 Subject to the operational requirements of the service, the Employer shall make every reasonable effort:

- (a) to allocate overtime work among readily available, qualified employees within each classification;
- (b) to give employees, who are required to work overtime, reasonable advance notice of this requirement.

Employees may refuse to work overtime, except in an emergency. However, the employee with the least seniority may be required to work overtime.

23.04 An employee, who is requested to work overtime, shall be entitled to pay at the appropriate rate described below.

Overtime work shall be compensated as follows:

- (a) at time and one-half (1 ½ X) for all hours, except as provided in Article 23.04(b);
- (b) at double time (2X) for all hours or overtime worked after the first four (4) consecutive hours of overtime and double time (2X) for all hours worked on a second day of rest;
- (c) in lieu of (a) and (b) the Employer shall grant, at the employee's request, equivalent leave with pay at the appropriate overtime rate.

23.05 When overtime compensation is paid, the pay statement shall indicate the pay period, rate of overtime and the number of overtime hours.

Article 24 **Pay**

24.01 Employees are entitled to be paid for services rendered for the classification and position to which they are appointed at the pay rates specified in Appendix A. Employees may occupy more than one classification, in which case they shall be paid for all hours

worked in each classification at the appropriate pay rate specified for that classification.

- 24.02 Employees shall be paid on a bi-weekly basis. Cheques shall be distributed to employees at their place of work in a confidential manner. The cheques shall be itemized and show bi-weekly deductions. Cheques shall be issued prior to 12:00 noon every second Friday. Upon receipt of a written request from the employee, the Employer shall deposit an employee's pay directly at the bank of the employee's choice and provide the employee with a statement of his/her earnings on the pay day.
- 24.03 Employees, who have earned overtime compensation in addition to their regular pay, shall, at the employee's request, bank eighty (80) hours of this time at overtime rates and take it as lieu time. Employees, after eighty (80) hours have been banked, may have the banked overtime paid out.

Acting Pay

- 24.04 (a) When an employee is required by the Employer to perform the duties of a higher classification level on an acting basis, they shall be paid acting pay of ten percent (10%) above their pay level calculated from the date on which the employee commenced to act as if they had been appointed to that higher classification level for the period in which they act.
- (b) When a day designated as a paid holiday occurs on a day when the employee would otherwise be performing duties on an acting basis, the holiday shall be considered as a day worked for purposes of acting pay.
- 24.05 Notwithstanding the provisions of Article 24.01, when a position is converted or where as a result of audit or review a converted position is found to be over-classified, the incumbent shall be paid as the present incumbent of that position.

Pay Recovery

- 24.06 (a) Where an employee, through no fault of his own, has been overpaid, the Employer will, before recovery action is implemented, advise the employee in writing of the amount overpaid and the intention of the Employer to recover the overpayment. Prior to said recovery, the Employer and employee shall discuss the pay recovery and the Employer shall devise an acceptable recovery schedule. But, in any event, the recovery shall not be in excess of ten percent (10%) of the employee's net earnings per pay period.

- (b) When deductions are made, the Employer shall provide an itemized statement of the purpose and the amount of each deduction.
- (c) If more than twelve (12) months have passed since the overpayment, there shall be no recovery of the overpayment.

Article 25 **Reporting Pay**

25.01 If an employee reports to work on a regularly scheduled shift and there is insufficient work available, the employee is entitled to four (4) hours' work. When no work is available, the employee shall receive compensation for four (4) hours' pay at the straight time rate.

If an employee is directed to report for work on a day of rest or on a designated paid holiday and there is insufficient work available, the employee shall be entitled to a minimum of four (4) hours of work at the appropriate overtime rate. When no work is available, the employee shall receive compensation of four (4) hours' pay at the appropriate overtime rate.

Article 26 **Call-Back Pay**

26.01 When an employee is recalled to a place of work for a specific duty, they shall be paid the greater of:

- (a) compensation at the appropriate overtime rate; or
- (b) compensation equivalent to four (4) hours' pay at the straight-time rate; or
- (c) compensation for call-back shall be paid or compensatory leave taken, as is desired by the employee.

26.02 Except in an emergency, employees shall not be required to return to work on a call-back. When employees do return to work on a call-back, payment under this Article shall be made whether or not work is actually available and performed.

No employee shall be disciplined for being unable to return to work on a call-back.

Article 27
Term Positions

- 27.01 Except with prior mutual agreement between the Union and the Employer, no term position may extend beyond four (4) years. Should the Employer wish a term position to extend beyond a period of four (4) years, that position must become a regular position which must be offered to the incumbent of the term position, and his seniority date shall be the initial date of hire into his term position, except in the case where the term employee is filling in for a permanent employee who is on leave of absence.
- 27.02 Term employees shall be entitled to all of the benefits of this Agreement, except where this Article specifies otherwise.
- 27.03 Term employees shall not be entitled to severance pay at the conclusion of the employee's term and have no right of lay-off or recall. Employees, who have been transferred into a term position, shall, at the conclusion of the term position, return to their previous position with the Employer. Term employees shall, for twelve (12) months following the expiry of their term of employment, be entitled to priority hiring status for any positions with the Employer for which they are qualified and for which they apply.

Article 28
Standby

- 28.01 Where the Employer requires employees to be available on standby during off-duty hours, an employee shall be entitled to a standby payment of) eighteen dollars (\$18.00) for each eight (8) consecutive hours or portion thereof that they are on standby, except on regularly scheduled days of rest or designated paid holidays. For any period of standby on regularly scheduled days of rest or designated paid holiday, they shall be paid twenty-four dollars (\$24.00) for each eight (8) hours or portion thereof that they are required to be on standby status.
- 28.02 An employee, designated by letter or by list for standby duty, shall be available during his period of standby at a known telephone number and be available to return for duty as quickly as possible if called. In designating employees for standby, the Employer will endeavour to provide for the equitable distribution of standby duties among readily available, qualified employees who are normally required, in their regular duties, to perform that work.

- 28.03 No standby payment shall be granted if an employee is unable to report for duty when required.
- 28.04 An employee on standby who is required to report for work shall be paid, in addition to the standby pay, the appropriate overtime rate for all hours worked, subject to a minimum payment of four (4) hours pay at the straight time rate each time the employee reports, except that this minimum shall only apply once during each standby period of eight (8) consecutive hours or portion thereof
- 28.05 Except in the case of an emergency, standby schedules shall be posted fourteen (14) days in advance of the starting date of the new standby schedule.

Article 29 **Technological Change**

- 29.01 Both parties recognize the overall advantages of technological change. Both parties will therefore encourage and promote technological change and improvements.

With this in view, and recognizing the extensive lead time required for the selection, installation and providing of sophisticated equipment, the Employer agrees to provide as much advance notice as is practicable but in any case not less than one hundred and twenty (120) days notice to the Union of any major technological change in equipment which would result in changes in the employment status or in this Agreement. In addition, the Employer agrees to consult with the Union with a view to resolving problems which may arise as a result of the introduction of such technological change.

- 29.02 In cases where employees may require retraining, the Employer will offer training courses at no expense to employees.

Article 30 **Severance Pay**

- 30.01 An employee, who retires and who qualifies for a pension under the NEBS pension plan, or who is laid off, shall be entitled to severance pay in the amount of:
- (a) two (2) weeks for the first complete year of continuous employment and two (2) weeks for the second complete year of continuous employment.
 - (b) an additional week for each additional year of employment to a maximum of twenty-two (22) weeks.

- 30.02 An employee, who was employed on or before August 11, 2005 and who resigns, shall be entitled to severance pay in the amount of:
- (a) two (2) weeks, for the first complete year of continuous employment; and
 - (b) an additional week for each additional year of employment to a maximum of fourteen (14) weeks.

Article 31
Lay-Off and Job Security

- 31.01 . There shall be no lay-off of any employee during the life of this Agreement except for lay-off resulting from lack of work or lack of funding. In the event of lay-off, employees shall be laid off in reverse order of seniority within specified classifications.

In order to minimize the adverse effects of lay-off, the Employer will provide retraining when practicable.

A person ceases to be a lay-off if they are not appointed to a position within twelve (12) months from the date on which they became a lay-off.

- 31.02 Before an employee is laid off:
- (a) each such employee shall be given notice in writing of the effective date of his lay-off as far in advance as is possible subject to a minimum of one (1) month or one (1) month's pay in lieu of notice;
 - (b) every employee subject to lay-off shall, during the one (1) month period of notice, be granted leave with pay for the purpose of being interviewed and examined by a prospective employer and to such additional leave with pay for the employee to travel to and from the place where his presence is so required.

- 31.03 Recall from a lay-off will be made on the basis of seniority within specified classifications.

- 31.04 The Employer shall give notice of recall personally or by registered mail.

Where notice of recall is given personally, the Employer shall deliver, in duplicate, a letter stating that the employee is recalled. In this instance, notice of recall is deemed to be given when served.

Where notice of recall is given by registered mail, notice is deemed to be given fourteen (14) days from the date of mailing.

- 31.05 The employee shall return to work within fifteen (15) working days of receipt of notice of recall, unless, on reasonable grounds, they are unable to do so.

Cooling off Period – One (1) Working Day

- 31.06 An employee, who wilfully terminates their employment as a result of a misunderstanding or argument, shall be allowed to return to work and remain employed if they do so within one (1) working day (the day following the day the incident occurred counting as the one (1) day). Should the Employer refuse to allow the employee to return to work, the termination shall be considered as a discharge, effective the date that the employee sought to return to work and may be grieved as a discharge.
- 31.07 The Employer shall not dismiss, suspend, lay-off, demote or otherwise discipline an employee on the grounds that garnishment proceedings may be or have been taken with respect to an employee.

Article 32
Job Description

- 32.01 When an employee is first hired, the Employer shall provide the employee with a written Job Description.
- 32.02 Upon written request, an employee shall be entitled to a complete and current Job Description and responsibilities, including the position's classification level.

Article 33
Employee Performance Review and Employee Files

- 33.01 When a formal review of an employee's performance is made, the employee concerned shall be given the opportunity to discuss, then sign the review form in question to indicate that its contents have been read and understood. The employee shall also be given the opportunity to provide written comments to be attached to his performance appraisal and may use the grievance procedure in Article 35 to correct any factual inaccuracies in his performance appraisal.

The formal review of an employee's performance shall also incorporate an opportunity for the employee to state his career development goals and that

every effort be made to develop the career potentials of each individual through In-Service training, retraining or any other facets of career development which may be available.

- 33.02 The Employer agrees not to introduce as evidence in the case of promotional opportunities or disciplinary action any document from the file of an employee, the existence of which the employee was not made aware, by the provision of a copy thereof at the time of filing.
- 33.03 Any document or written statement related to disciplinary action, which may have been placed on the Personnel file of an employee, shall be destroyed after eighteen (18) months have elapsed since the disciplinary action was taken, provided that no further disciplinary action of a similar nature has been recorded during this period.
- 33.04 Upon request of an employee, the Personnel file of that employee shall be made available for his examination at reasonable times in the presence of an authorized representative of the Employer. With written authorization from the employee, a Representative of the Union shall be given the opportunity to review that employee's file and take any copies that may be needed in the presence of an authorized representative of the Employer.
- 33.05 The Employer's representative, who assesses an employee's performance, must have observed the employee's performance for at least one-half ($\frac{1}{2}$) of the period for which the employee's performance is evaluated.

In the event that an Employer's representative has not observed the employee's performance for one-half ($\frac{1}{2}$) of the period, an Employer's representative, in the best position to make the evaluation, shall do so.

Where an employee is required to attend a meeting that may result in disciplinary action, the employee shall have the right to have a Representative of the Union in attendance. The Employer must advise the employee of his right to be accompanied by his Representative.

Only one (1) file per employee for the purposes of performance evaluation or discipline shall exist.

The Employer agrees that communications between an employee and his Representative are privileged and confidential.

The Employer shall not ask questions of the Representative which answers to those questions may be damaging to the employee(s), nor shall any evidence

produced by the Representative be used against the employee(s). In accordance with the foregoing, a Representative shall not be forced to testify against an employee.

NOTE: It is understood that the intention of this Article is not for an employee to avoid being honest with the Employer when there is a wrongdoing or an employee is aware of a wrong-doing by another employee.

Article 34 **Classification**

- 34.01 During the term of this Agreement, if a new or revised classification standard is implemented by the Employer, the Employer shall, before applying the new or revised classification standard, negotiate with the Union the rates of pay and the rules affecting the pay of employees for the classification affected. If the parties fail to reach agreement within sixty (60) days from the date on which the Employer submits the new or revised standard to the Union, the Employer may apply the new rates of pay and the Union may refer the matter to arbitration. The arbitrator's decision will be retroactive to the date of application of the new rates.
- 34.02 Where an employee believes that they have been improperly classified with respect to their position or category, group and level, the employee shall discuss the classification with their immediate supervisor and, on request, be provided with a copy of a statement of duties before they file a grievance.

Article 35 **Grievance Procedure and Arbitration**

- 35.01 The Employer and the Union recognize that grievances may arise in each of the following circumstances:
- (a) the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, or a provision of an arbitral award;
 - (b) the interpretation, application, administration or alleged violation of a provision of an Act or Regulation, or a direction or other instrument made or issued by the Employer dealing with the terms or conditions of employment;
 - (c) disciplinary action resulting in demotion, suspension, or a financial penalty;

- (d) discharge; or
 - (e) letters or notations of discipline placed on an employee's personnel file.
- 35.02 Grievances shall be settled according to the following procedures for grievance and arbitration.

Representation

- 35.03 If they so desire, an employee may be assisted and represented by the Union when presenting a grievance.
- 35.04 Where an employee has been represented by the Union in the presentation of his/her grievance, the Employer will provide the appropriate Representative of the Union with a copy of the Employer's decision at each level of the grievance procedure at the same time that the Employer's decision is conveyed to the employee.
- 35.05 The Union shall have the right to initiate and present a grievance at any level of the grievance procedure related to the application or interpretation of this Agreement.
- 35.06 An employee shall have the right to present a grievance on matters related to the application or interpretation of this Agreement provided they first obtain the authorization of the Union prior to presenting such a grievance.

Procedures

- 35.07 An employee or the Union who wishes to present a grievance at any prescribed level of the grievance procedure shall transmit this grievance in writing to the Secretary Manager who shall forthwith:
- (a) forward the grievance to the representative of the Employer authorized to deal with grievances at the appropriate level; and
 - (b) provide the employee or the Union with a receipt stating the date on which the grievance was received by the Employer.
- 35.08 Except as otherwise provided in this Agreement, a grievance shall be processed by recourse to the following steps:
- (a) First Level (Secretary Manager)
 - (b) Final Level (Board of Directors)

- 35.09 The Employer shall designate its representative at each level of the grievance procedure and shall inform all employees of the person so designated.
- 35.10 The Union shall have the right to consult with the Manager with respect to a grievance at each or any level of the grievance procedure.
- 35.11 No proceedings under this Article are invalid by reason of any defect of form or any technical irregularity.
- 35.12 An employee may, by written notice to the Manager, withdraw his/her grievance provided that, where the grievance is one arising out of the application or interpretation of this Agreement, or where the grievor is being represented by the Union, his/her withdrawal has the written endorsement of the Union.

Time Limits

- 35.13 A grievance may be presented at the First Level of the grievance procedure in the manner prescribed in Article 35.07 within twenty-five (25) calendar days after the date on which the grievor first becomes aware of the action or circumstances giving rise to the grievance.
- 35.14 The Employer shall reply in writing to a grievance within twenty-one (21) calendar days at the First Level and within thirty (30) calendar days at the Final Level.
- 35.15 An employee or the Union may present a grievance at each succeeding level of the grievance procedure beyond the First Level
- (a) where the decision or settlement is not satisfactory to the grievor, within thirty (30) calendar days after that decision or settlement has been conveyed in writing to the grievor by the Employer; or
 - (b) where the Employer has not conveyed a decision to the grievor within the time prescribed in Article 35.14 within thirty (30) calendar days after the day the reply was due.
- 35.16 The time limits stipulated in this procedure may be extended by mutual agreement between the Employer and the employee, and where appropriate, the Union. Grievances which are not filed or advanced within the time limits stipulated in this procedure shall be considered abandoned and may not subsequently be filed or advanced.

Discharge

- 35.17 No employee shall be discharged without first being given notice, in writing, together with the reasons for the discharge, twenty-four (24) hours prior to the discharge. When the Employer discharges an employee the grievance procedures shall apply, except that the grievance may be presented at the Final Level.

Arbitration

- 35.18 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement including any question as to whether a matter is arbitrable, or where an allegation is made that a term or condition of this Agreement has been violated, either of the parties may, after exhausting the grievance procedure in this Article, notify the other party in writing within twenty-one (21) days of the receipt of the reply at the Final Level, of his/her desire to submit the difference or allegation to arbitration.
- 35.19 (a) The parties agree that arbitration referred to in Article 35.18 shall be by a single arbitrator.
- (b) The parties will attempt to come to an agreement on the selection of an Arbitrator within thirty (30) calendar days of the date on which notification by either party to submit the difference or allegation to arbitration was made, or such further period as may be mutually agreed upon by the parties.
- (c) In the event that the Employer and the Union are unable to agree upon the selection of the Arbitrator, the Minister of Labour of Canada shall be requested to appoint an Arbitrator, and it is agreed that the Arbitrator so appointed shall act as the single Arbitrator.
- 35.20 (a) The Arbitrator has all of the powers granted to arbitrators under the Canada Labour Code in addition to any powers which are contained in this Agreement.
- (b) The Arbitrator shall hear and determine the difference or allegation and shall issue a decision and that decision is final and binding upon the parties and upon any employee affected by it.
- (c) The award of the arbitrator shall be signed by the arbitrator and copies thereof shall be transmitted to the parties to the dispute.
- 35.21 The Arbitrator shall not have the authority to alter or amend any of the provisions of this Agreement, or to substitute any new provisions

in lieu thereof, or to render any decision contrary to the terms and provisions of this Agreement, or to increase or decrease wages.

- 35.22 The Employer and the Union shall each pay one-half (½) of the remuneration and expenses of the Arbitrator and each party shall bear its own expenses of every such arbitration.
- 35.23 Where a party has failed to comply with any of the terms of the decision of the Arbitrator, either party or employee affected by the decision may, after the expiration of thirty (30) calendar days from the date of the release of the decision or the date provided in the decision for compliance, whichever is later, file in the office of the Clerk of the Federal Court of Canada, a copy of the decision, exclusive of the reason therefore in the prescribed form, whereupon the decision may be entered in the same way as the judgment or an order of that court and may be enforceable as such.
- 35.24 In addition to the powers granted to arbitrators under the Canada Labour Code the Arbitrator may determine that the employee has been discharged for other than just cause and the employee may:
- (a) direct the Employer to reinstate the employee and pay to the employee a sum equal to their wages lost by reason of the discharge, or such less sum as in the opinion of the Arbitrator is fair and reasonable; and/or
 - (b) make such order as the Arbitrator considers fair and reasonable having regard to the terms of this Agreement and to all the circumstances of the case.

Article 36 **No Contracting Out**

- 36.01 There shall be no contracting out of any Bargaining Unit work by the Employer, which would result in a lay-off, continuance of a lay-off or a reduction in hours of work of Bargaining Unit members.

Article 37 **Labour/Management Committee**

- 37.01 A Labour/Management Committee will be formed to consult on matters of Safety and Health, the Employee Assistance Program, transportation to a medical centre, energy conservation and other matters of mutual interest.

- 37.02 The Labour/Management Committee shall be comprised of equal representation of the Union employees and the Employer, with each party choosing their respective representatives.
- 37.03 The Committee will meet at any time, at the request of either party, but, in any event, will meet at least once every six (6) months.
- 37.04 Minutes of every meeting will be prepared and distributed by the Committee during working hours prior to the next meeting, at which the minutes will be presented for review and adoption, and after which will be posted in the workplace for at least twelve (12) months.
- 37.05 Time spent in Committee meetings is deemed to be time worked.
- 37.06 The Join Union/Management Committee has no authority to amend this Agreement.
- 37.07 In matters of Safety and Health, the Committee will follow the following provisions:
- (a) the Employer shall post the names of the Committee members in a prominent place;
 - (b) Committee members shall perform the necessary duties of: investigating, identifying and seeking to remedy hazards at the workplace, and shall do so without loss of pay or fear of reprisal;

Occupational Health Examinations

- (c) (i) Where the Employer requires an employee to undergo an occupational health examination by a qualified practitioner, chosen by the employee, the examination will be conducted at no expense to the employee;
- (ii) An employee shall be granted leave with pay to attend the examination and the Employer shall assume the cost of any travel expenses;
- (iii) All occupational health information, forms and records transmitted or used in connection with these occupational health examinations will, at the attending physician's discretion, be conveyed to the employee involved and maintained in a medical confidential status and retained within the medical community.

Workplace Environment Protection

- (d) The Employer and the Committee shall ensure that the necessary instruments for measuring the quality of the work environment are

available when required and that the results are acted upon appropriately in order to correct any problems identified by said tests and/or measurements;

Toxic Hazardous Substances

- (e) Where toxic or suspected and/or confirmed carcinogenic chemicals or substances are identified as being present in the workplace, the Committee shall:
 - (i) remove and/or substitute chemicals or substances in the work procedure; or
 - (ii) introduce engineering controls to provide complete isolation between said chemicals and/or substances and the worker(s); and
 - (iii) maintain ongoing monitoring of the workplace;
 - (iv) where a dangerous substance cannot be removed or replaced, a notice indicating that a danger exists shall be posted.

The Right to Know

Hazard Identification

- (f) The Committee shall identify new or presently used chemicals, substances or equipment present in the work area, including hazards or suspected hazards, precautions and antidotes or procedures to be followed following exposure. Work area shall include third party premises.

Information and Investigations Concerning Health Hazards and Work Injuries

- (g) The Employer and the Committee shall conduct such investigations as may be necessary to determine the circumstances surrounding work injuries and health hazards arising in the workplace, including third party premises.

Employee Assistance Program

- 37.08 In matters of the Employee Assistance Program, the Labour/Management Committee shall concern itself with poor work performance resulting from a suspected addiction.
- 37.09 Should this item of business arise during a Labour/Management Committee meeting, the Committee will deal with the matter confidentially taking into consideration the following provisions:

- (a) that addictions are medical disorders; and
- (b) that an employee should be encouraged to remedy a disorder due to an addiction;
- (c) at such a time that an employee seeks to correct this disorder, they shall be paid all wages and benefits as if they were at work; and
- (d) that the decision to undertake treatment is the responsibility of the employee; and
- (e) that the decision to seek treatment will not affect job security and cannot be refused.

37.10 The Committee will discuss other matters of mutual concern which may arise from time to time.

Article 38 **Ultimate Removal Assistance**

38.01 An employee who has worked for the Employer continuously for two (2) years, who was hired from outside of Délı̄në and whose employment has ended (except when dismissed for cause), shall receive one hundred percent (100%) of the cost of travel for the employee from Délı̄në to the employee's point of hire.

Article 39 **Safety and Health**

39.01 The Employer shall comply with all applicable federal, territorial, and municipal health and safety legislation and regulations. All standards established under the legislation and regulations shall constitute minimum acceptable practice.

Safety Act and Regulations

39.02 The Employer shall make available to all employees a current copy the Safety Act and Regulations, and any Employer policies pertaining to health and safety. The Employer shall indicate where the copies are available by means of a posting in a prominent place.

Right to Refuse Dangerous Work

39.03 An employee shall have the right to refuse to work in dangerous situations.

- (a) An employee may refuse to do any particular act or series of acts at work which they have reasonable grounds to believe are dangerous to their health or safety or the health or safety of any other person at the place of employment until sufficient steps have been taken to satisfy the employee otherwise, or until the NWT Safety Officer has investigated the matter and advised the employee otherwise.
- (b) No loss of wages or disciplinary action shall be taken against any worker by reason of the fact that the employee exercised the right conferred in (1) above. No other employee shall be assigned to use or operate any machine, device, material or thing or perform any part of the work which is being investigated pending resolution of the situation.

Protective Clothing and Equipment

- 39.04 The Employer shall ensure that all protective devices, clothing and other equipment necessary to properly protect employees from injury and unhealthy conditions are provided and maintained at no cost to the employee.

Protective Rights of Pregnant Workers

- 39.05 A pregnant worker who furnishes to the Employer a medical certificate attesting that her working conditions may be dangerous to her unborn child, or to herself by reason of her pregnancy, may request to be assigned to other duties, including no such danger for the duration of her pregnancy. A request may be granted, where possible, and if not possible, the employee will be granted leave without pay.

First Aid

- 39.06 The Employer will encourage employees to take first aid courses in Délı̄ne and will assume the costs of such courses and also the costs of refresher courses required to maintain the validity of a certificate. Employees taking first aid training shall be granted leave with pay for the duration of the courses.
- 39.07 The Employer will provide and maintain in good condition a first aid kit in every workplace.

Transportation of Injured Workers

- 39.08 The Employer shall provide, at no expense to the employee, appropriate transportation to the nearest medical practitioner or Délı̄ne Health Centre, and from there to his/her home or place of work depending on the decision of the attending medical practitioner, when such services are immediately required by an

employee as a result of injury or serious ailment occurring in the workplace. If the employee receives compensation from any source for transportation costs arising under this provision, the Employer may recover that amount from the employee.

Article 40 **Duty Travel**

- 40.01 Employees travelling on behalf of the Employer shall be reimbursed for reasonable expenses incurred, at the rates set by the Treasury Board.
- 40.02 Where an employee is required to travel on behalf of the Employer, they shall be paid when the travel occurs as though they were at work for all hours traveled.

Article 41 **Civil Liability**

- 41.01 If an action or proceeding is brought against any employee or former employee covered by this Agreement for an alleged tort committed by the employee in the performance of their duties, then:
- (a) the employee, upon being served with any legal process or upon receipt of any action or proceeding as herein before referred to being commenced against the employee, must advise the Secretary/Manager of any such notification or legal process;
 - (b) the Employer shall pay or shall ensure payment of any damages or costs awarded against any such employee in any such action or proceedings and all legal fees; and
 - (c) the Employer shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee, provided the conduct of the employee, which gave rise to the action, did not constitute a willful breach, misconduct or negligence of his duty as an employee.
 - (d) upon the employee notifying the Employer in accordance with paragraph (a) above, the Employer shall appoint counsel.
 - (e) nothing in this Section will interfere with the right of the Employer to defend itself or the employee.

Article 42
Suspension, Discipline and Abandonment of Position

- 42.01 The Employer shall have the right to suspend without pay and/or discharge an employee for just and sufficient cause. Prior to suspending or discharging an employee, the Employer shall examine several factors, such as the seriousness of the offence, the employee's length of service and other relevant mitigating factors.
- 42.02 When employees are to be suspended from duty, the Employer shall notify the employee, in writing, of the reasons for such suspension within forty-eight (48) hours of the suspension in sufficient detail that the employee may defend themselves against it.
- 42.03 With the concurrence of the employee, the Employer shall notify the local Representative of the Union that such suspension has occurred or is to occur.
- 42.04 After five (5) working days of no contact by an employee, an employee is deemed to have abandoned his position. If the employee wishes to appeal the decision that they have abandoned their position, they can present it to the Labour/Management Committee without involvement outside of Délıneę. If the employee is not satisfied with the decision of the Labour/Management Committee, they shall have the right to file a grievance at the final level of management and also to proceed to arbitration if the response received at the final level is not satisfactory.

Article 43
Vacancies, Job Posting, Promotions and Transfers

- 43.01 Every vacancy for positions expected to be of more than six (6) months' duration and every newly-created position shall be posted for a minimum of three (3) full working days on the Union notice board. The job posting shall state the job classification, rate of pay and required qualifications of the job. An employee desiring a position must make application in writing to the manager within a further four (4) working day period, unless a longer period is specified on the posting by the Employer.

- 43.02 Seniority shall be the governing factor in determining promotions, order of lay-off and order of recall and filling of jobs after posting, providing that the most senior employee possesses the required qualifications and ability to perform the normal requirements of the job.
- (a) Ability to do the job means ability to perform the normal requirements of the job following an appropriate familiarization period or following an appropriate training and trial period of four (4) months' duration. If at the end of this four (4) month period, it is determined that the employee is unable to adequately perform the duties of the new position, they shall be returned to the position held before the transfer or promotion or, by mutual consent of the employee and the Employer, to a position at an equivalent classification and pay level;
 - (b) Within the four (4) month familiarization period, as specified in (a) above, the employee may notify the Employer of his desire to revert to his former position. The Employer shall facilitate this request within a reasonable period of time.
- 43.03 In filling job vacancies, including promotions, transfers and new positions, the job shall be awarded within fifteen (15) working days of posting, or such date that the Employer indicates on the notice.
- 43.04 No employee shall be transferred to a position outside the Bargaining Unit without his consent. Such transfers will not exceed six (6) months. An employee shall be entitled to all rights and benefits contained in the Agreement for the duration of this transfer.
- 43.05 43.05 No employee shall be transferred to another position within the Bargaining Unit without his consent.
- 43.06 43.06 New employees shall not be hired when there are employees on lay-off who are qualified to perform the job.
- 43.07 43.07 Nothing in this Article requires the Employer to fill any vacancies.

Article 44

Present Conditions and Benefits

- 44.01 The Northern Employee Benefits Services (NEBS) Pension Plan is a term and condition of employment for all eligible employees.
- 44.02 The Employer and each employee shall contribute to the NEBS Plus pension plan, NEBS basic group life insurance, accidental death, disease and dismemberment, dependants insurance and long-term

disability plans as required by each plan. Employees hired after April 1, 1996, shall serve a six (6) month qualifying period before they are eligible to participate and contribute to these plans.

- 44.03 The Employer shall advise the pension plan and insurance plans administrator of any adjustments to earnings subject to these plans, terminations of employees covered by these plans, new eligible employees under these plans, and other required data as determined by these plans without delay.
- 44.04 The Employer shall remit all required contributions and premiums for the plans under this Article within a reasonable period, and shall forward all claims under these plans in a timely manner.
- 44.05 The Employer shall distribute to all employees eligible for coverage under the plans in this Article all literature, statements and materials produced by NEBS and the insurers, which are intended for distribution to the employees. New eligible employees shall be provided with plan booklets upon hire and shall be enrolled in a timely manner.
- 44.06 All issues concerning the pension and insurance plans, including issues of contributions and premiums, and eligibility for benefits shall be determined by the pension and benefit plans providers.
- 44.07 An employee who is to be dismissed shall be provided with the option of taking early retirement if they would otherwise qualify.

Article 45 **Trades**

Application

- 45.01 The provision of this Article shall apply to all positions in the trades category of the classification.
- 45.02 Where an employee with a certificate of qualification in one trade performs work in a trade for which the employee does not possess a certificate, they shall advise the Employer. The Employer shall ensure that the work performed is inspected by a qualified tradesman at the earliest possible date. The Employer will ensure that traditional job titles will be used properly reflecting the dignity and status of tradesmen; using the trade name in the position title to conform to the journeyman certification required.

Wash-Up Time

- 45.03 Labour and Trades employees, Equipment Operations employees and Equipment Maintenance employees shall be permitted paid wash-up time to a maximum of ten (10) minutes at the conclusion of each shift and prior to the lunch hour. In unusual circumstances, this period may be extended by the employee's supervisor or officer-in-charge to a maximum of fifteen (15) minutes.

Work Clothing and Protective Equipment

- 45.04 (a) The Employer shall provide all clothing and equipment required by the Workers' Compensation Board. In addition, for all full-time permanent employees:
- (i) The Employer shall provide one (1) pair of summer coveralls and one (1) pair of winter coveralls upon hire. Upon presentation of worn out or damaged coveralls, the Employer shall replace the worn out or damaged coveralls with coveralls of similar quality at no cost to the employee;
 - (ii) The Employer agrees to provide employees with one (1) pair winter and one (1) pair summer safety boots for the first year. For every year thereafter, these employees will receive two hundred dollars (\$200.00) for a boot allowance;
 - (iii) The Employer agrees to provide employees with a twenty-five dollar (\$25.00) glove allowance.

Adverse Weather Conditions

- 45.05 Except in emergency conditions, the Employer shall not require an employee to work outside under extreme weather conditions.

Without involvement of outside organizations, the Labour/Management Committee shall be responsible for determining what constitutes extreme weather conditions.

Article 46 **Apprentices and Trainees**

- 46.01 The following are agreed upon terms and conditions of employment for employees engaged as Apprentices and Trainees by the Employer.
- (a) The Apprenticeship, Trade and Occupations Certification Act and pursuant Regulations shall apply to all Apprentices and Trainees

employed. A copy of the current Regulations shall be made available to the Apprentice upon appointment.

- (b) The employer may arrange for and pay for the reasonable cost of accommodation of the Apprentice while attending trade school courses outside of Délįnę, up to a maximum of eighth-hundred dollars (800.00) per occurrence. Such payments will be at the Employer’s discretion.
- (c) The recognized Apprenticeship Training Programs shall be those listed in the “Apprentice Training Schedule” pursuant to the Apprenticeship, Trade and Occupations Certification Act.
- (d) Pay increases shall not be automatic, but will be based upon levels of certification issued by the Apprentices Branch and shall be effective from the date of certification;
- (e) Apprentice rates will be based on a percentage of the appropriate journeyman rate as follows:

Four-Year Training Programs

Year 1	60%
Year 2	70%
Year 3	80%
Year 4	90%

Three-Year Training Programs

Year 1	60%
Year 2	70%
Year 3	80%

- (f) The Apprentice shall not be entitled to receive wages while attending trade school, but shall apply for Employment Insurance benefits.
- (g) Subject to (f) above, Apprentices and Trainees shall be entitled to the benefits and terms and conditions of employment set out in this Agreement;
- (h) Upon successful completion of trade school, the Apprentice shall be reimbursed for the cost of tuition paid by the Apprentice;
- (i) Upon successful completion of trade school, the Apprentice shall receive a successful completion bonus. This bonus shall equal two (2) weeks’ salary at the Apprentice’s rate of pay as set out in (e) above;
- (j) Where an apprentice is unsuccessful in completing a portion of a trade training course after three (3) consecutive attempts the Employer may terminate the employment of the apprentice.

- (k) An apprentice is required to attend trade training courses appropriate to his/her trade at the first opportunity when they are presented. A failure to do so may result in the termination of the apprentice's employment.
- (l) Apprentices successfully completing their Apprenticeship will be given preference in hiring on job vacancies. Where an Apprentice, after completing his apprenticeship, is hired directly into a job vacancy, all time spent as an Apprentice shall count towards continuous employment.

Article 47
Tools

47.01 The Employer agrees to replace tools that are worn out, broken, lost or stolen that are used and owned by Journeymen and Apprentices in the regular performance of their work. Whenever replacement is made, the new tool will be of a similar quality as the initial tool. In situations where highly specialized tools, not normally associated with a Journeyman's tool kit are required, they will be provided by the Employer, who will retain ownership of them. The Employer shall assist employees in the purchase of tools and equipment used in the performance of their duties to the extent that employees shall be able to purchase these tools and equipment through the Employer at the Employer's cost price.

Article 48
Settlement Allowance

48.01 A Settlement Allowance will be paid to all employees.

The amount of the Settlement Allowance paid will as follows:

- effective October 1, 2004 \$7,300 per year,
- effective October 1, 2006 \$7,520 per year.

This allowance shall be paid on a hourly basis for all regular hours worked and for all hours paid when on leave with pay.

48.02 The provisions of Article 48.01 apply only to those employees employed on or before April 17, 2008 and casual employees.

Article 49
Housing Allowance

49.01 All employees, who have been employed for six (6) consecutive months and who are living in non-subsidized, private

accommodation or paying full economic rent, shall be provided with a Housing Allowance of \$6,150 per year. This allowance shall be paid on a hourly basis for all regular hours worked and for all hours paid when on leave with pay.

- 49.02 The provisions of Article 49.01 apply only to those employees employed on or before April 17, 2008.

Article 50 **Household Allowance**

- 50.01 All employees who have been employed for six (6) consecutive months and who provide their own non-subsidized accommodation, will be eligible to a Household Allowance of one hundred, nineteen dollars and sixty cents (\$119.60) per month.
- 50.02 Employees, living in rental housing owned by the NWT Housing Corporation, and who are paying the full economic rent, shall be eligible for the Household Allowance providing their rent is reduced by the utilities component and they pay the full cost of utilities.
- 50.03 This allowance shall be paid on a hourly basis for all regular hours worked and for all hours paid when on leave with pay.
- 50.04 The provisions of Article 50.01, 50.02 and 50.03 apply only to those employees employed on or before April 17, 2008.

Article 51 **Northern Allowance**

- 51.01 All employees, except casual employees, hired after April 17, 2008 shall receive a Northern Allowance of \$21,459 which is based on the amount for Délı̄nę in the collective agreement between the Union of Northern Workers and the Government of the Northwest Territories. This amount shall change when the rate for Délı̄nę in the collective agreement between the Union of Northern Workers and the Government of the Northwest Territories changes. This amount shall be paid on an hourly basis for all regular hours worked, and for all hours paid when on leave with pay. An amount of \$2,500.00 for each employee, employee's spouse, and their dependants shall be designated as vacation travel allowance on an employee's T-4.
- 51.02 Should the Northern Allowance rate be restructured in the agreement between the Union of Northern Workers and the

Government of the Northwest Territories, the current Northern Allowance rate in this Agreement shall remain unchanged.

- 51.03 Employees employed on or before April 17, 2008 shall have the option to receive the Northern Allowance. Should an employee elect to receive the Northern Allowance, they shall not be entitled to the Vacation Travel, Settlement, Housing and Household Allowances.
- 51.04 An employee making an election under 51.03 shall only make such election once during his/her employment with the Employer. This election shall be permanent, and shall be made at any point during the Employee's employment, on or by March 1 in the year of the 51.03 election.

Article 52 **Education and Training**

- 52.01 Leave with pay shall be granted to an employee who enrolls in an Employer-approved education/training program/course. The Employer shall pay for all tuition, books and travel expenses associated with the program/course.

Any employee who wishes to attend such a program/course should advise the Employer.

Where such a program/course is held in Délı̄në during working hours and space is available, the Employer will, subject to operational requirements, grant employees who request leave with pay to attend the course.

Article 53 **Casual Employees**

- 53.01 Casual employees shall receive the following benefits:
- (a) casual employees shall be paid settlement allowance hourly at a rate of three dollars and fifty-one cents (\$3.51);
 - (b) casual employees shall, in lieu of the benefits of Article 18, be paid vacation pay equal to six percent (6%) of salary (not including allowances), which shall be added to the employee's bi-weekly pay cheque;
 - (c) casual employees shall be entitled to all the benefits under the Article 20.01; 20.02; 20.03; 20.05; 20.06; 20.07 and 20.08.

- (d) casual employees shall not be entitled to severance pay at the conclusion of the employee's term and have no right of lay-off or recall. Casual employees, who are hired for a specific period of employment and whose employment ends prior to the completion of that period, shall be entitled to ten (10) days' notice of termination.

2080 Employees

- 53.02 (a) Casual employees who, through separate periods of casual employment over a period of two (2) calendar years, have worked more than two thousand, eighty (2,080) hours (2080 employees) shall be paid the higher casual rate of pay set out in Appendix A. All other casual employees shall be paid the lower casual rate of pay.
 - (b) 2080 employees, upon working four thousand, one hundred and sixty hours (4,160) hours, shall be entitled to be paid vacation pay equal to eight percent (8%) of salary (not including allowances), which shall be added to the employee's bi-weekly pay cheque.
 - (c) 2080 employees shall be entitled to priority hiring for any positions with the Employer for which they are qualified and for which they apply. If a 2080 employee is hired into a permanent position, they shall be given credit for all casual hours they have worked over the past two (2) calendar years for the purposes of seniority. This does not affect the application of Article 18.08.
 - (d) A casual employee who has not worked for the Employer for a period of twelve (12) months shall, if rehired as a casual employee, be paid at the lower casual rate of pay set out in Appendix A.
- 53.03 Casual employees and 2080 employees who are engaged as Apprentices shall be paid the appropriate apprenticeship rate pursuant to Article 46 or the appropriate casual rate of pay, whichever is greater.
- 53.04 Casual employees shall not accumulate seniority.
- 53.05 The provisions of this Article supersede all other provisions of this Agreement.

Article 54
Re-Opener of Agreement

Re-Opener of Agreement

54.01 This Agreement may be amended by mutual consent.

Mutual Discussions

54.02 The Employer and the Union acknowledge the mutual benefits to be derived from dialogue between the parties and are prepared to discuss matters of common interest.

Article 55
Social Justice Fund

55.01 The Employer shall contribute one cent (1¢) per hour worked to the PSAC Social Justice Fund and such contribution will be made for all hours worked by each employee in the Bargaining Unit. Contributions to the Fund will be made quarterly, in the middle of the month immediately following completion of each fiscal quarter year, and such contributions remitted to the PSAC National Office. Contributions to the Fund are to be utilized strictly for the purposes specified in the Letters Patent of the PSAC Social Justice Fund.

Article 56
Duration and Renewal

56.01 The term of this Agreement shall be from October 1, 2016 to September 30, 2021.

56.02 Notwithstanding Article 56.01, the provisions of this Agreement, including the provisions for the adjustment of disputes in Article 35, shall remain in effect during the negotiations for its renewal, and until either a new collective agreement becomes effective, or until the provisions of Section 89(1) of the Canada Labour Code have been met.

56.03 Either party to this Agreement may, within the period of four (4) months immediately preceding the date of expiration of the term of this Agreement, by written notice, require the other party to this Agreement to commence collective bargaining with a view to the conclusion, renewal or revision of this Agreement in accordance with Section 49(1) of the Canada Labour Code.

56.04 Where notice to bargain collectively has been given under Article 56.03, the Employer shall not alter the rates of pay or any term or condition of employment or any right or privilege of the employees, or any right or privilege of the Union until a renewal or revision of this Agreement has been concluded, or until the provisions of Section 89(1) of the *Canada Labour Code* have been met, unless the Union consents to the alteration of such a term or condition, or such a right or privilege.

Appendix A Rates of Pay

New wage grid to apply to all new employees. Current employees are grand-parented and will remain at final step of grid:

New Grid Base Rates

	Step 1	Step 2	Step 3	Step 4	Step 5
Clerk Typist	\$23.29	\$23.89	\$24.50	\$25.13	\$25.77
Tenant Relations Officer	\$28.03	\$28.75	\$29.49	\$30.24	\$31.02
Foreman	\$39.11	\$40.11	\$41.14	\$42.20	\$43.28
Carpenter	\$34.97	\$35.87	\$36.79	\$37.73	\$38.70
Housing Maintainer	\$30.96	\$31.75	\$32.57	\$33.40	\$34.26
Plumber/OBM	\$35.82	\$36.74	\$37.68	\$38.65	\$39.64
Casual Employee new*					\$21.82
Casual Employee >2080*					\$24.91

October 1, 2018 – Rates (1%)

	Step 1	Step 2	Step 3	Step 4	Step 5
Clerk Typist	\$23.52	\$24.13	\$24.75	\$25.38	\$26.03
Tenant Relations Officer	\$28.31	\$29.04	\$29.78	\$30.54	\$31.33
Foreman	\$39.50	\$40.51	\$41.55	\$42.62	\$43.71
Carpenter	\$35.32	\$36.23	\$37.16	\$38.11	\$39.09
Housing Maintainer	\$31.27	\$32.07	\$32.90	\$33.73	\$34.60
Plumber/OBM	\$36.18	\$37.11	\$38.06	\$39.04	\$40.04
Casual Employee new*					\$22.04
Casual Employee >2080*					\$25.16

October 1, 2019 – Rates (1%)

	Step 1	Step 2	Step 3	Step 4	Step 5
Clerk Typist	\$23.76	\$24.37	\$24.99	\$25.64	\$26.29
Tenant Relations Officer	\$28.59	\$29.33	\$30.08	\$30.85	\$31.64
Foreman	\$39.90	\$40.92	\$41.97	\$43.05	\$44.15
Carpenter	\$35.67	\$36.59	\$37.53	\$38.49	\$39.48
Housing Maintainer	\$31.58	\$32.39	\$33.22	\$34.07	\$34.95
Plumber/OBM	\$36.54	\$37.48	\$38.44	\$39.43	\$40.44
Casual Employee new*					\$22.26
Casual Employee >2080*					\$25.41

October 1, 2020 – Rates (2%)

	Step 1	Step 2	Step 3	Step 4	Step 5
Clerk Typist	\$24.23	\$24.86	\$25.49	\$26.15	\$26.81
Tenant Relations Officer	\$29.17	\$29.91	\$30.68	\$31.46	\$32.28
Foreman	\$40.69	\$41.73	\$42.81	\$43.91	\$45.03
Carpenter	\$36.39	\$37.32	\$38.28	\$39.26	\$40.27
Housing Maintainer	\$32.21	\$33.04	\$33.89	\$34.75	\$35.65
Plumber/OBM	\$37.27	\$38.23	\$39.21	\$40.22	\$41.25
Casual Employee new*					\$22.70
Casual Employee >2080*					\$25.92

Signed this _____ day of _____, 2021

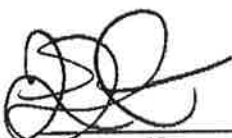
Déjné Housing Association

Public Service Alliance of Canada

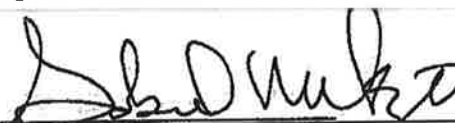
Dolphus Tutcho,
Board Chair



Josee-Anne Spirito
Regional Executive Vice President- PSAC North



Phebie Kenny,
Manager



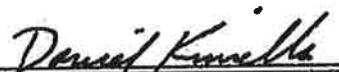
Gabriel Mackeinz,
Committee Member



Michelle Thériault,
Negotiator



David Modeste,
Committee Member



Daniel Kinsella,
Negotiator

**LETTER OF UNDERSTANDING
RE: STANDBY DUTY**

- between -

DÉLİNE HOUSING ASSOCIATION
(hereinafter referred to as the "Employer")

- and -

THE PUBLIC SERVICE ALLIANCE OF CANADA

The Employer will meet with the full-time maintenance employees in the Bargaining Unit who regularly work standby, for the purpose of discussing options for standby duty. Specifically, the Employer and the maintenance employees will discuss options and make every reasonable effort to reduce the total number of weeks the employees are required to be on standby duty, and identify steps that may be taken to reduce the number of call-backs.

The Employer and the maintenance employees will also review the list of emergency and non-emergency situations. The existing list will be provided to the maintenance employees immediately upon ratification

This meeting will occur within 30 days of ratification of the Collective Agreement, effective from October 1, 2016 to September 30, 2021.

This Letter of Understanding will expire on September 30, 2021.