

COLLECTIVE AGREEMENT

- between -

**YELLOWKNIFE PUBLIC DENOMINATIONAL
DISTRICT EDUCATION AUTHORITY
commonly known as:
YELLOWKNIFE CATHOLIC SCHOOLS**

- and -

**THE PUBLIC SERVICE ALLIANCE OF CANADA
as represented by its agent:
THE UNION OF NORTHERN WORKERS**



**Union of Northern Workers
Suite 200, 5112-52 Street
Yellowknife, NT X1A 1T6**



**Public Service Alliance of Canada
Alliance de la Fonction publique du Canada**

July 1, 2009 - June 30, 2012

Alphabetical Index

	<u>Page</u>
ADJUSTMENT OF DISPUTES	29
APPENDIX "A"	46
APPENDIX "B" - RATES OF PAY	47
APPLICATION	3
APPOINTMENT OF REPRESENTATIVES	4
CALL-BACK PAY	25
UNION DUES DEDUCTION.....	7
CIVIL LIABILITY	37
CLASSIFICATION	29
COMPASSIONATE LEAVE.....	12
CREDIT FOR PREVIOUS EXPERIENCE.....	38
DEFERRED SALARY LEAVE PLAN	17
DESIGNATED PAID HOLIDAYS.....	9
DURATION AND RENEWAL	45
EDUCATIONAL ALLOWANCES.....	37
EMPLOYEE CATEGORIES	3
EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES	27
EMPLOYEE SERVICE RECOGNITION.....	26
EMPLOYER DIRECTIVES	4
GENERAL LEAVE	15
GENERAL PROVISIONS.....	10
HEALTH AND WELFARE.....	41
HOURS OF WORK.....	22
HOUSING ALLOWANCE	41
JOB EVALUATION / JOB DESCRIPTIONS	28
JOINT CONSULTATION COMMITTEE	45
LAY-OFF AND RECALL	27

MANAGERIAL RESPONSIBILITIES	4
MATERNITY AND PARENTAL LEAVE	38
MOVING ASSISTANCE	36
NO CONTRACTING OUT	32
NON DISCRIMINATION	3
OTHER ALLOWANCES	43
OVERTIME	22
PARKING	43
PAY	23
PROFESSIONAL DEVELOPMENT	44
PURPOSE OF AGREEMENT	1
RECOGNITION	3
REGISTERED PENSION PLAN	42
RESIGNATION	43
RETROACTIVE PAY	38
SAFETY AND HEALTH	32
SENIORITY	7
SHIFT PREMIUM	25
SICK LEAVE	14
STANDBY	25
STRIKES AND LOCKOUTS	4
TECHNOLOGY CHANGE	26
TIME OFF FOR UNION BUSINESS	5
UNION ACCESS TO EMPLOYER PREMISES	4
VACANCIES, JOB POSTINGS, PROMOTIONS AND TRANSFERS	38
VACATION LEAVE AND ASSISTANCE	10

Numerical Index

<u>Article #</u>	<u>Subject</u>	<u>Page</u>
1	PURPOSE OF AGREEMENT	1
2	EMPLOYEE CATEGORIES	3
3	NON DISCRIMINATION	3
4	RECOGNITION	3
5	APPLICATION.....	3
6	STRIKES AND LOCKOUTS	4
7	MANAGERIAL RESPONSIBILITIES	4
8	EMPLOYER DIRECTIVES.....	4
9	UNION ACCESS TO EMPLOYER PREMISES.....	4
10	APPOINTMENT OF REPRESENTATIVES	4
11	TIME OFF FOR UNION BUSINESS	5
12	UNION DUES DEDUCTION	7
13	SENIORITY	7
14	DESIGNATED PAID HOLIDAYS	9
15	GENERAL PROVISIONS	10
16	VACATION LEAVE AND ASSISTANCE	10
17	COMPASSIONATE LEAVE	12
18	SICK LEAVE	14
19	GENERAL LEAVE	15
20	DEFERRED SALARY LEAVE PLAN	17
21	HOURS OF WORK.....	22
22	OVERTIME.....	22
23	PAY	23
24	CALL-BACK PAY	25
25	SHIFT PREMIUM.....	25
26	STANDBY.....	25
27	TECHNOLOGY CHANGE.....	26
28	EMPLOYEE SERVICE RECOGNITION	26

29	LAY-OFF AND RECALL.....	27
30	EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES	27
31	JOB EVALUATION / JOB DESCRIPTIONS	28
32	CLASSIFICATION.....	29
33	ADJUSTMENT OF DISPUTES.....	29
34	NO CONTRACTING OUT.....	32
35	SAFETY AND HEALTH.....	32
36	MOVING ASSISTANCE.....	36
37	EDUCATIONAL ALLOWANCES	37
38	CIVIL LIABILITY.....	37
39	VACANCIES, JOB POSTINGS, PROMOTIONS AND TRANSFERS.....	38
40	RETROACTIVE PAY	38
41	CREDIT FOR PREVIOUS EXPERIENCE	38
42	MATERNITY AND PARENTAL LEAVE.....	38
43	HOUSING ALLOWANCE	41
44	HEALTH AND WELFARE	41
45	REGISTERED PENSION PLAN	42
46	PARKING.....	43
47	RESIGNATION.....	43
48	OTHER ALLOWANCES.....	43
49	PROFESSIONAL DEVELOPMENT	44
50	JOINT CONSULTATION COMMITTEE	45
51	DURATION AND RENEWAL.....	45
	APPENDIX "A"	46
	APPENDIX "B" - RATES OF PAY	47

ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 For the purpose of this Collective Agreement:

- (a) "Alliance" means the Public Service Alliance of Canada.
- (b) "Bargaining Unit" means all employees except those incumbents of the following positions:

Superintendent, Assistant Superintendent - Learning, Assistant Superintendent - Business, Administrative Coordinator, Executive Assistant, Pay and Benefits Officer, Human Resource Officer and those required to hold a teacher's certificate.
- (c) "Commencement of School" means ten (10) working days prior to the first day of student attendance at the start of each School Year.
 - i) Twelve-month (12) employees work the calendar year. Twelve-month (12) employees work a five (5) day work week.
 - ii) Eleven-month (11) employees shall work starting the Commencement of School and end five working days after the last day of the School Year. Where the employee and the Employer agree, an eleven (11) month employee may work the equivalent of five working days after the last day of the School Year, at no additional cost to the Employer.
 - iii) Ten-month (10) employees work the School Year. Ten-month (10) employees shall receive the Christmas and Spring school holidays as vacation leave with pay. Vacation leave will be prorated if an employee works less than the full School Year. Ten-month (10) employees work a five (5) day work week.
- (d) "Continuous Employment" and "Continuous Service" means uninterrupted employment with the Employer.
- (e) "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 their position other than by reason of the employee being on leave of absence.
- (f) "Dependent" means:
 - 1) The spouse of an employee;
 - 2) Children (includes step-children, adopted children and persons for whom the employee is legal guardian) dependant on the employee if:

- a) child is under 18 years of age; or
 - b) child is 18 years of age or more and being mentally or physically infirm;
 - c) a child is 24 years of age or under who is attending a recognized educational institution on a full-time basis.
- 3) Any other relative of the employee if such relative is a member of the employee's household and is wholly dependant upon the employee for support by reason of mental or physical infirmity.
- (g) "Employee" means a member of the bargaining unit.
 - (h) "Employer" means the Yellowknife Public Denomination District Education Authority. (Yellowknife Catholic Schools).
 - (i) "Immediate family" is defined as an employee's father, mother, brother, sister, spouse, child, father-in-law, mother-in-law, grandchildren, grandparents and any relative permanently residing in the employee's household or with whom the employee permanently resides.
 - (j) "Lay-Off" means an employee whose employment has been terminated because of lack of work or lack of funds.
 - (k) "School Year" shall be defined by the calendar approved by the Board on an annual basis.
 - (l) "Third-party Funded Positions" are those whose funding source originates outside of the Department of Education, Culture and Employment School Contributions.
 - (m) "Union" means the Public Service Alliance of Canada as represented by its agent, the Union.
 - (n) "Week" for the purposes of this Collective Agreement shall be deemed to commence at 12:01 a.m. on Monday and terminate at midnight on Sunday.
 - (o) "Union Representative" means an employee who has been elected or appointed as a shop steward or a person who represents the Union at meetings with management and who is authorized to represent the Union.
- 1.02 Masculine and feminine gender are interchangeable, where applicable, in this Collective Agreement.
- 1.03 "May" shall be regarded as permissive and "Shall" and "Will" as imperative.

ARTICLE 2 - EMPLOYEE CATEGORIES

- 2.01 "Casual Employee" is one called in occasionally or intermittently by the Employer to replace any employee or to supplement regular staff coverage in situations of unforeseen staff shortage or emergencies. A series of casual employees will not be employed in lieu of employing a term or regular employee. The casual employee grid includes 6% vacation pay. Casual employees will not be entitled to any other benefits, allowances, leave, or assistance in the Collective Agreement.
- 2.02 A "Regular Part-time Employee" is a person who normally works on a regular basis a lesser number of hours than provided for in this Collective Agreement. A regular part-time employee shall only be entitled to those applicable benefits in this Collective Agreement on a pro rata basis.
- 2.03 A "Term Employee" is a person who is hired for a specific period of time and shall be entitled to all the provisions of the Collective Agreement which they are eligible to receive for the length of their term.
- 2.04 A "French Monitor" is defined as a person who is hired and funded by the Secretary of State in conjunction with the Council of Ministers of Education, Canada.

ARTICLE 3 - NON DISCRIMINATION

- 3.01 The Employer and the Union agree that there shall be no discrimination, interference, restriction, harassment (personal or sexual) or coercion exercised or practiced with respect to any employee by reason of race, colour, ancestry, nationality, ethnic origin, place of origin, creed, religion, age, disability, sex, sexual orientation, gender identity, marital status, family status, family affiliation, political belief, political association, social condition, a conviction for which a pardon has been granted, Union activity, nor by exercising their rights under this collective agreement.

ARTICLE 4 - RECOGNITION

- 4.01 The Employer recognizes the Union as the exclusive bargaining agent for all employees in the Bargaining Unit.

ARTICLE 5 - APPLICATION

- 5.01 The provisions of this Collective Agreement apply to the Union, the employees and the Employer.

5.02 The Employer will pay for all costs associated with the printing and will distribute the Collective Agreement to its employees.

ARTICLE 6 - STRIKES AND LOCKOUTS

6.01 There shall be no strike by any employee(s) and no lockout by the Employer during the term of this Collective Agreement.

ARTICLE 7 - MANAGERIAL RESPONSIBILITIES

7.01 The Employer retains the exclusive right to manage and control all its operations subject only to the express terms of this Collective Agreement.

ARTICLE 8 - EMPLOYER DIRECTIVES

8.01 The Employer shall provide the Union with a copy of all personnel directives.

ARTICLE 9 - UNION ACCESS TO EMPLOYER PREMISES

9.01 The Employer shall permit access to its work premises for a Union Representative. Such representatives shall first get permission from the principal of the school and such access shall be during regular business hours and shall be only for bona fide local Union business. Permission to enter the Employer's premises shall not be unreasonably denied.

9.02 Bulletin board space will be made available at each school for the Union to post notices and bulletins dealing exclusively with union business.

ARTICLE 10 - APPOINTMENT OF REPRESENTATIVES

10.01 The Employer will recognize Union Representatives upon written notification from the Union office advising who the representatives are.

10.02 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 within a reasonable period.

ARTICLE 11 - TIME OFF FOR UNION BUSINESS

11.01 In the event of an arbitration hearing held pursuant to the terms of this Collective Agreement, the Employer will grant leave with pay to the griever, Representative and witnesses.

11.02 Time off for Representatives

Subject to operational requirements the Employer shall grant reasonable leave with pay to an employee acting as a Representative in the workplace in order to investigate and act on behalf of an employee making a complaint under this Agreement, or grievance related to any proceeding under Article 33 Adjustment of Disputes, and to act on behalf of the Union at meetings between the Employer and the Union. Such leave shall not be unreasonably withheld.

(a) A Representative shall obtain the permission of his/her immediate supervisor before leaving his/her work for these purposes. Such permission shall not be unreasonably withheld.

(b) The Representative shall make every reasonable effort to report back to his/her supervisor before resuming his/her normal duties.

11.03 Where an employee is involved in the processing of a grievance, the employee shall be granted reasonable time off with pay provided reasonable advance notice is given.

11.04 Subject to operational requirements, the Employer shall grant leave without pay to a reasonable number of employees to attend Union education, Union conventions, Union conferences and Union seminars.

11.05 An employee holding a Union office shall be granted reasonable leave without pay to attend Union executive meetings, subject to reasonable advance notice. Such leave shall not be unreasonably withheld.

11.06 Contract Negotiations

The Employer shall grant leave with pay for two (2) employees to attend contract negotiations on behalf of the Union for the duration of such negotiations. Upon request of the Union the employer shall grant leave without pay for one (1) additional employee for the purpose of contract negotiations.

11.07 Preparatory Contract Negotiations Meetings

Subject to operational requirements, the Employer shall grant leave without pay for up to three (3) employees to attend preparatory contract negotiation meetings

provided reasonable advance notice is given. This leave shall not be unreasonably withheld.

11.08 Leave to work for the Union

The employer may grant leave without pay for an employee to work for the Union on a term basis, provided reasonable advance notice is given.

11.09 Leave for Elected Officers

Upon the request of the Union, an employee elected as President of the Union shall be granted leave of absence for the term of office. During the leave of absence the employee shall maintain all accumulated rights and benefits to which they are entitled under the Collective Agreement, but shall not accumulate seniority during the period of leave of absence.

- (a) The Employer shall continue to pay this employee his/her applicable salary and benefits in accordance with the terms of the Collective Agreement. Upon invoice by the employer, the Union shall reimburse the Employer for the amounts so paid.
- (b) The benefits of any group plan shall be extended to this employee and the Union shall reimburse the Employer for any costs involved.
- (c) This employee shall advise the Employer as soon as possible when an extension of the leave of absence is applicable due to re-election.
- (d) Upon termination of their leave of absence this employee shall be offered as a minimum the position he / she held with the Employer before he / she commenced the leave of absence. When this employee wishes to invoke this clause of the Collective Agreement he / she shall provide the Employer with a three (3) month notice of his/her intent to do so.

11.10 Upon reasonable notification, the Employer shall grant leave without pay to allow the PSAC Regional Executive Vice-President to perform his/her duties.

11.11 Subject to operational requirements and upon reasonable notification, the Employer shall grant leave without pay to a Representative seconded for a minimum period of one (1) week to serve as President of the Union on a temporary basis. Such leave shall not be unreasonably withheld.

11.12 The Employer shall grant time off with pay to:

- (a) An employee who is party to a job evaluation appeal.

- (b) An employee who represents an employee who is party to a job evaluation appeal.

ARTICLE 12 - UNION DUES DEDUCTION

- 12.01 During the term of this Collective Agreement, the Employer shall deduct from the salary of its employees regular monthly Union dues and shall remit same to the Comptroller of the Alliance not later than the fifteenth (15th) calendar day in the month following the month that the deductions are made, and shall be accompanied by particulars identifying each employee and the deductions made on the employees behalf.
- 12.02 The Employer agrees to identify annually on each employee's T-4 slip the total amount of Union dues deducted for the preceding year.

ARTICLE 13 - SENIORITY

- 13.01 Seniority is defined as the length of service with the Employer, and shall be applied on a bargaining unit-wide basis, except where expressly stated otherwise.
- 13.02 Probationary employees are all persons initially hired on trial to determine their suitability and compatibility for continued employment. All regular, regular part-time, and term employees shall be considered probationary for the first six (6) months worked. During the probationary period, the employee shall be entitled to all rights and benefits of this Collective Agreement.
- 13.03 Employees who have been transferred or promoted and who are unable to adequately perform the duties of the new position shall, within ninety (90) days, 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.
- 13.04 (a) No specific term position may extend beyond one (1) year with the exception of third-party funded positions.
 - (b) Third-party funded positions are not subject to the provisions of clause 13.01.
 - (c) Clause 13.04 (b) does not affect incumbents holding these positions prior to July 1, 2001.
- 13.05 An employee whose position has a minimum and maximum rate of pay shall be granted a salary increment of one step each year until the employee reaches the

maximum step for that position. Such salary increments are subject to the employee's satisfactory performance of the duties of the position, and shall not be granted unless the employee's supervisor certifies to the Superintendent that the employee is satisfactorily performing the duties of the position.

(a) Salary increments shall be granted effective July 1 each year. Employees will be eligible to receive an increment if:

they are twelve-month (12) employees (as defined in article 21.01) and have been continuously employed since January 1 of that year;

they are eleven-month (11) employees (as defined in article 21.01) and have been continuously employed since January 15 of that year;

they are ten-month (10) employees (as defined in article 21.01) and have been continuously employed since February 1 of that year.

(b) If the Employer determines that an employee is not performing at a level that would merit a salary increment, the Employer shall notify the employee, in writing, of this fact not later than December 15. If the Employer determines that an employee is not going to receive a salary increment, the Employer shall notify the employee, in writing, not later than April 30 of that year.

13.06 Seniority shall only accrue during:

- a) periods the employee is at work;
- b) periods of authorized leaves of absence for up to six (6) months in any year;
- c) period of absence because of illness, disability or injury for up to one year;
- d) scheduled days off;
- e) vacation and designated paid holidays;
- f) periods of leave with pay.

13.07 An employee shall lose seniority in the following circumstances:

- a) if he/she is discharged for just cause and is not reinstated;
- b) if he/she resigns voluntarily;
- c) if he/she is on layoff for more than twenty four (24) months; and

- d) if, following layoff, an employee fails to return to work in accordance with article 29.06.

ARTICLE 14 - DESIGNATED PAID HOLIDAYS

14.01 The following are designated paid holidays for employees:

- a) New Year's Day;
- b) Good Friday;
- c) Easter Monday;
- d) Victoria Day;
- e) National Aboriginal Day;
- f) Canada Day;
- g) Civic Holiday (August);
- h) Labour Day;
- i) Thanksgiving Day;
- j) Remembrance Day;
- k) Christmas Day; and
- l) Boxing Day.

14.02 An employee shall receive his normal pay for each of the designated paid holidays identified in Clause 14.01 whenever the celebration of such holidays falls on an employee's scheduled working day, provided the employee has worked for the Employer for at least thirty (30) days during the preceding twelve (12) months; and the employee is at work their work day immediately following such holiday, unless the employee has been granted permission to be absent.

14.03 When a designated paid holiday under Clause 14.01 coincides with an employee's day of rest, the designated paid holiday shall be moved to the employee's first working day following the employee's day of rest.

ARTICLE 15 - GENERAL PROVISIONS

- 15.01 Upon request of the employee, the Employer shall inform an employee in the Bargaining Unit, in writing, of the balance of his sick and vacation leave credits.
- 15.02 When the Employer rejects an employee's written application for leave, the reason for the rejection shall be provided to the employee in writing within two (2) weeks.

ARTICLE 16 - VACATION LEAVE AND ASSISTANCE

- 16.01 Twelve-month (12) employees shall be entitled to earned vacation with normal pay in accordance with the employee's length of continuous service as provided in this Collective Agreement.
- 16.02 Twelve-month (12) employees shall be granted vacation in accordance with the following schedule:

<u>Length of Service</u>	<u>Vacation Entitlement</u>
1 year to completion of 2 years	15 working days (6%)
3 years to completion of 10 years	20 working days (8%)
11 years to completion of 19 years	25 working days (10%)
20 years and over	30 working days (12%)

Employees who terminate their employment with the Employer for any reason, and who have taken more vacation leave than was earned shall repay the Employer for all unearned vacation leave. The Employer may deduct any amounts owing from an employee for unearned vacation leave.

- 16.03 Where a designated paid holiday occurs during that period of vacation, the employee's period of vacation shall be further lengthened by one (1) workday for each such occurrence.
- 16.04 Four (4) working days travel time shall be added to the vacation period when the employee travels out of the Northwest Territories by vehicle. One (1) working day travel time shall be added to the vacation when the employee travels out of the Northwest Territories by air.

16.05 Where, in respect of any period of vacation leave, an employee is granted compassionate leave or is confined to a hospital, on production of a medical certificate, 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.

16.06 Employees are permitted to carry over to a maximum of ten (10) working days of vacation credit from one year to the next. All other vacation days not taken will be liquidated.

16.07 Vacation Travel Assistance

(a) The Employer agrees to provide to a regular employee who has completed at least five (5) months of service with the Employer, and their dependants a sum of thirteen hundred dollars (\$1,300) for return excursion airfare from Yellowknife to Edmonton. An employee shall have the option of being paid six hundred fifty dollars (\$650) with their September pay cheque and six hundred fifty (\$650) with their June pay cheque or being paid thirteen hundred (\$1,300) with their June pay cheque.

Where an employee has worked more than five (5) months, but less than the full school year, this benefit shall be prorated over the employee's work year.

(b) Notwithstanding 16.07(a), a regular employee employed in the maintenance area will receive the cash equivalent under 16.07(a) two (2) weeks prior to the commencement of his/her vacation period.

(c) When the spouse of the employee is eligible to receive or is receiving a similar benefit from their employment, then the employee and/or the employee's spouse and dependents will not be entitled to this benefit. Where the employee's spouse has been denied such benefit from their employment, the employee and/or the employee's spouse and dependents shall be eligible to receive such benefit from Yellowknife Catholic Schools.

16.08 Regular employees employed in the maintenance area who use their vacation entitlements between the dates of October 1 and March 31 will be granted one (1) additional day for each five (5) consecutive dates of vacation taken during that period.

16.09 When Good Friday and / or Easter Monday occur during the Spring school holiday, ten-month (10) and eleven-month (11) employees shall be paid either one (1) or two (2) additional vacation days.

ARTICLE 17 - COMPASSIONATE LEAVE

17.01 The Employer shall grant leave with pay for a period of five (5) working days plus two (2) working days for travel (if the employee is traveling) when there is a death in the immediate family.

17.02 Upon production of receipts, the employer will reimburse the employee the cost of traveling out of Yellowknife for the purposes stated in Clause 17.01. The reimbursement shall not exceed the cost of bereavement return airfare to Edmonton.

17.03 Compassionate Care Leave

1. The Employer and the Union recognize the importance of access to leave to provide care or support to a gravely ill family member with a significant risk of death.
2. For the purpose of this Article, "family member" is defined as;
 - a) A spouse of the employee;
 - b) A child (including step-child, adopted child and person for whom the employee is legal guardian) of the employee or a child of the employee's spouse;
 - c) A parent of the employee or a spouse of the parent of the employee;
 - d) A parent of the employee's spouse;
 - e) A brother or sister of the employee;
 - f) A brother or sister of the employee's spouse;
 - g) Spouse of the employee's child;
 - h) Grandchild of the employee;
 - i) Grandchild of the employee's spouse;
 - j) Grandparent of the employee
 - k) Grandparent of the employee's spouse;
 - l) Any relative permanently residing in the employee's household or any relative with whom the employee permanently resides.

3. An employee shall be granted compassionate care leave without pay, to a maximum of eight (8) weeks, for the care of an ill family member in accordance with the following conditions:
 - a) An employee shall notify the Employer in writing (except where due to urgent or unforeseeable circumstances such notice cannot be given, in which case the employee shall notify the Employer as soon as possible by the most expedient means possible) of the commencement date of the leave and the expected duration of the leave;
 - b) An employee shall provide the Employer with a copy of the medical certificate as proof that the employee's ill family member is suffering from a serious medical condition with a significant risk of death within twenty six (26) weeks of the commencement of the leave. A certificate from another medical practitioner, such as a nurse practitioner, is acceptable when the 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.
4. Compassionate care leave without pay granted under this article can be taken over separate periods, but each period shall be for a minimum period of one (1) week. Compassionate care leave cannot exceed eight (8) weeks for the same ill family member.
5. Two or more employees of the Employer cannot take more than a total of eight (8) weeks of compassionate care leave without pay for the same ill family member.
6. Periods of compassionate care leave without pay shall be treated as Continuous Employment.
7. Employees shall be returned to work from a period of compassionate care leave without pay in their same position at the same rate of pay. Should an employee become eligible for a pay increment during a period of compassionate care leave without pay, the employee will be paid the new rate of pay when the employee returns to work.
8. If during a period of sick leave, vacation leave or lieu time, an employee is advised of circumstances under which the employee would have been eligible for compassionate care leave without pay under Clause 3 and the employee is granted compassionate care leave without pay, the employee's sick leave, vacation leave or lieu time shall be restored for any concurrent period of compassionate care leave without pay granted.
9. In addition to the compassionate care leave without pay provided in Clause 3, in the case of critical illness to an employee's spouse, child, father or

mother, the employee shall be granted leave with pay to a maximum of five (5) days per year, provided the employee provides a medical certificate to the Employer confirming that the employee's spouse, child, father or mother is suffering from a serious medical condition and has a significant risk of death within twenty six (26) weeks.

10. In addition to the compassionate care leave without pay provided in Clause 3, in the case of critical illness to an employee's sister or brother, the employee shall be granted leave to a maximum of five (5) days per year, providing the employee provides a medical certificate to the Employer confirming that the employee's sister or brother is suffering from a serious medical condition and has a significant risk of death within twenty six (26) weeks. This leave shall be with pay, however, to offset the costs of a replacement the employee will be charged a fee equal to the cost of a casual employee for the employee's position for each day of leave.

ARTICLE 18 - SICK LEAVE

18.01 Advancement of Yearly Sick Leave

- (a) Each regular employee will be advanced their yearly sick leave of two (2) days per month, maximum twenty (20) days per year based on active employment on July 1.
- (b) An employee who works any portion of the year will earn that proportion of the leave in Clause 18.01(a).

18.02 Sick leave credits not used shall accumulate to the credit of the employee. When an employee is eligible for benefits under the Disability Insurance Plan, the employee shall stop collecting sick leave and no further sick leave or salary shall be paid.

18.03 Subject to (a), (b) and (c) below, and 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.

- (a) An employee who works for less than two (2) hours will be charged one day sick leave.
- (b) An employee who works for at least two (2) hours will only be charged ½ day sick leave.
- (c) An employee who works for at least five and one quarter (5.25) hours will not be charged sick leave.

- 18.04 When an employee is laid off the employee shall maintain the days of sick leave they had accumulated prior to lay off and shall continue to accumulate sick leave upon recall from lay off.
- 18.05 Any sick leave taken but not earned as stipulated in Clause 18.01 shall be recoverable from monies payable to the employee.
- 18.06 The Superintendent may advance additional days of sick leave from time to time up to a maximum of 20 days.
- 18.07 Sick leave credits may be used by the employee in the case of illness to the Dependents of an employee where the presence of the employee is required, however, the majority of an employee's sick leave must be used in cases of illness of the employee.
- 18.08 Application for periods of sick leave in excess of three consecutive days shall be accompanied by medical documentation signed by the employee's physician. Sick leave absences for periods less than three days may, at the discretion of the Superintendent, require medical documentation signed by the employee's physician.

ARTICLE 19 - GENERAL LEAVE

19.01 Leave to Appear as Witness or Juror

An employee shall be allowed leave of absence without loss of salary and benefits when subpoenaed as a witness or to appear in a Court of Law. Any remuneration awarded by the Courts or as otherwise prescribed by law above the actual expenses shall be paid to the Employer up to the maximum of salary involved for the period of absence.

19.02 Injury-on-Duty Leave

(a) An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the employee's medical practitioner to a maximum of one (1) year for:

(i) personal injury accidentally received in the performance of the employee's duties; or

(ii) sickness resulting from the nature of the employee's employment.

(b) The employee agrees to pay the Employer any amount received by them for loss of wages in settlement of any claim they may have in respect of such

injury, or sickness, providing, however, that such amount does not stem from a personal disability policy for which the employee or the employees agent has paid the premium, to a maximum of one year.

19.03 Special Leave

Leaves of absences without loss of salary and benefits for a period of up to five (5) days shall be granted by the Superintendent in the event of illness to a Dependent of an employee where medical attention is required outside of Yellowknife through referral by a physician and the presence of the employee is required, provided medical documentation signed by the physician is provided to the Employer. An additional period of up to five (5) days of special leave may be granted with Employer approval. Such leave will not be unreasonably denied.

19.04 The Superintendent may grant leave of absence to an employee for periods not exceeding five (5) days. For periods in excess of five (5) days, permission of the Employer is required.

Such leaves fall into two categories:

a) Leave with pay:

Such leaves may include personal disaster, circumstances beyond an employee's control, adoption of a child, paternity leave, matters related to education, and for participation in the Arctic Winter Games (trials and games), or any other nationally recognized sporting event.

b) Leave without pay:

Taking into consideration such factors as classroom disruption and the effect on the overall school program, leave may be granted for the purpose of pursuing other personal interests not related to education and for the purposes of Union business and holding Union office.

19.05 A regular employee will receive two (2) days without loss of salary as paternity leave to attend with his spouse at the birth of their child. An employee may take such leave within two weeks of the date of birth.

19.06 A regular employee not taking a period of adoption leave will receive two (2) days without loss of salary in order to receive the employees' adoptive child.

19.07 Casual Leave

Employees may be granted casual leave with pay to a maximum of two (2) hours for necessary appointments with a doctor, dentist, or lawyer during work hours,

or for other purposes of a special or unusual nature. Such casual leave shall not be unreasonably denied.

- 19.08 Each employee shall be eligible for two (2) days leave in a period from September 1 of one year to August 31 of the following year, which may be taken at the employee's discretion, provided that adequate notice has been given to their supervisor. This leave shall be with salary and benefits; however, the employee shall be charged the casual rate for their position for the period of leave in accordance with Appendix "B". The Employer shall make every reasonable effort to obtain a substitute.

Discretionary leave shall not be used to extend Christmas holidays, Spring school holidays or summer break except in exceptional circumstances as approved by the Superintendent.

Discretionary leave shall not be used on district professional development days except in exceptional circumstances as approved by the Superintendent.

ARTICLE 20 - DEFERRED SALARY LEAVE PLAN

20.01 Description

- (a) The Deferred Salary Leave Plan has been developed to afford an eligible full-time employee the opportunity to finance a one (1) year leave of absence without compensation by deferring portions of his/her regular salary to finance the year of the leave. The Deferred Salary Leave Plan is referred to throughout the agreement as the "Plan".
- (b) The term of a leave of absence under the Plan shall be a twelve (12) month school or calendar year period. Under no circumstances shall any leave under the Plan exceed one (1) school or calendar year.
- (c) The term "calendar year", shall mean the successive twelve (12) month period commencing January 1 and ending the following December 31.
- (d) The term "deferred annual salary amount", shall mean the accumulated percentage amount of gross annual salary deferred by a participating employee during each non-leave year of his/her enrolment in the Plan, but less those deductions as specified in this Plan.

20.02 Eligibility

- (a) A full-time employee may be eligible to participate in the Plan, provided such employee has fulfilled all the conditions for any previously granted form of leave.

- (b) Two (2) employees will be eligible to take a deferred leave of absence in any given school or calendar year.
- (c) Ten-Month (10) and Eleven-Month (11) employees, as defined in 21.01, shall take a leave of absence for a school year.
- (d) Twelve-Month (12) employees, as defined in 21.01, shall take a leave of absence during a calendar year.

20.03 Application and Notification

- (a) An application by an eligible employee for the Plan shall be made in writing and must be submitted to the Superintendent on or before January 31 of the school year preceding the school year in which the eligible employee wishes to enter the Plan. The eligible employee shall set out the enrolment date in the Plan, the intended year of absence and may include the reasons for the request.
- (b) If there are more applicants for this leave than can be accommodated, the decision as to who should be recommended to the Board shall be made by a Committee to be called the Deferred Salary Leave Committee (hereinafter referred to as the "Committee") and shall be comprised of:
 - i) one (1) Representative; and
 - ii) the Superintendent.

The Deferred Salary Leave Committee shall establish priorities for selection prior to the selection of applicants; however, the following criteria shall form part of those priorities: seniority, previous applications, personal interview, reasons, etc. The Committee shall forward a list of recommended applicants for the Employer's approval.

- (c) The final approval of the application by an eligible employee shall rest solely with the Employer. If the Employer gives its approval, the participation of the eligible employee in the Plan will become effective on the first day of the following school or calendar year.
- (d) The Superintendent shall, by April 15 of the school or calendar year preceding the school or calendar year in which the eligible employee wishes to enter the Plan, advise such employee in writing of the Employer's approval or non-approval of his/her application.
- (e) Before final approval for participation is granted by the Employer, the eligible employee must complete and sign an agreement wherein are set the

terms and conditions of participation in the Plan. Such agreement shall be prepared by the Employer.

- (f) The agreement must be signed by the eligible employee and returned to the Superintendent by April 15 of the school or calendar year preceding the school or calendar year in which the eligible employee has been given approval to enter the Plan, or such employee shall be deemed to have withdrawn his/her application to participate.

20.04 Deferred Salary Formula

- a) During each school or calendar year prior to the leave of absence year, the participating employee, for a maximum of six (6) school years, will receive his/her gross annual salary less the percentage of gross annual salary the eligible employee and the Employer have agreed to defer as per the Deferred Salary Leave Plan agreement. This accumulated percentage of salary shall be retained for the employee by MRS Trust to finance the year of leave.
- b) The minimum Plan shall be a three / four year plan and the maximum will be a six / seven year plan. The possible combinations are as follows:
 - i) Three (3) qualifying non-leave years, followed by one (1) year of deferred leave (3/4 year plan).
 - ii) Four (4) qualifying non-leave years, followed by one (1) year of deferred leave (4/5 year plan).
 - iii) Five (5) qualifying non-leave years, followed by one (1) year of deferred leave (5/6 year plan).
 - iv) Six (6) qualifying non-leave years, followed by one (1) year of deferred leave (6/7 year plan).
- c) The percentage of gross annual salary the participating employee and the Employer have agreed to defer may be amended once per school or calendar year. Such notice must be given to the Assistant Superintendent - Business thirty (30) days before the effective date of the amendment.
- d) The percentage of gross annual salary to be deferred in each year shall not exceed thirty percent (30%).

20.05 Income Tax

The amount of income tax to be deducted will be computed on the actual gross salary received by the participating employee during each of the calendar years

he / she is enrolled in the Plan. This will be subject to the Employer receiving a ruling to its satisfaction from Canada Revenue Agency that the Plan contemplated hereby is not unlawful and is acceptable to Canada Revenue Agency. Interest on deferred salary amounts is paid out each year. The participating employee will pay income tax on interest income received in the year it is received.

20.06 Administering the Deferred Salary

- a) The deferred salary amounts shall be placed in trust with MRS Trust in the employee's name and shall be administered by MRS Trust.
- b) In consideration of the administrative services performed by the Employer, the participating employee shall indemnify and save the Employer harmless against any expense, claim or liability ensuing out of or resulting from such services.

20.07 Payment of Deferred Salary During Year of Leave

The monies to be paid during a participating employee's year of leave in accordance with Section 20.04 shall be paid by MRS Trust on a monthly basis.

A participating employee during the year of leave under the plan shall not accumulate nor be entitled to the following:

- a) Continuous service for salary increments; and
- b) statutory holidays, maternity, sick or any other leaves.

20.08 Health and Welfare Benefits

- (a) While a participating employee is enrolled in the Plan, any applicable health and welfare benefits computed with reference to salary shall be structured according to full grid salary.
- (b) The Employer will continue paying its share of applicable health and welfare benefits for a participating employee during the non-leave school or calendar years of the Plan.
- (c) The Employer will maintain applicable health and welfare benefit coverage for a participating employee during the year of leave under the Plan, provided such employee assumes the full responsibility of paying the total costs for said benefits save those required to be paid by the Employer, by law.

- (d) Housing allowance and transportation "travel assistance" allowance will not be paid to the participating employee during the year of leave.
- (e) All moving costs incurred in the year of leave shall be paid by the participating employee.

20.09 Withdrawal

- (a) A participating employee who ceased to be employed with the Employer at any time during his/her enrolment in the Plan must withdraw from the Plan.
- (b) A participating employee may not withdraw from the Plan without obtaining the written approval of the Employer. Such approval shall not be given after March 15 in the school or calendar year preceding the school or calendar year in which the leave is scheduled to be taken and such approval may only be given where there are exceptional circumstances such as financial hardships.
- (c) In the event that the employee withdraws from the plan, the Employer will notify MRS Trust of said employee's withdrawal from the Plan and arrange for a lump sum adjustment equal to his/her deferred salary amount.
- (d) Should a participating employee die, the Employer shall, within ninety (90) days of written notification to the Employer of the death, arrange with MRS Trust for payment of the participating employee's estate subject to the Employer receiving necessary clearance and proofs normally required for payment to an estate.

20.10 Terms of Reference

- (a) A participating employee shall return to duty with the Employer for at least one (1) year after the school or calendar year of the leave.
- (b) Should a participating employee fail to report for duty without reasonable cause on the first day of school or calendar year following completion of the leave, such employee shall be deemed to have abandoned his/her employment with the Employer and the Employer may, without further notice to said employee, forthwith fill the position with someone other than the participating employee.
- (c) Subject to Section 20.10(a) and 20.10(b), on return from leave, effort will be made by the Superintendent to return the employee to the same position he or she vacated.
- (d) Subject to Sections 20.10(a) and 20.10(b), a participating employee, on return to duty following the leave, shall normally be reinstated at the same

level of entitlement as that which existed prior to the commencement of the school or calendar year in which leave under the Plan was taken.

ARTICLE 21 - HOURS OF WORK

Work Year	Position	Daily Hours of Work
12 Months	Maintenance Staff	8.0
12 Months	Office Assistant	7.5
12 Months	Administrative Secretary	7.5
12 Months	Technology Technician	7.5
11 Months	Technology Coordinator	8.0
11 Months	School Secretary & Administrative Assistant	7.5
11 Months	Library Technician	7.5
10 Months	Library Tech Aide	7.5
10 Months	Bridges Coordinator	7.5
10 Months	Mentorship Coordinator	7.5
10 Months	Classroom Assistant	7.0
10 Months	School Community Counselor	7.5
10 Months	Early Childhood Program Staff	7.0
10 Months	School Counselor	7.5

21.02 All employees shall be entitled to a rest period of fifteen (15) minutes, morning and afternoon.

21.03 French Monitors' work year, hours of work, salary and benefits are based on the agreement with the Council of Ministers of Education, Canada.

ARTICLE 22 - OVERTIME

22.01 In this Article "overtime" means work performed by an employee in excess or outside of their regularly scheduled hours of work.

22.02 Subject to operational requirements, the Employer shall make every reasonable effort to give employees who are required to work overtime reasonable advance notice of this requirement.

Except in the case of an emergency, no employee shall be required to work overtime.

- 22.03 When an employee is authorized in advance by the Employer to work beyond the employee's regular hours of work, such hours shall be considered as overtime and shall be paid for at one and one-half (1.5) times the hourly rate.

An employee who is authorized in advance by the Employer to work on a designated paid holiday and Sundays shall be paid twice the hourly rate for the hours worked.

- 22.04 When an employee accumulates overtime hours, the employee has the option of being paid out for that overtime or taking time off in lieu to a maximum of five (5) days. If the Employee chooses the option of time off, approval must be first obtained from their supervisor. The supervisor will not unreasonably withhold such approval.

- 22.05 When an employee works less than their regular hours of work, overtime hours may be used to compensate for this rather than a deduction from salary.

ARTICLE 23 - PAY

- 23.01 Employees are entitled to be paid for the job evaluation of the position to which they are appointed at the pay rates specified in the Appendices attached.

In order to convert hourly rates of pay to an annual salary, the following formula will be used:

Twelve-month (12) employees: Hours per day (per Article 21) multiplied by weekdays per year multiplied by hourly rate for the employee's job evaluation in Appendix B;

Eleven-month (11) employees: Hours per day (per Article 21) multiplied by (sum of weekdays as defined in Article 1.01 c) ii) plus statutory holidays outside the School Year) multiplied by hourly rate for the employee's job evaluation in Appendix B;

Ten-month (10) employees: Hours per day (per Article 21) multiplied by (sum of weekdays in School Year plus statutory holidays outside School Year) multiplied by hourly rate for the employee's job evaluation in Appendix B.

- 23.02 The annual salary for all employees will be divided into Twelve (12) equal payments and will be paid one twelfth (1/12) on the last day of each month.

Employees will receive an advance of one half (½) of their monthly net pay rounded down to the nearest dollar, on the fifteenth (15) of each month. Said advance will be deducted from the following regular pay. If the last day or the fifteenth day of the month is a weekend, employees will be paid on the preceding Friday.

For ten month employees the annual salary for the period from September 1 in one year to August 31 in the following year shall be based upon the employee's hourly rate as of September 1 in that year,

For eleven month employees the annual salary for the period from August 1 in one year to July 31 in the following year shall be based upon the employee's hourly rate as of August 1 in that year.

23.03 Acting Pay

- (a) When an employee is assigned by the Employer to substantially perform all of the duties of a higher classification level on an acting basis, the employee shall be paid acting pay calculated from the date on which the employee commenced to act as if the employee had been appointed to that higher job evaluation level for the period in which the employee acts.
- (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.

23.04 When an employee is appointed to a new position, the employee shall be paid:

- (a) If the appointment constitutes a promotion, an increase in salary that is nearest to but not less than the difference between Step 1 and Step 2 of the new pay range.
- (b) If the appointment constitutes a transfer, at the rate nearest to but not less than the employee's former rate of pay.

23.05 Overpayment

- (a) Where an employee, through no fault of their 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 and devise an acceptable recovery schedule. The employee shall repay the overpayment in a reasonable time period.
- (b) If more than five (5) years have passed since the overpayment, there shall be no recovery of the overpayment.

(c) At no time is more than 10% of the employee's gross pay to be recovered from any one pay cheque.

23.06 If an employee is reclassified after July 1, 2003 to a level which has a lower maximum rate of pay than the employee's current classification, the employee shall be paid at the step in the new level which is nearest to but not less than the employee's current rate of pay. If the Employee's current rate of pay is greater than the maximum rate of pay at the new level, the employee's rate of pay shall not change. The employee shall receive fifty percent (50%) of the general economic rate increases until the employee's rate of pay falls within the pay scale of the new level.

23.07 If an employee is reclassified to a level which has a higher maximum rate of pay than the employee's current classification, the employee shall be paid at the step in the new level which is nearest to but not less than the employee's current rate of pay.

ARTICLE 24 - CALL-BACK PAY

24.01 When an employee is recalled to a place of work outside of regular working hours for a specific duty, the employee 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) any number of call-outs between the hours of 6:01 am and 9:59 pm, within a continuous four (4) hour period of the initial call-out, will constitute one call-out. Any call-outs between the hours of 10:00 pm and 6:00 am will be treated as separate call-outs.

ARTICLE 25 - SHIFT PREMIUM

25.01 In the event that the Employer implements a system of shifts, the parties will meet for the purpose of negotiating a suitable shift premium. Should the parties be unable to agree on the amount of the shift premium, the matter may be referred by either party to arbitration for final determination.

ARTICLE 26 - STANDBY

26.01 Where the Employer requires an employee to be available on standby during off-duty hours, the employee shall have the Employer's maintenance vehicle and cell phone and shall be compensated at the following rates:

- (a) the employee shall be entitled to a standby payment of twenty eight dollars (\$28) per day, except on Saturdays, Sundays and designated paid holidays;
- (b) the employee shall be entitled to a standby payment of thirty six dollars (\$36) on Saturdays, Sundays and designated paid holidays.

Where the employee on standby is required to check Employer-operated buildings during a period of standby, the employee will be eligible for two (2) hours of pay at the applicable overtime rate.

In designating employees for standby, the Employer will endeavor 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.

ARTICLE 27 - TECHNOLOGICAL CHANGE

27.01 The Employer agrees to provide at least 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 of employees or this Collective 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.

In cases where employees may require retraining, the Employer will make every reasonable effort to offer training courses.

ARTICLE 28 - EMPLOYEE SERVICE RECOGNITION

28.01 Appreciation of continuous employee service to Yellowknife Catholic Schools shall be honoured and recognized according to the following schedule:

5 Years	\$500
10 Years	\$1000
15 Years	\$1500
20 years	\$2000
25 Years	\$2500
30 Years	\$3000
35 Years	\$3500

Payment shall be made at the annual Yellowknife Catholic Schools Recognition and Appreciation Evening.

ARTICLE 29 - LAY-OFF AND RECALL

- 29.01 In the event of a lay-off or recall, seniority shall be the determining factor unless a senior employee does not possess the qualifications and skills to perform the required tasks.
- 29.02 Prior to a lay-off, the employee affected shall be given three (3) month's notice, in writing, of the effective date of their lay-off, or shall be granted pay in lieu thereof. Every employee subject to lay-off shall, during the employee's period of notice, be granted reasonable leave with pay for the purpose of being interviewed and examined by a prospective employer and to such additional leave with pay as the Employer considers reasonable for the employee to travel to and from the place where the employee's presence is so required.
- 29.03 During the three month notice period set out in 29.02, The Employer will consult with the Union concerning the layoff notices and on alternatives to layoffs.
- 29.04 An employee who is laid off shall be eligible for the following:
- (a) Two (2) weeks pay per year for the first five (5) complete years of continuous employment; and,
 - (b) three (3) weeks pay per year for each year of continuous employment that exceeds five (5) years.
- However, in no case will the amount of pay for layoff exceed fifty-two (52) weeks.
- 29.05 An employee who is laid off shall be placed on a recall list for twenty four (24) months. While an employee is on the recall list, his or her seniority shall be maintained but the employee shall not accrue seniority during this period.
- 29.06 Employees shall be recalled to work in order of seniority within the classification being recalled. The employee shall return to work within fourteen (14) working days of receipt of notice of recall, unless on reasonable grounds the employee is unable to do so. An accident, illness or inability to communicate shall be considered as reasonable grounds.

ARTICLE 30 - EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

- 30.01 When a formal employee performance evaluation is made, the employee concerned shall be given the opportunity to discuss, and then sign the evaluation 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 the employee's performance evaluation and may

use the grievance procedure in Article 33 to correct any factual inaccuracies in his/her performance evaluation.

The person who completes an employee's performance evaluation must have observed the employee perform his/her duties.

30.02 Any document or written statement related to disciplinary action, which may have been placed in the personnel file of an employee, shall be destroyed after eighteen months (18) has elapsed since the disciplinary action was taken provided that no further disciplinary action of a similar nature has been recorded during this period.

30.03 Upon written request of an employee, the personnel file of that employee shall be made available for their examination at reasonable times in the presence of an authorized representative of the Employer.

ARTICLE 31 - JOB EVALUATION / JOB DESCRIPTIONS

31.01 Upon hire, transfer or upon written request, an employee shall be entitled to a complete and current Job Description of the employee's position, including the position's job evaluation.

31.02 (a) Where an employee believes that his/her position has been improperly evaluated he/she may file a written appeal with the Superintendent. The Superintendent will forward the appeal to the Job Evaluation Appeal Committee (JEAC) to review the evaluation, giving the employee(s) and/or their representative the opportunity to be heard and to explain the reason(s) for the appeal. The JEAC will consist of two (2) Representatives (or, if the Union chooses, one Union Representative and one Representative) and two (2) employer representatives. All members of the JEAC must be trained in the use of the current Job Evaluation System. The JEAC may by unanimous decision determine that the position evaluation is proper or by unanimous decision determine that the position has been improperly evaluated and determine the proper evaluation of the position. This unanimous decision of the JEAC is binding until the Employer provides a substantially changed Job Description.

- (b) Should the Job Evaluation Appeal Committee be unable to reach a unanimous decision, the employee may withdraw the appeal or request in writing that the Superintendent refers the appeal to the Independent Job Evaluation Appeal Specialist (IJEAS) who must be trained in the use of the current Job Evaluation System. The IJEAS shall be chosen by the Employer and the Union. Where they fail to agree on the appointment of the IJEAS, the appointment shall be made by the Supreme Court of the Northwest Territories upon the request of both parties. The IJEAS shall give the employee and/or the employee's representative an opportunity to be heard and to explain the reason(s) for the appeal. The IJEAS may determine that the position evaluation is proper or the IJEAS may determine that the position has been improperly evaluated and determine the proper evaluation for the position. The decision of the IJEAS is binding until the Employer provides a substantially changed Job Description.
- (c) An employee may withdraw his/her appeal at any time during the process described in this Article.

31.03 If the Employer creates a new position, the Employer shall meet with the Union and advise the Union of the evaluation level for the position. If the Union does not agree with the evaluation, the Employer shall apply the evaluation level for the position, and the Union may refer the matter to the JEAC under Article 31.02(a). Such appeal shall be filed within sixty (60) days of the date of the meeting between the Employer and the Union.

ARTICLE 32 - CLASSIFICATION

32.01 During the term of this Collective 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 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.

ARTICLE 33 - ADJUSTMENT OF DISPUTES

33.01 A grievance under this Collective Agreement shall be defined as any difference or dispute between the Employer and any employee that cannot, in the opinion of the employee, be resolved by the employee's immediate supervisor within a reasonable period of time, or between the Employer and the Union relating to the interpretation, application or administration of this Collective Agreement, or an allegation that this Collective Agreement has been violated. Matters of

disciplinary action, suspension, dismissal and letters of discipline shall also be subject to the grievance procedure.

33.02 Except as otherwise provided in this Collective Agreement, a grievance shall be processed by recourse to the following steps:

- (a) First Level - Immediate Supervisor
- (b) Second Level - Superintendent
- (c) Third Level - Arbitration

33.03 An employee or the Union shall present a grievance at the first level of the grievance procedure within thirty (30) calendar days following the first occurrence of the event giving rise to the grievance.

33.04 The Employer shall reply in writing to an employee's grievance within five (5) working days at the first level and ten (10) working days at the second level.

33.05 An employee or the Union may present a grievance at each succeeding level in the grievance procedure beyond the first level,

- (a) where the decision or settlement is not satisfactory to the employee, within fourteen (14) calendar days after that decision or settlement has been conveyed to the employee by the Employer; or
- (b) where the Employer has not conveyed a decision within the time prescribed in Clause 33.04, within fourteen (14) calendar days after the day the reply was due.

33.06 Where an employee has been represented by the Union in the presentation of the employee's grievance, the Employer will provide the appropriate Union Representative 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.

33.07 The Union shall have the right to initiate and present a grievance on any matter to any of the two (2) levels in the grievance procedure.

33.08 The time limits stipulated in this procedure may be extended by mutual agreement between the Employer and the Union.

33.09 Within thirty (30) working days following the decision at the second level of the grievance procedure, either party shall notify the other party of its decision to submit the grievance to a single arbitrator for final determination.

- 33.10 If mutual agreement is not reached by the parties to choose a single arbitrator within ten (10) calendar days from the time that either party receives notification of a wish to proceed to arbitration, then the Federal Minister of Labour shall be asked to appoint said arbitrator. Both parties shall accept this appointment.
- 33.11 Power of the Arbitrator
- (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 Collective Agreement.
 - (b) The arbitrator shall hear and determine the difference or allegation and shall issue a decision and the 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.
- 33.12 The arbitrator shall not have the authority to alter or amend any of the provisions of this Collective Agreement, or to substitute any new provisions in lieu thereof, or to render any decision contrary to the terms and provision of this Collective Agreement, or to increase or decrease wages.
- 33.13 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.
- 33.14 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 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 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 a judgment or an order of that court and may be enforceable as such.
- 33.15 Where an employee is required to attend a meeting with the Employer to deal with matters that are of a disciplinary nature, the employee shall have the right to have a Representative or Union Representative in attendance.
- 33.16 When employees are to be suspended or discharged from duty, the Employer shall notify the employee in writing of the reasons for such suspension or discharge in sufficient detail that the employee may defend one's self against it. The Employer shall give such notification at the time suspension or discharge is imposed.

ARTICLE 34 - NO CONTRACTING OUT

34.01 There shall be no contracting out of bargaining unit work to the extent that it results in the lay-off, continuance of a lay-off or the reduction in the hours of work of any employee.

ARTICLE 35 - SAFETY AND HEALTH

35.01 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.

35.02 A copy of the Safety Act and Regulations, and any other applicable health and safety legislation and regulations, shall be readily accessible (in paper or electronic form) to each employee in the workplace.

35.03 The Employer shall advise employees of any known workplace hazards or potential safety hazards. An employee shall report all potential workplace hazards or potential safety hazards that the employee is aware of to the employee's supervisor.

Occupational Health and Safety Committee

35.04 The Occupational Health and Safety Committee is established in accordance with the provisions for occupational health and safety committees under the Safety Act and its pursuant applicable regulations.

- i. The purpose of this Committee, in addition to the duties set-out in the legislation, is to participate in monitoring workplace health and safety. The Committee may make recommendations to the Employer on occupational health and safety practices and procedures.
- ii. The Committee is a forum where Employer and employee representatives can meet to exchange information, discuss policies, programs and conditions, and where employee representatives can communicate to the Employer their views on workplace health and safety matters.

Meetings & Quorum

- iii. The Committee shall consist of two (2) representatives from the employees and two (2) representatives from the Employer. The Committee shall select from its own membership two Chairpersons, one from the representatives from the employees and one from the representatives from the Employer, who shall rotate duties at every meeting. The Committee will meet at least quarterly, and when necessary as decided by the Committee, during normal

working hours. Committee members may designate alternates to attend in the place of a Committee member.

- iv. The quorum of the Committee shall consist of a majority of the members of the Committee, of which at least half are representative of the employees and of which at least half are representatives of the Employer.
- v. Members of the Committee are entitled to such time from their regular work as is necessary to attend meetings.

Minutes

- vi. Minutes of every meeting will be prepared and distributed by the Employer's representatives prior to the next meeting, at which the minutes will be presented for review and adoption. Adopted minutes shall be forwarded to the Union and posted by the Union in the workplace for at least twelve (12) months.

Powers of Committee

- vii. The Committee may request from the Employer any information that the Committee considers necessary to identify existing or potential hazards with respect to materials, processes, equipment or activities.
- viii. The Committee shall have full access to all reports, studies and tests in the Employer's possession relating to the health and safety of employees, or to the parts of those reports, studies and tests that relate to the health and safety of employees, but shall not have access to the medical records of any person, except with the person's written consent.

Right to Refuse Work of Unusual Danger

35.05 An employee may refuse to do any work where the employee has reason to believe that:

- (a) there exists an unusual danger to health or safety of the employee;
- (b) the carrying out of the work is likely to cause to exist an unusual danger to the health or safety of the employee or of any other person; or
- (c) the operation of any tool, appliance, machine, device or thing is likely to cause to exist an unusual danger to the health or safety of the employee or of any other person.

35.06 "Unusual danger" means in relation to any work,

- (a) a danger that does not normally exist in that work; or
- (b) a danger under which a person engaged in that work would not normally carry out his or her work.

35.07 Upon refusing to work, the employee shall immediately report the circumstances of his or her refusal to the Employer. The Employer shall without delay investigate the report and take steps to eliminate the unusual danger in the presence of the employee and a representative of the Union, who shall attend without delay.

35.08 Following the investigation and any steps taken to eliminate the unusual danger, the Employer shall notify the employee of the investigation and the steps taken, and where the employee has reasonable grounds to believe that:

- (a) there exists an unusual danger to the health or safety of the employee,
- (b) the carrying out of the work is likely to cause to exist an unusual danger to the health or safety of the employee or of any other person, or
- (c) the operation of any tool, appliance, machine, device or thing is likely to cause to exist an unusual danger to the health or safety of the employee or of any other person.

The employee may refuse to work and the employer or employee shall without delay notify the Committee of the refusal to work.

35.09 The Committee shall, within 24 hours after receiving notification, investigate the circumstances that caused the refusal to work in the presence of the employer, or a person representing the employer, and the employee, and decide whether an unusual danger exists or is likely to exist, as the case may be.

35.10 Where the Committee decides that an unusual danger exists or is likely to exist, as the case may be, no person shall perform the work until:

- (a) the employer has taken steps to eliminate the unusual danger, and
- (b) the Committee is satisfied that the unusual danger no longer exists or is no longer likely to exist,

and the Committee, on being satisfied of that, shall without delay notify the employer that the unusual danger no longer exists or is no longer likely to exist, as the case may be.

35.11 Pending the investigation and decision by the Committee or pending an appeal as set out in 35.13, the employee shall remain in a safe place at or near the place of the investigation during his or her normal working hours unless the Employer assigns the employee to temporary alternative work that the employee is competent to perform.

35.12 The employee shall be paid at his or her regular rate of pay during the normal working hours the employee spends at the place of the investigation or in the performance of alternative work.

35.13 The employee or the Employer may appeal a decision of the Committee to the Chief Safety Officer who shall, as soon as is practical, investigate and decide on the matter.

35.14 The decision of the Chief Safety Officer is final.

Pregnant and Nursing Mothers

35.15 The Employer and the Union recognize the rights of pregnant and nursing employees under the Canada Labor Code Part II.

35.16 A pregnant employee or nursing mother who provides the Employer a medical certificate attesting her working conditions may be dangerous to herself by reason of pregnancy, or to her fetus or child, may request to be assigned to other duties involving no such danger for the duration of her pregnancy or nursing period. An appropriate modified work program will be implemented for the duration of pregnancy and/or nursing period, with no loss of pay or benefits during the period of modified work. A pregnant or nursing mother who cannot be accommodated shall be placed on temporary leave with no loss of pay or benefits.

First Aid

35.17 The Employer will offer required First Aid and CPR courses in order to meet the requirements under the Safety Act. Employees, who take the required First Aid and CPR courses, including the refresher courses, shall be granted leave with pay for such courses and the Employer will assume the cost of such courses.

35.18 The Employer will ensure that First Aid facilities at all schools and worksites will be organized and maintained with such equipment and supplies as prescribed by the Safety Act and regulations.

Transportation of Injured Workers

35.19 The Employer shall provide, at no expense to the employee, appropriate transportation to the nearest physician or medical facility, and from there to the

employee's home or place of work, depending on the decision of the attending physician, when such services are immediately required by an employee as a result of injury or serious ailment occurring in the workplace.

Accident and/or Injury Reports

35.20 Upon request, an employee is entitled to copies of his or her accident and/or injury reports on file with the Employer.

Workplace Hazardous Materials Information Systems

35.21 The Employer shall identify in writing new or presently used chemicals, substances or equipment present in the workplace including existing or potential hazards, precautions and antidotes or procedures to be followed following exposure.

35.22 The Employer will offer Workplace Hazardous Material Information Systems (WHMIS) training at the Employer's expense for all maintenance employees to ensure that all maintenance employees hold a valid certificate. The Employer shall provide WHMIS training during working hours.

ARTICLE 36 - MOVING ASSISTANCE

36.01 Transportation charges equal to ninety percent (90%) of the total cost for furniture and personal belongings will be paid for by the Employer for employees coming to Yellowknife. The maximum weight will be 2,268 kg (5,000 pounds) for an employee without dependents; and 3628 kg (8,000 pounds) for an employee with dependents. An employee not remaining with the Employer for two (2) years shall be required to repay part of this special benefit prorated over two (2) years.

36.02 Employees, whose employment is terminated after working a minimum of two (2) years are eligible for relocation assistance. For an employee with dependents, the maximum allowable assistance is fifteen hundred dollars (\$1,500) plus four hundred dollars (\$400) for each year of consecutive service with the employer. For an employee without dependants, the maximum allowable assistance is eleven hundred and twenty five dollars (\$1,125) plus three hundred dollars (\$300) for each year of continuous service with the employer. The employee, to be eligible for assistance, must move from Yellowknife within one year from the date of termination. Claims under this clause must be supported by receipts.

ARTICLE 37 - EDUCATIONAL ALLOWANCES

- 37.01 The Employer shall do what is reasonably practicable to increase the knowledge, training and skill of the regular employees, having due regard for their seniority, to enable them to apply for vacancies in higher or different job classifications within Yellowknife Catholic Schools.
- 37.02 The Employer will pay a maximum of four hundred dollars (\$400) per certified course or other courses as approved by the Superintendent. The employer will pay for a maximum of four courses per employee per year.
- 37.03 The Employer will pay one hundred percent (100%) of Administration initiated courses.
- 37.04 All employees taking Employer initiated courses shall be provided work time for training. The actual amount of time for training is to be determined by the District Administration in consultation with the employee.

ARTICLE 38 - CIVIL LIABILITY

- 38.01 If an action or proceeding is brought against any employee or former employee covered by this Collective 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 hereinbefore referred to, being commenced against the employee shall soonest advise their supervisor or superintendent of any such notification or legal process;
 - (b) The Employer shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees, and/or;
 - (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 gross disregard or neglect of their duty as an employee.
 - (d) Upon the employee notifying the Employer in accordance with paragraph (a) above, the Employer and the employee shall forthwith meet and appoint counsel that is mutually agreeable to both parties. Should the parties be unable to agree on counsel that is satisfactory to both, then the Employer shall unilaterally appoint counsel.
 - (e) If, upon adjudication of a matter arising out of this Article, there is a finding that the employee was not acting in the performance of their duties at the

time of the alleged tort, then the employee shall be indebted to the Employer for an amount equal to the expenses incurred on the employee's behalf pursuant to this article. Prior to said recovery the Employer and employee shall discuss an acceptable recovery schedule. The employee shall repay said expenses in a reasonable time period.

ARTICLE 39 - VACANCIES, JOB POSTINGS, PROMOTIONS AND TRANSFERS

- 39.01 Every vacancy for positions expected to be more than six (6) months' duration and every newly created position shall be brought to the employee's attention. Any employee shall have the opportunity of applying for the position.
- 39.02 In determining preference for vacant positions or transfers within the bargaining unit, where there are two or more applicants, the Employer will consider the skills, performance, qualifications and the seniority of the applicants. Where the applicants meet the skills, performance and qualification standards, seniority shall be the determining factor.

ARTICLE 40 - RETROACTIVE PAY

- 40.01 The terms and conditions of this Collective Agreement will be effective in accordance with Clause 51.01.

ARTICLE 41 - CREDIT FOR PREVIOUS EXPERIENCE

- 41.01 Employees who have previously been employed with the Employer and are rehired to the same or similar classification within five (5) years of their previous employment with the Employer shall receive one hundred percent (100%) credit of the previous experience in the determination of their placement on the increment level of their appropriate wage scale.

ARTICLE 42 - MATERNITY AND PARENTAL LEAVE

- 42.01 An employee who has been continuously employed for at least six (6) months is entitled to maternity leave and / or parental leave.
- (a) A pregnant employee may take maternity leave of up to seventeen (17) weeks commencing at any time during the twelve (12) weeks immediately before the estimated delivery date.
- (b) In the case of natural childbirth or adoption of a child, parental leave of up to thirty-seven (37) weeks may be taken wholly by either parent or may be

divided between the father and the mother. Where both parents are employed by the Employer, only one is entitled to receive this benefit at any time. Parental leave may be taken in the fifty-two (52) weeks after the child's birth or placement with the adoptive parents or by the mother immediately following maternity leave.

42.02 Combined maternity and parental leave shall not exceed fifty-two (52) weeks.

42.03 An employee who becomes pregnant shall apply in writing for maternity leave and parental leave not less than four (4) months before the expected date of confinement, unless it is medically required to begin maternity leave before the four (4) months' notice expires. In the application, the employee shall give their intention about returning to duty.

42.04 Subject to article 42.03, an employee who wishes to take parental leave shall apply in writing for such leave not less than four (4) months before beginning parental leave, unless the medical condition of the birth mother makes it impossible to comply with this requirement or the date of the child's placement with the adoptive parent was not foreseeable, in which case notice shall be given at the earliest opportunity. In the application, the employee shall give their intention about returning to duty.

42.05 Maternity leave and parental leave shall be without salary, allowances and benefits except as provided for in clause 42.06.

42.06 Notwithstanding Article 42.05, An employee who completes six (6) months of continuous employment and who provides the Employer with proof that the employee has applied for and is eligible to receive Employment Insurance ("EI") benefits shall be paid a maternity leave allowance. Such allowance shall be paid for a maximum of seventeen (17) weeks while the employee is an E.I. claimant and shall provide payments equivalent to eighty-five percent (85%) of the employee's normal rate of pay (when combined with E.I. benefits).

(a) For approved maternity leave, the Employer agrees to provide its share of Health and Welfare premiums for the duration of the approved leave.

(b) An applicant for maternity leave must sign an agreement that:

(i) the employee will return to work for at least five (5) months of the school year or such shorter period as mutually agreed upon between the Employer and the employee;

(ii) the employee will return to work on the date of the expiry of the maternity leave unless the date is changed with the Employer's consent;

(iii) should the employee fail to return to work as agreed, the employee shall reimburse the Employer for all monies paid pursuant to Article 42.06, including the above-mentioned premium costs but excluding the E.I. benefits, except if the failure to return to work is caused by the employee's death, disability or layoff.

42.07 An employee who has applied for maternity leave will be required to provide the Employer, at the end of the seventh (7th) month of pregnancy, a medical certificate from her physician that her health will not be impaired by her continued employment.

42.08 An applicant for parental leave must sign an agreement that:

(a) the employee will return to work for at least five (5) months of the school year or such shorter period as the Employer agrees;

(b) the employee will return to work on the date of the expiry of the parental leave unless the date is changed with the Employer's consent.

42.09 An employee returning from maternity leave and, if applicable, parental leave may be required to pass a medical examination before returning to duty. If the return to duty is less than three (3) months from termination of pregnancy, a medical examination and written approval from a medical physician to the Employer is necessary.

42.10 Maternity leave will not interrupt any continuity of service clause; however, if an employee is employed by the Board for one hundred and ten days (110) or more in a school year starting from her first work day in a school year, the employee will be granted an increment equivalent to one (1) years experience on return to duty.

42.11 Subject to Article 42.12, the Employer is under obligation to reassign the employee to work after the termination of the maternity leave or parental leave. Should a position for which the employee is qualified come open during the maternity leave or parental leave, the employee will have the right to apply for the position.

42.12 Failure of the employee on maternity leave or parental leave to return to work as agreed will constitute resignation without any further obligation upon the Employer, and the employee will not be entitled to return to work, except if the failure to return to work is caused by the employee's disability.

42.13 The parties shall discuss any subsequent changes which occur to the labour Standards Acts or the Employment Insurance Act in regards to maternity leave or parental leave.

ARTICLE 43 - HOUSING ALLOWANCE

43.01 A housing allowance of four hundred seventy five dollars (\$475) per month will be paid to regular employees. For regular part-time employees, the allowance will be pro-rated over the number of weeks worked.

ARTICLE 44 - HEALTH AND WELFARE

44.01 The Employer shall make available an insurance plan which provides life, accidental death, dismemberment, long-term disability insurance, dental and prescription drug coverage. In the event of a change in plans, the new plan will contain benefits equal to or better than the current plan.

Participation in all plans except the dental plan shall be compulsory for all eligible employees. Participation in the dental plan shall be compulsory for all employees not enrolled in a similar plan.

The Employer shall pay 100% of the premiums.

44.02 Participation in the insurance plan shall be a condition of continued employment for all employees.

44.03 When employees receive disability benefits from the insurance plan, no further salary and benefits shall be paid by the employer for the period of disability.

44.04 Vision care expense and the cost and replacement of hearing aids is covered by a plan which the Board pays one hundred percent (100%) of the premiums for employees electing to take this coverage.

44.05 Surgical and medical expense is covered by a plan which the Employer pays one hundred percent (100%) of the premium for employees electing to take this coverage.

44.06 The Employer shall provide to each employee a booklet explaining the current health and welfare plans in existence.

44.07 (a) When an Employee or dependent requires non-elective medical-care not available in Yellowknife, the employer will pay equivalent return economy airfare to Edmonton when it is not paid by other agencies. Similar coverage will be provided for an escort, if necessary. Medical referral and documentation from a physician shall be required.

(b) In addition to the airfare, the Employer shall provide reimbursement for meals, accommodation, ground transportation and other medical travel costs

up to a maximum of two hundred dollars (\$200) per day for each day, up to a maximum of fourteen (14) days of approved medical travel leave.

- (c) For the purpose of the above paragraph, dental care shall not be considered as medical care unless the Employer otherwise approves a request where dental treatment is required and the necessary treatment cannot be provided in Yellowknife.

44.08 The Employer agrees that the Union shall be consulted on any proposed increases to benefits packages due to a change in carriers.

44.09 Each employee shall receive a Health Spending Account. Each employee can apply for reimbursement from the employee's Health Spending Account for up to five hundred dollars (\$500) per school year for any health-related expenses of the employee or the employee's dependents.

Any unused amounts in an employee's Health Spending Account can be carried forward for one School Year. Any amounts in an employee's Health Spending Account that are not used within two (2) School Years shall lapse.

All issues concerning the Health Spending Account, including issues around approval of expenses, shall be determined by the Health Spending Account provider.

ARTICLE 45 - REGISTERED PENSION PLAN

45.01 The Employer agrees to make a voluntary pension plan available to regular employees. Effective July 1, 2005, the Employer and each participating employee shall each make contributions to the plan in keeping with the following formula:

- (a) From \$0 up to Canada Pension Plan Basic Exemption – six point five percent (6.5%) of salary.
- (b) Amounts between Canada Pension Plan Basic Exemption and Canada Pension Plan Maximum Annual Pensionable Earnings – four point eight percent (4.8%) of salary.
- (c) Amounts in excess of Canada Pension Plan Maximum Annual Pensionable Earnings – six point five percent (6.5%) of salary.

The contributions shall be made in addition to the required Canada Pension Plan contributions.

ARTICLE 46 - PARKING

- 46.01 A regular employee who arranges with the Employer to plug in their automobile at their workplace will be required to pay to the Employer a charge of twenty-five dollars (\$25.00) per month for the period of November 1 to March 31 of each year. Any employee wishing to use a plug-in for only a portion of this time period will be charged forty dollars (\$40.00) per month.
- 46.02 The provisions of Clause 46.01 will apply to regular part-time employees on a pro-rated basis.
- 46.03 Maintenance employees who are required to use their vehicles during working hours will not be required to pay the monthly plug-in charge for any month in which their vehicle is required to be used.

ARTICLE 47 - RESIGNATION

- 47.01 An Employee resigning from the Employer shall give one (1) month notice in writing. An employee shall not be granted vacation leave after notice of resignation has been given.
- 47.02 Employees who do not give one (1) month notice of resignation will not be eligible for removal benefits, and the letter of resignation will be accepted with prejudice, unless mutually agreed to by the Superintendent and the employee.

ARTICLE 48 - OTHER ALLOWANCES

48.01 Vehicle Allowance

The Employer shall designate those employees who are required to use their personal vehicle for Employer business on a regular basis. Those employees shall be paid a vehicle allowance as follows:

A ten-month (10) employee shall receive an allowance of one thousand dollars (\$1,000), payable in equal monthly installments over ten (10) months;

An eleven-month (11) employee shall receive an allowance of eleven hundred dollars (\$1,100), payable in equal monthly installments over eleven (11) months;

A twelve-month (12) employee shall receive an allowance of twelve hundred dollars (\$1,200), payable in equal monthly installments over twelve (12) months.

The allowance for employees who do not travel every day shall be pro-rated.

All other employees are prohibited from using their personal vehicle for Employer business.

For the purpose of Clause 48.01 the following shall be considered one school: Weledah Catholic School – École St. Patrick High School – Kimberlite Career & Technology Centre.

48.02 Clothing Allowance

The employer will provide maintenance employees with safety clothing, footwear and equipment, and clothing identifying them as the Employer's employees, as required.

ARTICLE 49 - PROFESSIONAL DEVELOPMENT

49.01 A Professional Development Fund consisting of one thousand dollars (\$1000) per full-time employee for the period July 1, 2009 to June 30, 2012 shall be used for the professional development of the employee in order to continue to improve the quality and relevance of education to students in Yellowknife Catholic Schools.

Regular part-time and term employees shall have this amount pro-rated. Employees who commence employment after July 1, 2009 shall have this amount pro-rated.

This one thousand dollars (\$1,000) will be held in an individual account for each employee to be used for professional development. If there is any unused money left over in an employee's account on June 30, 2012, this amount will be carried over into that employee's account. The maximum amount in an individual employee's account can be two thousand (\$2,000) dollars. Records will be maintained by the Employer. Employees will be given a report on their account balance annually.

Applications for Professional Development Funds will be submitted in writing to the employee's supervisor for approval. Approval will be provided in writing.

49.02 Any employee approved for Professional Development funding shall be automatically granted a maximum of two (2) days leave.

49.03 Any employee who has received funding from the Professional Development Fund shall submit a report and travel expense claim to his/her supervisor within two (2) weeks of return from Professional Development. In addition, the employee may be required to present a workshop regarding the Professional Development.

ARTICLE 50 - JOINT CONSULTATION COMMITTEE

50.01 Members of the bargaining committee agree to meet a minimum of two (2) times per year to discuss matters of mutual interest. The Joint Consultation Committee will develop terms of reference.

ARTICLE 51 - DURATION AND RENEWAL

51.01 This Collective Agreement shall be in effect from July 1, 2009 until June 30, 2012. All provisions of this agreement shall take effect upon ratification, unless another date is specified.

51.02 Notwithstanding the preceding, the provisions of this Collective Agreement, including the provisions for the adjustment of disputes in Article 33, shall remain in effect during the negotiations for its renewal and until a new Collective Agreement becomes effective.

51.03 Within four (4) months preceding the termination of this Collective Agreement, either party may, by written notice, require the other party to commence bargaining collectively with a view to the conclusion, renewal or revision of the Collective Agreement. The parties agree that proposals outlining amendments sought by each respective party to this Collective Agreement will be forwarded to the other party well in advance of the first meeting between the parties.

APPENDIX "A"

The Employer and the Union agree that if it becomes necessary to create a level on the job evaluation grid with fewer Hay Points than Step A, the next step shall be Step AA, and shall consist of job evaluation positions evaluated at between 106 and 125 Hay Points. Step AA shall be calculated by taking the current Level A6 (which on the grid effective July 1, 2004 was \$21.75) and reducing that amount by 5%, to create Level AA6.

Step AA shall have three levels, as well as a casual level. Level AA5 shall be calculated by reducing AA6 by 4%. Level AA4 shall be calculated by reducing Level AA5 by 4%. The casual level shall be calculated by reducing Level AA4 by 4%. Upon its creation, Step AA shall be included in Appendix B.

The Employer and the Union agree that if it becomes necessary to create a level on the job evaluation grid with more Hay Points than Step I, the next step shall be Step J, and shall consist of job evaluation positions evaluated at between 502 and 576 Hay Points. Step J shall be calculated by taking the current Level I6 (which on the grid effective July 1, 2004 was \$38.72) and increasing that amount by 10%, to create Level J6.

Step J shall have six levels, as well as a casual level. Level J5 shall be calculated by reducing Level J6 by 4%. Level J4 shall be calculated by reducing Level J5 by 4%. Level J3 shall be calculated by reducing Level J4 by 4%. Level J2 shall be calculated by reducing Level J3 by 4%. Level J1 shall be calculated by reducing Level J2 by 4%. The casual level shall be calculated by reducing Level J1 by 4%. Upon its creation, Step J shall be included in Appendix B.

Notwithstanding the conversion to the Hay Plan on July 1, 2003, the parties agree that the entitlement to an increment increase on July 1, 2004 has already been satisfied by way of the incremental increases that the employees would have received on July 1, 2004. Accordingly, for the purposes of calculating retroactive pay there will be no additional incremental movement (e.g. step 2 to step 3 in Level G) on July 1, 2004.

APPENDIX "B" - RATES OF PAY

2008/2009 Hourly Grid

	Hay							
	Points	Casual	1	2	3	4	5	6
Level A	126-148	19.92	- 0	- 0	- 0	22.97	23.90	24.84
Level B	149-175	20.92	- 0	- 0	- 0	24.12	25.10	26.10
Level C	176-207	21.12	- 0	- 0	24.35	25.33	26.33	27.39
Level D	208-245	21.32	- 0	24.60	25.56	26.59	27.66	28.77
Level E	246-283	21.53	24.81	25.81	26.84	27.91	29.03	30.19
Level F	284-327	23.68	27.31	28.39	29.54	30.71	31.93	33.22
Level G	328-377	26.06	30.05	31.25	32.49	33.78	35.13	36.54
Level H	378-435	28.65	33.03	34.36	35.73	37.18	38.67	40.21
Level I	436-501	31.51	36.33	37.78	39.29	40.87	42.50	44.22

2009/2010 Hourly Grid

	Hay							
	Points	Casual	1	2	3	4	5	6
Level A	126-148	20.72	- 0	- 0	- 0	23.89	24.86	25.83
Level B	149-175	21.76	- 0	- 0	- 0	25.08	26.10	27.14
Level C	176-207	21.96	- 0	- 0	25.32	26.34	27.38	28.49
Level D	208-245	22.17	- 0	25.58	26.58	27.65	28.77	29.92
Level E	246-283	22.39	25.80	26.84	27.91	29.03	30.19	31.40
Level F	284-327	24.63	28.40	29.53	30.72	31.94	33.21	34.55
Level G	328-377	27.10	31.25	32.50	33.79	35.13	36.54	38.00
Level H	378-435	29.80	34.35	35.73	37.16	38.67	40.22	41.82
Level I	436-501	32.77	37.78	39.29	40.86	42.50	44.20	45.99

2010/2011 Hourly Grid

	Hay							
	Points	Casual	1	2	3	4	5	6
Level A	126-148	21.61	- 0	- 0	- 0	24.92	25.93	26.94
Level B	149-175	22.70	- 0	- 0	- 0	26.16	27.22	28.31
Level C	176-207	22.90	- 0	- 0	26.41	27.47	28.56	29.72
Level D	208-245	23.12	- 0	26.68	27.72	28.84	30.01	31.21
Level E	246-283	23.35	26.91	27.99	29.11	30.28	31.49	32.75
Level F	284-327	25.69	29.62	30.80	32.04	33.31	34.64	36.04
Level G	328-377	28.27	32.59	33.90	35.24	36.64	38.11	39.63
Level H	378-435	31.08	35.83	37.27	38.76	40.33	41.95	43.62
Level I	436-501	34.18	39.40	40.98	42.62	44.33	46.10	47.97

2011/2012 Hourly Grid


	Hay Points	Casual	1	2	3	4	5	6
Level A	126-148	22.69	- 0	- 0	- 0	26.17	27.23	28.29
Level B	149-175	23.84	- 0	- 0	- 0	27.47	28.58	29.73
Level C	176-207	24.05	- 0	- 0	27.73	28.84	29.99	31.21
Level D	208-245	24.28	- 0	28.01	29.11	30.28	31.51	32.77
Level E	246-283	24.52	28.26	29.39	30.57	31.79	33.06	34.39
Level F	284-327	26.97	31.10	32.34	33.64	34.98	36.37	37.84
Level G	328-377	29.68	34.22	35.60	37.00	38.47	40.02	41.61
Level H	378-435	32.63	37.62	39.13	40.70	42.35	44.05	45.80
Level I	436-501	35.89	41.37	43.03	44.75	46.55	48.41	50.37

Signed this 4th day of January, 2010.

On behalf of the Union


Gail Lem
Negotiator


Steve Petersen
Negotiator


Sonja Hunt
Bargaining Team Member


Eletha Curran
Bargaining Team Member


Liesbeth Van Blaricom
Bargaining Team Member


Jean-Francois Des Lauriers
Regional Executive
Vice-President

On behalf of the Yellowknife
Catholic Schools


Amy Hacala
Board Member


Brian Nagel
Board Member


Claudia Barker
Superintendent


Mike Huvenaars
Assistant Superintendent-
Business


Glenn Tait
Negotiator

