

# **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, 2019 - June 30, 2022**

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## **PURPOSE OF AGREEMENT**

The Public Service Alliance of Canada as represented by its agent – the Union of Northern Workers is the collective bargaining agent for and on behalf of all employees falling within the scope of this agreement, and Yellowknife Catholic Schools is the employer of all employees.

The parties have entered into this collective agreement for the purposes of establishing rates of pay and other terms and conditions of employment of employees falling within the scope of this agreement.

The parties to this agreement share a desire:

- a. to improve the quality of education in Yellowknife;
- b. to promote an effective working relationship at all levels of the education system;
- c. to promote the delivery of high quality supportive services; and
- d. all to the end that the people of Yellowknife Catholic Schools will be well and effectively served.

The purpose of this agreement is to commit the parties to developing, maintaining and fostering an effective collective bargaining relationship that is based upon recognized terms and conditions of employment.

## **ARTICLE 1 - DEFINITIONS**

1.01 For the purpose of this Collective Agreement:

- (a) "Alliance" means the Public Service Alliance of Canada.
- (b) "Allowance" means compensation payable to an Employee in addition to their base salary.
- (c) "Base Salary" means salary exclusive of all allowances and overtime.
- (d) "Bargaining Unit" means all employees as defined under Canadian Industrial Relations Board Order No.: 7322-U or amendments thereto.
- (e) "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.
- (e) "Common law partner" is a person who has resided in the employee's household for one consecutive year and throughout that time was publicly represented by the employee as the employee's common law partner. A common law partner, under this definition, would be eligible for all spousal benefits.
- (f) "Continuous Employment" and "Continuous Service" means uninterrupted employment with the Employer.
- (g) "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.
- (h) "Dependent" means:
  - 1) The spouse of an employee;
  - 2) Children (includes step-children, adopted children, foster children and persons for whom the employee is legal guardian) dependent 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 dependent upon the employee for support by reason of mental or physical infirmity.
- (i) "Employee" means a member of the bargaining unit.
- (j) "Employer" means the Yellowknife Public Denominational District Education Authority (Yellowknife Catholic Schools).



- (k) "Immediate family" is defined as an employee's parent, sibling, spouse, child, step-parent, step-sibling, step-child, spouse's parent, grandchild, grandparent, a person who has acted as an employee's legal guardian before the age of majority, and any relative permanently residing in the employee's household or with whom the employee permanently resides.
  - (l) "Lay-Off" means an employee whose employment has been terminated because of lack of work or lack of funds.
  - (m) "May" shall be regarded as permissive and "Shall" and "Will" as imperative.
  - (n) "School Year" shall be defined by the calendar approved by the Board on an annual basis.
  - (o) "Spouse" means a person married to an employee.
  - (p) "Third-party Funded Positions" are those whose funding source originates outside of the Department of Education, Culture and Employment School Contributions.
  - (q) "Union" means the Public Service Alliance of Canada as represented by its agent, the Union of Northern Workers.
  - (r) "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.
  - (s) "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.
- 1.02 Gender neutral terminology will be used throughout this Collective Agreement unless any provision of this Agreement otherwise specifies.

## **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 Full-time Employee" is a person who is scheduled to work the specified hours under Article 26: Hours of Work.
- 2.03 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.

- 2.04 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.

### **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 or expression, marital status, family status, family affiliation, political belief, political association, social condition, a conviction that is subject to a pardon or record suspension, or any other grounds proscribed by application legislation, Union membership or 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 distribution of the Collective Agreement to its employees.

### **ARTICLE 6 - STRIKES AND LOCKOUTS**

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

### **ARTICLE 7 - MANAGEMENT RIGHTS**

- 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 Upon reasonable notification, 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 - UNION REPRESENTATION**

- 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 Arbitration and Mediation Hearings**

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 grievor, Representative and witnesses. Upon invoice by the Employer, the Union shall reimburse the Employer for the amounts so paid.

### **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 38 Grievance Procedure, 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 their immediate supervisor before leaving their work for these purposes. Such permission shall not be unreasonably withheld.
- (b) The representative shall make every reasonable effort to report back to their supervisor before resuming their 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 Time off for Union Education

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 Time off for Elected Officers

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. Upon invoice by the Employer, the Union shall reimburse the Employer for the amounts so paid.

#### 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 their applicable salary and benefits, including Pension, 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 they held with the Employer before they commenced the leave of absence. When this employee wishes to invoke this clause of the Collective Agreement they shall provide the Employer with a three (3) month notice of their 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 their 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 life 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 employee's behalf. The Union shall advise the Employer, in writing, thirty (30) calendar days in advance of the establishment of, or changes in membership dues and local levies structure.

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.

12.03 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the Employer.

### **ARTICLE 13 - SENIORITY**

13.01 Seniority is defined as the length of continuous service, in the bargaining unit with the Employer, and shall be applied on a bargaining unit-wide basis, except where expressly stated otherwise.

13.02 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; (5) months for 10 month employees and 5.5 months for 11 month employees;
- 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.

13.03 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, upon recall, an employee fails to return to work in accordance with article 34.05.

### **ARTICLE 14 – PROBATIONARY PERIOD**

14.01 Probationary employees are all persons initially hired on trial to determine their suitability and compatibility for continued employment. All regular full time, regular part-time, and term employees shall be considered probationary for the first twelve (12) months worked for twelve (12) month employees, first ten (10) months for ten month employees and first eleven (11) months for eleven month employees. During the probationary period, the employee shall be entitled to all rights and benefits of this Collective Agreement.

## **ARTICLE 15 – TRANSFERS AND PROMOTIONS**

- 15.01 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.

## **ARTICLE 16 - TERM POSITIONS**

- 16.01 No specific term position may extend beyond one (1) year with the exception of third-party funded positions.

Third-party funded positions are not subject to the provisions of clause 13.01.

Positions covered under Jordan's Principle funding are addressed in Memorandum of Understanding (MOU) #1.

## **ARTICLE 17 – SALARIES**

- 17.01 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 and have been continuously employed since January 1 of that year;

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

they are ten-month (10) employees 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.

## **ARTICLE 18 - DESIGNATED PAID HOLIDAYS**

18.01 The following are designated paid holidays for employees:

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

18.02 An employee shall receive their normal pay for each of the designated paid holidays identified in Clause 18.01 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.

18.03 When a designated paid holiday under Clause 18.01 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 19 - GENERAL PROVISIONS**

19.01 The balance of the employee's sick and vacation leave credits shall be indicated on the employee's pay stub which is given to them each month.

19.02 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 20 - VACATION LEAVE AND ASSISTANCE**

20.01 Twelve-month (12) full-time 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.

20.02 Twelve-month (12) full-time 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.

20.03 Twelve (12) month part-time employees shall be entitled to vacation pay, on a pro-rated basis.

20.04 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.

20.05 Where, in respect of any period of vacation leave, an employee is granted bereavement 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.

20.06 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.

### **20.07 Vacation Travel Assistance**

(a) A regular employee, having completed at least five (5) months of service with the employer, will receive the following VTA for themselves and dependents:

Employees are provided with a sum of \$400 for themselves and \$325 for each eligible dependent with the September pay cheque; and a sum of \$400 for themselves and \$325 for each eligible dependent with the June pay cheque.

No part of this benefit shall be payable to employees who leave the employment of the Employer, other than as defined in Article 52.

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) 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.

20.08 Regular full-time employees employed in the maintenance area who use their vacation entitlements between the dates of October 1 and February 28 will be granted one (1) additional day for each five (5) consecutive dates of vacation taken during that period.

20.09 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 21 - BEREAVEMENT LEAVE**

21.01 Bereavement leave with pay, for a period of up to ten (10) consecutive working days shall be granted by the Employer in the event of a death of an employee's mother, father, child or spouse.

21.02 Bereavement leave with pay, for a period of up to five (5) consecutive working days shall be granted by the Employer in the event of a death of a member of an employee's Immediate Family (as defined in Article 1.01(k)) who is not included in Article 21.01.

21.03 Upon production of a death certificate (or other document acceptable to the Employer confirming the death of a member of an employee's immediate family) and receipts for travel by the employee, the employer will reimburse the employee the cost of travelling out of Yellowknife for the purposes in Article 21.01 and 21.02. The reimbursement shall not exceed the cost of bereavement return airfare to Edmonton.

## **ARTICLE 22 – COMPASSIONATE CARE LEAVE**

22.01 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.

22.02 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, or step-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.

22.03 An employee shall be granted compassionate care leave without pay, up to a maximum of twenty-seven (27) weeks, within a fifty-two (52) week period, for the care of a 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, satisfactory to the Employer. 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.
- 22.04 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 twenty-seven (27) weeks for the same family member.
- 22.05 Two (2) or more employees of the Employer cannot take more than a total of twenty-seven (27) weeks of compassionate care leave without pay for the same family member.
- 22.06 Periods of compassionate care leave without pay shall be treated as continuous employment.
- 22.07 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.
- 22.08 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 22.03 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.

### **ARTICLE 23 - SICK LEAVE**

- 23.01 (a) Each full-time employee earns sick leave entitlement of two (2) days per month to a maximum of Twenty (20) days per year based on active employment on July 1. Part-time employees earn sick leave entitlement on a pro-rata basis based on their full-time equivalent (F.T.E.).
- (b) An employee who works any portion of a school year, will earn that portion of the leave in Article 23.01(a) on a pro-rata basis.
- 23.02 Advancement of Yearly Sick Leave
  - (a) In circumstances where sick leave would have been authorized, but the Employee has insufficient or no sick leave entitlement, at the discretion of the Employer, the Employee shall be granted sick leave in advance to a limit of twenty (20) days.

- (b) An employee who is granted advancement of yearly sick leave and who works any portion of the year will be granted that proportion of the leave in Clause 23.02(a).

23.03 Any sick leave taken but not earned as stipulated in Clause 23.02 shall be recoverable from monies payable to the employee.

23.04 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. An employee is required to apply for long-term disability on or before the 90<sup>th</sup> calendar day of any uninterrupted sick leave.

23.05 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.

23.06 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.

23.07 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.

23.08 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.

23.09 Employees are not entitled to accrue sick leave on any unpaid leave of absence greater than thirty (30) calendar days.

23.10 Sick leave is not paid out when the employee leaves the employment of Yellowknife Catholic Schools.

## **ARTICLE 24 - GENERAL LEAVE**

### **24.01 Court Leave**

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.

### **24.02 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.

### **24.03 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.

- 24.04 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, 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.

**24.05 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.

**24.06 Discretionary Leave**

24.06.1 Each employee shall be eligible for three (3) discretionary days yearly, provided that adequate notice has been given to their supervisor. Each employee taking a discretionary day shall be charged a fee equal to the casual pay rate for their position for each of the first two days taken. The third discretionary day shall be at no cost to the employee.

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

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

**24.07 Critical Care Leave**

24.07.1 In the case of critical illness to an employee's spouse, child, or parent, the employee shall be granted leave with pay to a maximum of five (5) days per year provided the employee provides a medical certificate, satisfactory to the employer, confirming that the employee's spouse, child, or parent is suffering from a serious medical condition requiring their care.

24.07.2 In the case of critical illness to an employee's sibling, the employee shall be granted leave to a maximum of five (5) days per year provided the employee provides a medical certificate, satisfactory to the employer, confirming that the employee's sibling is suffering from a serious medical condition requiring their care. 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.

**24.08     Domestic Violence**

- 24.08.1 Employees are eligible for domestic violence leave if they have been employed for at least ninety (90) days.
- 24.08.2 Employees are eligible for domestic leave if an act of domestic violence occurs to the employee or the employee's dependent child.
- 24.08.3 The Employer shall grant leave without pay, up to a maximum of ten (10) days per calendar year, to an employee who is experiencing domestic violence. This leave may be taken as consecutive or single days or as a fraction of a day, to attend medical appointments, legal proceedings or any other necessary activity.

**ARTICLE 25 - DEFERRED SALARY LEAVE PLAN**

- 25.01 The Employer shall provide a Deferred Salary Leave Plan (DSLPL) which will provide eligible employees the opportunity to take leave from the Yellowknife Catholic School Board and to finance a one (1) year leave through a deferral of a portion of their regular salary in the years immediately prior to the leave period. When the leave period commences, the deferred portion of salary monies are repaid to the employee as an allowance as per agreement between Employee and Trustee.
- 25.02 The monies are non-taxable when being deferred but become taxable when paid to the employee.
- 25.03 Participation in the DSLP is subject to operational requirements. The Superintendent must ensure that approved leave does not impair school requirements or operations. Two (2) members of the UNW will be eligible to take a deferred leave of absence in any given school year.
- 25.04 Terms and Conditions of the Plan are laid out in the Procedures Manual.

**ARTICLE 26 - HOURS OF WORK**

- 26.01 All full-time Employees covered under this Collective Agreement shall work a seven and half (7.5) hour day except Classroom Assistants and Information Technology personnel who shall work seven (7) hours per day and Maintenance personnel and Junior Kindergarten Leads who shall work eight (8) hours per day.

Hours of work are exclusive of duty free lunch periods.



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

### **ARTICLE 27 - OVERTIME**

- 27.01 In this Article "overtime" means work performed by an employee in excess or outside of their regularly scheduled hours of work.
- 27.02 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.

- 27.03 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 employee's regular hourly rate.

An employee who is authorized in advance by the Employer to work on a designated paid holiday and Sundays shall be paid two (2) times the employee's regular hourly rate for the hours worked.

- 27.04 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, which may be carried over into the following school year but all carry over must be used in that year. 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.
- 27.05 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 28 - PAY**

- 28.01 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 Appendix 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 26) multiplied by weekdays per year multiplied by hourly rate for the employee's job evaluation in Appendix A;

Eleven-month (11) employees: Hours per day (per Article 26) 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 A;

Ten-month (10) employees: Hours per day (per Article 26) 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 A.

28.02 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 ( $\frac{1}{2}$ ) 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.

#### 28.03 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.

28.04 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.

## 28.05 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.

28.06 If an employee is reclassified 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.

28.07 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 29 - CALL-BACK PAY**

29.01 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 (unless the employee receives a subsequent call-out prior to having returned home from the initial call-out).

## **ARTICLE 30 - SHIFT PREMIUM**

30.01 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 31 - STANDBY**

31.01 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 fifty dollars (\$50) per day, except on Saturday, Sundays and designated holidays;
- (b) the employee shall be entitled to a standby payment of seventy-five dollars (\$75) on Saturdays, Sundays and designated holidays.

### **31.02 Building Checks**

- (a) 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.
  - (b) Where an employee on standby for building checks works more than two (2) hours during the period of standby, they shall have the option of being paid out for that overtime or taking time off in lieu in accordance with article 27.04.
- 31.03 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 32 - TECHNOLOGICAL CHANGE**

32.01 The Employer agrees to provide at least one hundred and twenty (120) calendar 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 33 - EMPLOYEE SERVICE RECOGNITION**

33.01 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 34 - LAY-OFF AND RECALL**

34.01 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.

34.02 Prior to a lay-off, the employee affected shall be given three (3) months' 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.

34.03 During the three month notice period set out in 34.02, The Employer will consult with the Union concerning the layoff notices and on alternatives to layoffs.

34.04 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, their seniority shall be maintained but the employee shall not accrue seniority during this period.

34.05 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.

34.06 Severance Pay

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.

In no case will the amount of severance pay for layoff exceed fifty-two (52) weeks. Should an Employee be recalled during the period of their lay-off payment, they shall be expected to reimburse the Employer for the balance.

## **ARTICLE 35 - EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES**

### **35.01 Employee Performance Review**

#### **35.01.1 Probationary Employees**

- (a) During the probationary period, the employer shall provide a midpoint performance review and a final one upon completion of the probation period. Process will follow Article 35.01.2.

#### **35.01.2 Permanent Employees**

All permanent employees will be evaluation on a five (5) year rotation. By October 1 of the school year, the employee shall:

- (a) be advised that they are on the performance review list
- (b) be provided with a copy of the performance review tool

By January 15, the Employer shall notify the Employee, in writing, of any areas in need of growth, and discuss opportunities and support to address those areas.

Final summative performance review shall be completed by May 30. The employee shall be given an opportunity to discuss and sign the performance review document indicating that its contents have been read and understood. The employee shall also be given an opportunity to provide written comments to be attached to the employee's performance review. The employee may use the grievance procedure in Article 38 to address any perceived factual inaccuracies in their performance review.

The Employer completing an employee's performance review must have observed the employee perform their duties. Copies of completed performance reviews will be placed in their employee file.

35.02 Employee Files

- 35.02.1 Any document or written statement related to disciplinary action, placed in the employee file of an Employee, shall be destroyed after eighteen months (18) has elapsed provided that no further disciplinary action of a similar nature has been recorded during this period.
- 35.02.2 Upon written request of an employee, their employee file shall be made available for examination at a reasonable time, in the presence of an authorized representative of the Employer. The Employee is permitted to make copies of any documents included in their employee file at that time.

**ARTICLE 36 - JOB EVALUATION / JOB DESCRIPTIONS**

- 36.01 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.
- 36.02 (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.

36.03 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 36.02(a). Such appeal shall be filed within sixty (60) days of the date of the meeting between the Employer and the Union.

### **ARTICLE 37 - CLASSIFICATION**

37.01 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 38 - GRIEVANCE PROCEDURE**

38.01 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.



38.02 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

38.03 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.

38.04 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.

38.05 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 38.04, within fourteen (14) calendar days after the day the reply was due.

38.06 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.

38.07 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.

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

38.09 Within thirty (30) working days following the decision at the second level of the grievance procedure, the parties may mutually decide to utilize Mediation in an attempt to resolve the dispute. If the issue is not resolved at Level Two or Mediation, either party shall notify the other party of its decision to submit the grievance to a single arbitrator for final determination.

38.10 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.

#### 38.11 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.
- 38.12 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.
- 38.13 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.
- 38.14 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.
- 38.15 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.
- 38.16 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 39 - NO CONTRACTING OUT**

- 39.01 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 40 - SAFETY AND HEALTH**

- 40.01 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.
- 40.02 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.
- 40.03 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.
- 40.04 Yellowknife Catholic Schools Occupational Health and Safety Committees consist of a joint district-wide Occupational Health and Safety Committee and three site-based committees, one at each school. Each Committee has representation from UNW, NWTTA and the Employer.

### **A. YCS Occupational Health and Safety Committee**

- 40.05 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 UNW employees, two (2) representatives from the NWTTA and two (2) representatives from the Employer. All representatives in attendance may participate in the meeting, but only one (1) NWTTA member and one (1) UNW member may vote at each meeting. The Committee shall select from its own membership three (3) Chairpersons, one (1) from the representatives from the UNW employees, one (1) representative from the NWTTA and one (1) 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 of the voting representatives are representatives of the employees (UNW and NWTTA) 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.

#### B. Site Based Committees

- i. Each school will have a committee consisting of one representative of the UNW; one representative from NWTTA, one school administrator and the YCS Safety Officer.
- ii. Employees with Occupational Health and Safety concerns or recommendations are encouraged to check the Health and Safety bulletin boards in their workplaces and talk to their nearest committee members.

#### Right to Refuse Work of Unusual Danger

40.06 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 that is likely to cause to exist an unusual danger to the health or safety of the employee or of any other person.

40.07 "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 their work.

40.08 Upon refusing to work, the employee shall immediately report the circumstances of their 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.

40.09 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.

40.10 The Committee shall, within twenty-four (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.

40.11 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.

- 40.12 Pending the investigation and decision by the Committee or pending an appeal as set out in 40.14, the employee shall remain in a safe place at or near the place of the investigation during their normal working hours unless the Employer assigns the employee to temporary alternative work that the employee is competent to perform.
- 40.13 The employee shall be paid at their 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.
- 40.14 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.
- 40.15 The decision of the Chief Safety Officer is final.

#### Pregnant and Nursing Mothers

- 40.16 The Employer and the Union recognize the rights of pregnant and nursing employees under the Canada Labor Code Part II.
- 40.17 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

- 40.18 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.
- 40.19 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

- 40.20 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

- 40.21 Upon request, an employee is entitled to copies of their accident and/or injury reports on file with the Employer.

### Workplace Hazardous Materials Information Systems

- 40.22 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.
- 40.23 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 41 - MOVING ASSISTANCE**

- 41.01 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.
- 41.02 Employees, who leave the employment of the Board, except those who are terminated for cause, after working a minimum of two (2) years are eligible for relocation assistance. The maximum allowable assistance is fifteen hundred (\$1500) dollars plus four hundred (\$400) dollars for each year of Continuous Service with the employer. The employee, to be eligible for assistance, must move from Yellowknife within one (1) year from the date of termination. Claims under this clause must be supported by receipts.
- 41.03 Employees who leave the employment of the Board after twenty (20) years of Continuous Service, except those who are terminated for cause, shall be entitled to the foregoing removal benefit as a cash benefit without removal receipts,

regardless of whether or not they leave Yellowknife. These employees shall receive, in addition to the amounts under Article 41.02, an additional payment of Two Thousand (\$2000) dollars.

#### **ARTICLE 42 - EDUCATIONAL ALLOWANCES**

- 42.01 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.
- 42.02 The Employer will pay actual tuition costs to a maximum of one thousand six hundred dollars (\$1600) per school year for courses as approved by the Superintendent and upon satisfactory completion.
- 42.03 The Employer will pay one hundred percent (100%) of Administration initiated courses.
- 42.04 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 43 - CIVIL LIABILITY**

- 43.01 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 44 - VACANCIES, JOB POSTINGS, PROMOTIONS AND TRANSFERS**

- 44.01 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.
- 44.02 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 45 - RETROACTIVE PAY**

- 45.01 The terms and conditions of this Collective Agreement will be effective in accordance with Clause 56.01.

#### **ARTICLE 46 - CREDIT FOR PREVIOUS EXPERIENCE**

- 46.01 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 47 - MATERNITY AND PARENTAL LEAVE**

##### **47.01 GENERAL PROVISIONS**

- 47.01.1 An Employee who has been continuously employed by the Employer for at least six (6) months is entitled to maternity and/or parental leave.
- 47.01.2 These leaves shall be without salary, allowances and benefits unless specifically defined elsewhere in this Article.

- 47.01.3 A regular employee not taking maternity leave will receive a leave with pay of two (2) days to attend at the birth of their child. In the case of adoption, a regular employee not taking parental leave will receive a leave with pay of two (2) days at the adoption of their child.
- 47.01.4 Upon receipt of the Employee's notification of their desire to return to work following maternity or parental leave, the Employer shall meet with the Employee, as early as possible, to discuss options available to the Employee when returning to work. Consideration will be given by the Employer to returning the Employee to a position that is comparable to that which they occupied prior to the commencement of the leave, where possible. 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.
- 47.01.5 Periods of maternity and parental leave shall be recognized as continuous employment.
- 47.01.6 Failure of the Employee on maternity and/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.
- 47.01.7 The parties shall discuss any subsequent changes that occur to the *Employment Standards Act* or the *Employment Insurance Act* in regards to maternity and/or parental leave.

## **47.02 MATERNITY LEAVE**

- 47.02.1 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.
- 47.02.2 An Employee who becomes pregnant shall apply in writing for maternity and/or combined maternity/parental leave not less than four (4) weeks before the expected date of confinement, unless it is medically required to begin maternity leave before the four (4) weeks' notice expires. In the application, the Employee shall give their future intention about returning to duty.
- 47.02.3 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 ("E.I.") benefits, shall be paid a maternity leave allowance as follows:
- (a) for the first week, payment equivalent to ninety-three percent (93%) of the employee's normal rate of pay;

- (b) for the period during which E.I. benefits are received, payments equivalent to the difference between E.I. benefits the employee is eligible to receive and ninety-three percent (93%) of their normal rate of pay; and
  - (c) where the employee has received E.I. benefits for fifteen (15) weeks and thereafter remains on pregnancy leave without pay, they are eligible to receive payments equivalent to ninety-three percent (93%) of their normal rate of pay for a period of one (1) week.
- 47.02.4 For approved maternity leave, the Employer agrees to provide its share of Health and Welfare premiums as specified in Article 49 for the duration of the approved leave.
- 47.02.5 An applicant for maternity leave must sign an agreement that:
  - a) the Employee will return to work for at least five months of the school year or such shorter period as mutually agreed upon between the Employer and the Employee; or
  - b) 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; and
  - c) should the Employee fail to return to work as agreed, the Employee shall reimburse the Employer for all monies paid pursuant to Article 47.02.3, 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. Should the Employee not return for the full five-month period, the Employee's indebtedness shall be reduced on a prorated basis.
- 47.02.6 An Employee who has applied for maternity leave may be required to provide the Board at the end of the seventh (7th) month of pregnancy a certification from their physician that their health will not be impaired by their continuing employment.
- 47.02.7 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.

### **47.03 PARENTAL LEAVE**

- 47.03.1 An Employee who has or will have the actual care and custody of a newly born or newly adopted child shall have the option of either Standard or Extended Parental Leave. Employee leave options are as follows:

- (i) Standard Parental Leave: for a single period of up to thirty-seven (37) weeks, to be taken during the fifty-seven (57) week period immediately following the day the child is born or comes into the employee's care and custody.
  - (ii) Extended Parental Leave: for a single period of up to sixty-three (63) consecutive weeks, to be taken during the eighty-six (86) week period immediately following the day the child is born or comes into the employee's care and custody.
- 47.03.2 Parental leave utilized by an employee-couple shall not exceed a total of forty-two (42) weeks for Standard Parental Leave, and seventy-one (71) weeks for Extended Parental Leave, for both employees combined.
- 47.03.3 An Employee who wishes to apply for parental leave shall apply in writing not less than three (3) months before the beginning of the parental leave. In the application, the Employee shall give their future intention about returning to duty.

#### **47.04 PARENTAL LEAVE FOLLOWING MATERNITY LEAVE**

- 47.04.1 Parental leave taken by an Employee in conjunction with maternity leave shall be taken immediately after the termination of maternity leave and the duration of both periods of leave shall not exceed fifty-two (52) weeks of leave for standard parental leave and seventy-eight (78) weeks of leave for Extended Parental Leave.
- 47.04.2 Parental leave utilized by an employee-couple in conjunction with maternity leave shall not exceed a total of fifty-seven (57) weeks for standard parental leave and eighty-six (86) week for Extended Parental Leave for both employees combined.
- 47.04.3 An Employee who is entitled to parental leave following maternity shall apply in writing for parental leave not less than three (3) months before commencement of the leave. In the application, the Employee shall give their future intention about returning to duty.

#### **47.05 PARENTAL LEAVE – ADOPTION**

- 47.05.1 An Employee who wishes to take parental leave shall apply in writing for such leave not less than three (3) 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 parents was not foreseeable, in which case notice shall be given at the earliest opportunity. In the application, the Employee shall give their future intention about returning to duty.

- 47.05.2 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 ("E.I.") benefits, shall be paid parental leave - adoption allowance as follows;
- (a) For the first week, where the employee is subject to a waiting period before receiving E.I. benefits, payments equivalent to ninety-three percent (93%) of the employee's normal rate of pay;
  - (b) For the period during which the employee is in receipt of E.I. benefits, up to a maximum of sixteen (16) weeks, payments equivalent to the difference between the E.I. benefits the employee is eligible to receive and ninety-three percent (93%) of their normal rate of pay.
- 47.05.3 For approved parental leave-adoption, the Employer agrees to provide its share of Health and Welfare premiums as specified in Article 49 for the duration of the approved leave.
- 47.05.4 An applicant for adoption leave must sign an agreement that:
- (a) the Employee will return to work for at least five months of the school year or such shorter period as mutually agreed upon between the Employer and the Employee; or
  - (b) the Employee will return to work on the date of the expiry of the adoption leave unless the date is changed with the Employer's consent; and
  - (c) should the Employee fail to return to work as agreed, the Employee shall reimburse the Employer for all monies paid pursuant to Article 47.03.3, 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. Should the Employee not return for the full five-month period, the Employee's indebtedness shall be reduced on a prorated basis.

#### **ARTICLE 48 - HOUSING ALLOWANCE**

- 48.01 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 49 - HEALTH BENEFITS**

- 49.01 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.

- 49.02 Participation in the insurance plan shall be a condition of continued employment for all employees.
- 49.03 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.
- 49.04 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.
- 49.05 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.
- 49.06 The Employer shall provide to each employee a booklet explaining the current health and welfare plans in existence.
- 49.07 (a) When an Employee or dependent requires non-elective medical-care not available in Yellowknife, the employer will pay the most economical return airfare to Edmonton, or the equivalent amount when the medical care is not provided in Edmonton, when it is not paid by other agencies. Similar coverage will be provided for an escort, if necessary. In special circumstances, for a Dependent Child, such coverage may be provided for up to two adult escorts. 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. Payment to part-time employees shall be pro-rated, except for airfare.
- (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.
- 49.08 The Employer agrees that the Union shall be consulted on any proposed increases to benefits packages due to a change in carriers.

- 49.09 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 50 - REGISTERED PENSION PLAN**

- 50.01 The Employer shall maintain a Defined Benefit Pension Plan.
- 50.02 The Employer and each participating employee shall each make contributions to the plan in keeping with the formula provided by the Actuary on an annual basis.
- 50.03 The normal retirement benefit for each year of pensionable service is 1.3% of the employee's pensionable earnings up to the average YMPE plus 2% of the employee's pensionable earnings in excess of average YMPE.
- 50.04 The contributions shall be made in addition to the required Canada Pension Plan contributions.

#### **ARTICLE 51 - PARKING**

- 51.01 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.
- 51.02 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 52 - RESIGNATION**

- 52.01 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.

- 52.02 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 53 - OTHER ALLOWANCES**

#### **53.01 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 53.01 the following shall be considered one school:  
Weledah Catholic School – École St. Patrick High School – Kimberlite Career & Technology Centre.

#### **53.02 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.

#### **53.03 Practicum Student Allowance**

The Board agrees to pay an allowance to employees supervising student internships. The amount of the allowance will be \$100 per week or a pro-rated daily allowance.



## **ARTICLE 54 - PROFESSIONAL DEVELOPMENT**

- 54.01 A professional development fund consisting of six hundred fifty dollars (\$650) per full-time equivalent employee (part-time employees will be prorated) for each school year shall be used for the professional development of employees during that year in order to continue to improve the quality and relevance of employee skills, training and engagement to Yellowknife Catholic Schools.

This fund will be held in an individual account for each employee to be used for professional development when the employee applies/requests use of this fund. If there is any unused money left over in an employee's account, this amount will be carried over into the next school year. The maximum amount in an individual employee's account can be two thousand nine hundred and twenty five (\$2,925) 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 by the Superintendent.

- 54.02 Any employee approved for Professional Development funding shall be automatically granted a maximum of two (2) days leave. A third day will be granted if required for travel. If more than three (3) days is required, it shall be at the cost of a substitute. If over four (4) days, it must be approved by the Superintendent or designate.
- 54.03 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 55 - LABOUR MANAGEMENT COMMITTEE**

- 55.01 Members of the UNW Bargaining Unit Executive agree to meet a minimum of two (2) times per year with YCS Senior Management to discuss matters of mutual interest. This group shall be called the Labour Management Committee and will develop terms of reference. In addition, either party to the committee may call a meeting to deal with issues as they arise.

## **ARTICLE 56 - DURATION AND RENEWAL**

- 56.01 This Collective Agreement shall be in effect from July 1, 2019 until June 30, 2022. All provisions of this agreement shall take effect upon ratification, unless another date is specified.

- 56.02 Notwithstanding the preceding, the provisions of this Collective Agreement, including the provisions for the adjustment of disputes in Article 38, shall remain in effect during the negotiations for its renewal and until a new Collective Agreement becomes effective.
- 56.03 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 in accordance with Section 49(1) of the Canada Labour Code.

#### **ARTICLE 57 – EMPLOYMENT INSURANCE REBATE**

- 57.01 The Board and the Union agree that the Employment Insurance Commission rebate has been shared according to Section 64(5) of *The Employment Insurance Act* by the increase in the benefits contained in this agreement.

## **APPENDIX “A” - RATES OF PAY**


	Hay	2019-2020						
	Points	Casual	0	1	2	3	4	5
Level A	126-148	25.04	-	-	-	28.89	30.07	31.24
Level B	149-175	26.34	-	-	-	30.32	31.55	32.82
Level C	176-207	26.55	-	-	30.62	31.84	33.11	34.46
Level D	208-245	26.83	-	30.92	32.14	33.44	34.79	36.19
Level E	246-283	27.07	31.21	32.45	33.75	35.10	36.50	37.97
Level F	284-327	29.77	34.33	35.71	37.14	38.62	40.16	41.78
Level G	328-377	32.77	37.78	39.31	40.85	42.47	44.19	45.94
Level H	378-435	36.03	41.53	43.20	44.93	46.76	48.64	50.56
Level I	436-501	39.63	45.68	47.51	49.41	51.40	53.46	55.62

	Hay	2020-2021						
	Points	Casual	0	1	2	3	4	5
Level A	126-148	25.54	-	-	-	29.46	30.67	31.87
Level B	149-175	26.86	-	-	-	30.93	32.18	33.48
Level C	176-207	27.08	-	-	31.23	32.48	33.77	35.14
Level D	208-245	27.36	-	31.53	32.78	34.10	35.49	36.91
Level E	246-283	27.61	31.84	33.10	34.43	35.80	37.23	38.73
Level F	284-327	30.37	35.02	36.42	37.88	39.39	40.96	42.61
Level G	328-377	33.43	38.54	40.10	41.67	43.32	45.07	46.86
Level H	378-435	36.75	42.37	44.06	45.83	47.69	49.62	51.57
Level I	436-501	40.42	46.59	48.46	50.40	52.43	54.53	56.73

	Hay	2021-2022						
	Points	Casual	0	1	2	3	4	5
Level A	126-148	26.05	-	-	-	30.05	31.28	32.50
Level B	149-175	27.40	-	-	-	31.55	32.82	34.15
Level C	176-207	27.62	-	-	31.86	33.13	34.45	35.85
Level D	208-245	27.91	-	32.17	33.44	34.79	36.20	37.65
Level E	246-283	28.16	32.47	33.76	35.12	36.52	37.97	39.51
Level F	284-327	30.98	35.72	37.15	38.64	40.18	41.78	43.47
Level G	328-377	34.10	39.31	40.90	42.50	44.19	45.97	47.80
Level H	378-435	37.48	43.21	44.94	46.75	48.65	50.61	52.60
Level I	436-501	41.23	47.52	49.43	51.40	53.47	55.62	57.87


On behalf of the Union

On behalf of the Yellowknife  
Catholic Schools




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Jack Bourassa  
Regional Executive Vice-President



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Lori MacMillan Gallant  
Board Member




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Monica Kreft  
Bargaining Team Member




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Revi Lau-a  
Board Member




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Ingemar Janse Van Rensburg  
Bargaining Team Member




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Claudia Parker  
Superintendent



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Mikala Abbott  
Bargaining Team Member



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Janet Toner  
Assistant Superintendent –  
Business



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Martin Rioux  
Negotiator



**MEMORANDUM OF UNDERSTANDING #1  
THIRD-PARTY FUNDED POSITIONS  
BETWEEN  
YELLOWKNIFE CATHOLIC SCHOOLS  
And  
UNION OF NORTHERN WORKERS**

**JORDAN'S PRINCIPLE POSITIONS**

The parties agree, in regards to Article 16, positions funded through Jordan's Principle will be designated as term positions.

Jordan's Principle term Employees with less than two (2) consecutive years of employment will be provided all benefits excluding pension, moving assistance under Article 41 and severance under Article 34.06.

Jordan's Principle term Employees contracted for more than two (2) consecutive years shall be enrolled in the YCS pension plan.

Term employees hired through Jordan's Principle will be considered internal candidates for potential full-time permanent employment opportunities.

Consecutive terms of employment without interruption for Jordan's Principle Employees will be considered years of continuous service.

Sick leave shall be accrued throughout consecutive terms.

Professional Development funds will be accrued.

No severance is provided at the end of the term.

All other third-party funding positions are addressed through Article 16.

Should funding for Jordan's Principle positions cease; this memorandum becomes null and void.

