

Strathcona County Tentative Agreement Highlights

MONETARY

- General Wage Increases:
 - January 1, 2020 – 0.5%
 - January 1, 2021 – 0%
 - January 1, 2022 – 1%
 - January 1, 2023 – 2.5%
 - Retroactive pay will be paid within three months of ratification to all employees employed at the time of ratification (including all previous periods of employment as temporary employees)
- Schedules A and B:
 - A third-party arbitrator will determine whether the skid steer/sidewalk machine will be paid at the Equipment Operator 1 or 2 rate of pay
 - Changes to the wage grid will be implemented within 3 months of the arbitrator's decision regarding the skid steer/sidewalk machine, affecting the following classifications:
 - Labourers – combined into one classification
 - Operators renamed Equipment Operators
 - Truck Drivers – Level 1 and 2 will be moved into Equipment Operator classification and Level 3 will be renamed Truck Driver Class 1
 - Utility Operators – combined into one Construction Operator classification
 - Affected Employees will be placed at the next highest step from their current rate of pay and prior service in previous classifications will be recognized
 - Single Axle and Sign Truck – Moved to Equipment Operator 1
 - Tandem Axle Truck and Sander – Moved to Equipment Operator 2
 - Grader – Moved to Equipment Operator 3
- Article 17 – Shift and Weekend Premiums: \$0.50/hr increase (\$1.90 from \$1.40/hr) and application to holidays and premiums included in pensionable earnings
- Article 22 - Leaves of Absence: improved bereavement leave (more family members added) and adoption leave (paid leave applies to both parents if both are employees)
- Article 23 – Holidays: addition of Truth and Reconciliation Day and clarification of consecutive days off at Christmas (Dec. 24 designated as Christmas Floater if not provided 5 consecutive days off)
- Article 25 – Benefit and Pension Plans – NOTE: This Tentative Agreement does not include provisions (from the rejected TA) for inclusion of temporary employees in the benefit plan
- NEW ARTICLE – Direct Responsible Pay: \$2.25/hr premium replaces former Working Alone LOU for Water and Wastewater Operators and Lead Hands

NON-MONETARY

- Further reorganization of existing language for a more logical/readable collective agreement

Article 1 - Definitions

- Gender neutral language
- Recognition of accumulated service for the purposes of seniority for returning temporary employees (also contained in Article 10)

Article 6 – Union Recognition

- Notice of new hires for purposes of scheduling union orientation (and also of recalled temporary employees in Article 10)
- Provision of expanded member contact information to the union

Article 8 – Classifications and Reclassifications

- Provision of job description
- Clarification of new/amended classification process

Article 9 – Posting of Positions, Promotions and Transfers

- Clarification of job posting process and amendment in the case of a vacancy occurring to a posted/filled position within 6 months

Article 10 - Seniority

- Notice to the union of recalled temporary employees

Article 11 – Period of Probation

- 1,000 hour probation for all classifications, with possibility of 250 hour extension

Article 14 – Grievances

- Clarifications/improvements to the grievance procedure

Article 16 – Hours of Work and Overtime

- Sandshift language moved from LOU
- Clarification of schedule posting and early reporting provisions

Article 21 – Provision for Illness and Normal Absence

- Conversion of entitlement from days to hours
- Accrued sick leave carried over for returning temporary employees
- Clarification of medical appointment and doctor's notes provisions (request must come from Disability Management, not managers)

Article 22 – Leaves of Absence

- Clarification regarding Court and Jury Duty
- Addition of unpaid (job-protected leaves) for domestic violence, military and citizenship

Article 24 – Vacation Leave

- Improvement of provisions for replacing vacation days with illness leave
- Clarification that temporary employees are entitled to take unpaid vacation leave

Article 25 – Benefit and Pension Plans

- Removal of Canada Savings Bonds

Article 27 – Occupational Health and Safety

- Improved language regarding general principles and scheduling/pay for committee members

Article 30 – General Wage Administration

- Automatic progression for Water and Wastewater Operators and Construction Operators based on completion of hours and certification
- Limitation of recovery of overpayment of wages