

AUPE Proposal Summary for Emcon Services

October 2024

1. Clean-up of duplicate language (mostly regarding Stewards, Union time off)
2. Discussion regarding types of employees. Proposals will be made following discussion.
 - Regular (permanent)
 - Seasonal (less than 7 months)
 - Casual (works occasionally)
 - Temporary – currently undefined but exists – greater than 7 months in duration but not permanent. Impacts Seniority, job postings, layoff and recall, vacation, benefits, etc.
3. Firm timelines for investigations and discipline
4. Severance improvements (4 weeks/year of service)
5. Hours of Work
 - a. Standby assignment on weekends process
 - b. Shift premium of \$2.00/hr for working between 9 PM and 6:59 AM
 - c. Reporting pay increase from \$3.00 to \$4.00
6. Overtime
 - a. Rate of pay increased to double-time, and 2.5X on Christmas/New Year's Day.
 - b. Overtime starts after 8 hours worked.
 - c. Callout paid for minimum of 3 hours in summer, 4 hours in winter.
 - d. Overtime meal allowance during overtime.
 - e. Rest interval after OT – ensures 8 hours off without loss of pay.
7. Paid Holidays:
 - a. Add National Day for Truth and Reconciliation (Sept 30).
 - b. Floater stat holiday (extra stat holiday),
 - c. Time worked on a stat holiday paid at double-time, 2.5X for Christmas/New Years Day.
 - d. Time paid for a stat but not worked counts as “hours worked” for overtime purposes.
8. Vacation - start accruing 4 weeks sooner, add 5 weeks and 6 weeks.
9. Sick Leave – 12 paid days per year.
10. Premiums
 - a. Class 1 license - \$2.00
 - b. Grader, Back Hoe, Excavator Operator - \$2.00
 - c. Lead Hand - \$2.00
 - d. Crew Leader - \$2.00
11. Ban on contracting out.
12. Benefits
 - a. Discuss Short-term Disability plan

- b. Direct billing
 - c. 100% coverage for prescriptions
 - d. \$500 for glasses, 100% for eye exams
 - e. \$3000 max for dental/year, \$3000 for orthodontic
13. Safety equipment
- a. \$250 boot allowance, bridge crew \$500 (winter and summer boots), Spray Patch Operator, Asphalt/Paving crew \$500 (boots and Asphalt paving boots)
 - b. Tool Allowance \$119.75/month
 - c. Meal Allowance increases (B: \$15, L:\$20, D:\$25)
 - d. Cell phone reimbursement increase to \$50/month
14. RRSP increased to \$2.00/hr
15. Hotel rooms not shared.
16. Wages
- a. November 1, 2024 – 13% increase
 - b. November 1, 2025 - 6.5% increase
 - c. November 1, 2026 - 6.5% increase
17. Memorandum of Understanding # 6 – Minimum Staffing Level – discussion. Proposals will be made following discussion.
18. Health Spending Account
- a. Convert into a Flexible Spending Account
 - b. All Employees eligible, except Seasonal and Casual Employees.
 - c. \$5000 for those over 65 years old.