



Maintaining
Canadian Roads
Since 1988



CORPORATE OFFICE:

105-1121 McFarlane Way, Merritt, BC V1K 1B9
Phone: 250-378-4176 Fax: 250-378-4106

October 2nd, 2024

AUPE

10025 – 182 Street NW
Edmonton, AB T5S 0P7

Attention: Kate Robinson,

Subject: Emcon Services Inc Proposal to AUPE for upcoming agreement renewal.

Dear Kate,

Please see the below Emcon Services Inc Proposal.

Current 7.7 Right to Union Representation –

- (a) Both the Employee and the union representative shall be advised in advance and in writing of the purpose of any meeting with the Employers which may be the basis of disciplinary action. The Employer will provide a copy of any complaint prior to the investigation meeting.

Proposed 7.7 The Employee shall be advised in advance and in writing of the purpose of any meeting with the Employer which may be the basis of disciplinary action.

The employee has all of the information to contact the union including the phone number.

Current 11.5 (a) Standby provisions

During the period October 15 to April 15 a Regular or Seasonal Employee assigned to a plow truck or grader or such other activities selected by the Employer as needed and is not required to work but is required to standby or be available for duty, shall be paid at least four (4) hours regular pay per day, Monday to Friday, or actual hours worked, whichever is greater. An Employee designed for standby as indicated in this article shall be immediately available for duty during the period of standby at a known and current telephone number. No Standby payment shall be made if an Employee is called for work and fails to report, or is unable to be contract for work.

Proposed 11.5 Standby Provisions

During the period October 15 to April 15 a Regular or Seasonal Employee assigned to a plow truck or grader and is not required to work but is required to standby or be available for duty, shall be paid at least four (4) hours regular pay per day, Monday to Friday, or actual hours worked, whichever is greater. An Employee designed for standby as indicated in this article shall be immediately available for duty during the period of standby at a known and current telephone number. No Standby payment shall be made if an Employee is called for work and fails to report, or is unable to be contract for work.

Remove or such other activities selected by the Employer as needed

Current 12.1 Definition of Shifts and Shift Premium Entitlement.

Proposed 12.1 Definition of Shift Entitlement.

www.careersincivilconstruction.ca

For a complete Division list please visit: www.emconservices.ca

□ **Sherwood Park Office:**

9050 14th Street
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P: 780-449-0502
F: 780-449-0574

□ **Vegreville Office:**

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(we don't have shift premium)

Current 12.4 - Winter Shift for Highway Maintenance Crews The union and the Employer recognize that the implementation for highway maintenance winter shifts is largely dependent on winter conditions and that shifts may have to be implement on short notice.

Proposed 12.4 Winter Shift for Highway Maintenance Crews The union and the Employer recognize that the implementation for highway maintenance winter and **weekend** shifts is largely dependent on winter conditions and that shifts may have to be implement on short notice.

Current 13.5 Right to refuse overtime

- (a) All Employees shall have the right to refuse overtime work except in any emergency situation, providing that the employee advised the employer at the start of the shift they were unable to work overtime, without being subject to disciplinary action and on condition that the employee is required to have his or her own transportation to and from the work site. Were all employees decline overtime work the employer will have the right to call casual workers, or regular employees from adjacent foreman area.

Proposed 13.5 (a) All Employees shall have the right to refuse overtime work except in any emergency situation, providing that the employee advised the employer at **the end of the shift the night before they were not available.** without being subject to disciplinary action and on condition that the employee is required to have his or her own transportation to and from the work site. Were all employees decline overtime work the employer will have the right to call casual workers, or regular employees from adjacent foreman area.

Foreman already have the work planned the day before the morning shift starts.

Current 16.2 Special Leave –
Vii Charity Leave

Proposed 16.2 Special Leave
Vii Charity Leave – **must be a registered charity.**

Current 23.10 Telephone Allowance

Employees authorized to travel who are required to obtain overnight accommodations shall be entitled to claim ten dollars (10.00) for every tow (2) consecutive night away, on condition the Employee has not been issued a company telephone or cell phone.

Proposed 23.10 – Remove completely

We have a cell phone policy for employees who use their own phone. All hotel/motels provide free wifi.

MOU #6

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Current West – 56

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Proposed Remove West – 56

Thank You

Sudhar Stanislus
Vice President

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