

COLLECTIVE BARGAINING AGREEMENT

Between CMHA Saskatchewan Division and
Saskatchewan Government and General Employees' Union



EFFECTIVE
**April 1, 2025 to
March 31, 2029**

ARTICLES OF A

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CANADIAN MENTAL HEALTH ASSOCIATION
SASKATCHEWAN DIVISION

AND

SASKATCHEWAN GOVERNMENT AND
GENERAL EMPLOYEES' UNION
LOCAL 5085

APRIL 1, 2025 TO MARCH 31, 2029

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ARTICLES OF A COLLECTIVE BARGAINING AGREEMENT
made in duplicate this 16 day of July, 2026.

between

CANADIAN MENTAL HEALTH SASKATCHEWAN DIVISION
hereinafter referred to as "the Employer"

PARTY OF THE FIRST PART

and

SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION
hereinafter referred to as "the Union"

PARTY OF THE SECOND PART

ARTICLE 1 PURPOSE AND INTENT OF AGREEMENT

It is the intent and purpose of this Collective **Bargaining** Agreement to recognize the common community of interest between the Canadian Mental Health Association (Saskatchewan Division) Inc. and SGEU in:

- Promoting the utmost cooperation between the Association and its employees, consistent with the rights of both parties;
- Fostering a friendly spirit and harmonious relationship, which shall prevail between the Association and its employees;
- Fostering an open and professional relationship, which shall prevail at all times;
- Sharing a desire to promote the success of the Association and SGEU members in carrying out the association's mandate to the extent that the Union and its members will fully support the Association in maintaining the highest quality programs and services;
- Interpreting and applying this agreement in accordance with its true intent and consistently with its objectives.

To this end, this agreement is signed in good faith by the parties and shall clearly set forth the rates of pay, hours of work and conditions of employment to be observed between the parties.

1.1

Employee Rights and Responsibilities

The parties recognize employees' rights as contained in this agreement include a broad range of issues. For greater clarity, the following general employee rights shall be applied to assist in the interpretation and application of this agreement:

- The Association and the Union jointly affirm their commitment to prevent and address all forms of discrimination against employees covered by this agreement, including the harassment of the employees from both internal and external parties and individuals.
- The Association shall provide criticism, support and assistance to employees in an even-handed non-discriminatory way.
- Employees are entitled to a thoughtful resolution of all disputes and issues of concern in a timely and responsible manner, neither party will use technical arguments to impede the resolution process.
- Employees have the right to work in an environment that respects their personal privacy

1.2

Management Rights and Responsibilities

It is recognized that the management of the Association, the control of its properties, tools, equipment and resources, the maintenance of order on its premises, and the establishment of policies and standards governing its programming are the undisputed exclusive right and responsibility of management, and may only be restricted by express provisions in this agreement:

1.2.1

For clarity purposes, without limiting the forgoing, the Association has the exclusive right to:

- Determine and effect its own methods and scope of operations;
- Determine the number of persons required to carry out its operations;
- Decide the location in which it will operate;
- To establish policies and standards governing its operations, tools, equipment and resources.

1.2.2

It is distinctly understood and agreed that the exercise of management rights will not be exercised in a manner inconsistent with the express provisions of this agreement.

ARTICLE 2 INTERPRETATIONS

In the Agreement, unless the context otherwise requires, the expression:

- 2.1 Branch Supervisor** means the Branch Program Director.
- 2.2 Casual shall mean an Employee who:**
- a) is regularly scheduled for a period of forty-five (45) days or less for a specific job; or
 - b) relieves for absences the duration of which is forty-five (45) days or less; or
 - c) works on a call-in basis and is not regularly scheduled.
- 2.3 Class** means a group of positions involving duties and responsibilities so alike that the same qualifications may reasonably be required for, and the same schedule of pay can be equitably applied to all positions in the group.
- 2.4 Contractors** refers to out of scope workers hired for specific projects on grant funding and not performing tasks normally performed by in-scope employees. Conditions of employment for Employees hired on a grant are set out in Article 4.4.
- 2.5 Demotion** is defined as the movement of an Employee from a position in one class to a position in another class with a lower maximum salary.
- 2.6 Employee or Employees** means a person to which the terms of this Agreement apply as indicated in Article 3.
- 2.7 The Employer or Association** means The Canadian Mental Health Association Saskatchewan Division Inc.
- 2.8 Pay Plan** means the scale of wages as contained in Schedule A and the rules governing its application as contained in Articles 19 and 20.
- 2.9 Permanent Employee** means an Employee who has completed a probationary period on initial appointment.
- 2.10 Permanent Part-Time** means an Employee who works less than full time daily, weekly or monthly, but reports for work on a regularly scheduled basis.
- 2.11 Position Classification Plan** means and includes the class of positions, the class specifications and the rules for the continuous administration of the amendments thereto.

- 2.12** **Program Director** means the Branch Program Director of The Canadian Mental Health Association Saskatchewan Division Inc. In the absence of a Program Director or designated branch board member, assume Executive Director.
- 2.13** **Promotion** means the movement of an Employee from a position in one class to a position in another class with a higher maximum salary.
- 2.14** **Pronouns** “they”, “them” and “their” used throughout the Agreement shall represent all genders singular and plural.
- 2.15** **Spouse** refers to the significant partner to whom the Employee is married or in a common-law relationship (as defined by Canada Revenue Agency).
- 2.16** **Temporary** means a full-time or part-time position filled by an Employee assigned for a specified period of time not to exceed twelve (12) months. The period of time may be extended by mutual agreement between the Union and the Employer. Details must be outlined in the letter of offer.
- 2.17** **Transfer** means the movement of an Employee from one position to another in the same or different class with the same maximum salary.
- 2.18** **Union** means the Saskatchewan Government and General Employees' Union representing the Employees of The Canadian Mental Health Association Saskatchewan Division Inc.

ARTICLE 3 SCOPE

3.1 Scope

The terms of this agreement shall apply to all Employees including supervisory employees as defined by *The Saskatchewan Employment Act* including supervisory employees as defined by *The Saskatchewan Employment Act* of the Canadian Mental Health Association (Saskatchewan Division) Inc., including the employees at the branch offices of Rosetown, Moose Jaw, Weyburn and Melville in the Province of Saskatchewan excluding the following:

Chief Executive Officer

Assistant Executive Director

Director of Finance

Director of the Gambling Awareness Program (GAP)

Executive Assistant/ **HR Payroll Administrator**

Director of the H.O.P.E. Learning Centre

Branch Program Directors

Director of the Justice Community Support Program (JCSP)

Director of OSI-CAN

3.2

Human Services Worker 3 (Mental Health Worker 3)

The Union and the Canadian Mental Health Association agree that if the position of Human Services Worker 3 (Mental Health Worker 3) is filled; the position will be within the scope of the **Collective Bargaining Agreement** and will be covered by its terms and conditions, except in the case of Branch Program Directors which are out of scope.

Criteria for determining scope status shall be as outlined in *The Saskatchewan Employment Act*.

ARTICLE 4

UNION SECURITY

4.1

Recognition

The Employer recognizes the Saskatchewan Government and General Employees' Union as the sole and exclusive Collective Bargaining Agent for all its Employees except as excluded in Article 3.2. The Employer agrees to negotiate with the Union or its designated bargaining representatives concerning all matters affecting the relationship between the Employees and the Employer or any differences that may arise between them.

No Employee or group of Employees shall undertake to represent the Union at meetings with the Employer's representative without the proper authorization of the Union. The Union will supply the Employer's representative with the name of its officers. The Employer's representative shall supply the Union with a list of personnel with whom the Union may be required to transact business.

4.2

Work of the Bargaining Unit

Except in the cases mutually agreed upon by the parties, persons whose jobs (paid or unpaid) are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit.

4.3 **No Contracting Out**

Nothing in this Agreement shall prevent the Employer from contracting out work from time to time as it shall be deemed necessary, provided that the Employer shall not contract out work ordinarily performed by members of the bargaining unit. Prior to contracting out the Employer will advise the Union of intentions and rationale for contracting out.

4.4 **Contractors**

4.4.1 Contractors refer to any individual hired against a specific funding grant opportunity. A grant shall not be used to hire individuals to perform tasks normally performed by permanent Employees in the Association.

4.4.2 Contractors hired up to twelve (12) months shall be excluded from the scope of this agreement.

4.4.3 The parties to the agreement shall negotiate inclusion or exclusion within the scope of this agreement for Contractors over twelve (12) months. If the Employer is aware at the beginning or, should there be an extension to a Contractor to which Article 4.4.2 applies, that would extend the initial term beyond the twelve (12) months; the parties agree to meet within thirty (30) days to negotiate.

4.5 **Non-Discrimination**

There shall be no discrimination by reason of age, sex, disability, political activity, religious affiliation, marital status, family status, creed, sexual orientation, nationality, ancestry, racial origin, colour, physical size or weight, or by reason of membership or activity in the Union, **or any other prohibited ground of discrimination contained in the *Saskatchewan Human Rights Code*.**

4.6 **Refusal To Cross Picket Lines**

All Employees covered by this Agreement shall have the right to refuse to cross a picket line arising out of a labour dispute. Failure to cross a picket line encountered in carrying out an Employer's business shall not be considered a violation of this Agreement, nor shall it be grounds for disciplinary action. Any Employee not reporting for work as a result of this clause may have those hours deducted in wages.

4.7 **Union Membership**

a) Every employee who is now or later becomes a member of the union shall maintain membership in the union as a condition of the employee's employment.

- b) Every new employee shall, within 30 days after the commencement of the employee's employment, apply for and maintain membership in the union, and maintain membership in the union as a condition of the employee's employment.
- c) Notwithstanding paragraphs 1 and 2, any employee in the bargaining unit who is not required to maintain membership or apply for and maintain membership in the union shall, as a condition of the employee's employment, tender to the union the periodic dues uniformly required to be paid by the members of the union.

4.8 **Employer to Deduct and Remit Dues**

The Employer shall deduct, on behalf of the Union (when requested in writing and accompanied by signed authorization cards), from the employees' pay **including applicable grant** all initiation fees, dues, assessments and levies. The Employer shall remit such deductions to the Union at the conclusion of each pay period.

The employer shall, along with the due's submission, provide a list of names, classification and addresses of those who incurred the deductions.

4.9 **Monthly Statement**

The Employer shall inform the Union of any new hires, resignations, or retirements which occurred during each pay period. The notification shall state the date in which the change occurred.

The Employer shall provide the information electronically, upon the Union providing it with the necessary form.

4.10 **Income Tax (T-4) Slips**

At the same time that Income Tax (T-4) slips are made available, the Employer shall type the amount of union dues paid by each union member on their T-4 slip.

4.11 **New Employees**

The Employer agrees to acquaint new Employees with the fact that a **Collective Bargaining Agreement** is in effect, and with the conditions of employment set out in the Articles dealing with Union Security and Dues Check-Off.

A representative of the Union shall be given up to thirty (30) minutes of **paid** time during working hours to acquaint new members with the benefits and duties of union membership and of signing dues deduction authorization cards, etc.

Within the first thirty (30) days of employment, the Employer will ensure that new Employees sign appropriate Union cards and forward them to the office of the Union.

4.12 **Temporary Out-of-Scope Appointment**

An Employee who is temporarily filling an out-of-scope position shall continue to have Union dues deducted from their pay cheque and shall be entitled to all benefits and rights afforded by this Agreement. No Employee shall be appointed to an out-of-scope position without their consent except in cases of emergency.

4.13 **Right of Representation**

The Bargaining Unit shall have the right at any time to have the assistance of representatives of the Saskatchewan Government Employees' Union when dealing or negotiating with the Employer. A representative shall have access to the Employees, during working hours, in order to investigate and assist in settling any grievances.

4.14 **Bulletin Boards**

The Employer shall make available to the Union a bulletin board in each workplace so that the Employees have access to it, upon which the Union shall have the right to post notices and information which shall be of interest to the Employees. The elected Union Representatives shall manage the inclusion or exclusion of posted information.

4.15 **Board Meetings**

Employees shall be informed in writing of motions, resolutions, bylaws, rules and regulations adopted by The Canadian Mental Health Association in Saskatchewan which relate to the working conditions, staff, or matters covered by this Agreement. The employer shall maintain a virtual bulletin board where all employees can access the motions, resolutions, bylaws, rules, and regulations outlined above.

4.16 **Informational Meetings**

The Union shall be given a maximum of six (6) hours per year [no more than four (4) hours in any, one (1) day to conduct informational meetings during regular working hours, subject to approval of the local Program Director.

ARTICLE 5 UNION MANAGEMENT COMMITTEE

5.1 Function of Union Management Committee

The parties agree to establish a Union Management Committee, which will provide a forum to discuss workplace issues of mutual concern and interest that arise during the term of the Collective Bargaining Agreement that would not be the subject of a grievance and are not matters to be discussed during negotiations of amendments to or renewals of the Collective Bargaining Agreement.

5.2 Objective of the Union Management Committee

The objectives of the Union Management Committee are to:

- a) encourage consultation, discussion and the exchange of information between the Employer and the Union;
- b) foster effective two-way communication and mutual understanding;
- c) identify, discuss and address (where possible) concerns of employees and/or management; and
- d) identify situations in which collaboration may lead to mutually acceptable solutions to workplace issues that arise.

5.3 Composition of the Union Management Committee

The Union Management Committee shall:

- a) be composed of not more than three (3) representatives from the Union and three (3) representatives of the Employer;
- b) meet quarterly, or more often as required to address more pressing issues that arise and that cannot be deferred to the next regularly scheduled meeting;
- c) be co-chaired by one Union representative and one Employer representative.

5.4 Joint Responsibility of the Union Management Committee

The Union Management Committee Co-Chairs shall be jointly responsible for:

- a) receiving agenda items from the committee members up to five (5) business days in advance of each meeting;

- b) preparing and distributing the agenda at least two (2) business days in advance of each meeting;
- c) ensuring meetings progress smoothly, professionally and on time;
- d) appointing, on a rotating basis, a secretary to take minutes at each meeting;
- e) reviewing, signing and distributing minutes of each meeting to committee members, and ensuring copies of the minutes are posted at each work location within five (5) business days after each meeting.

5.4.1

The Employer and the Union agree that:

- a) By mutual agreement between the Employer and the union, written notice should be provided at least two (2) business days prior to the meeting if additional individuals are required to attend in order to provide information related to an agenda item;
- b) Committee meetings shall be scheduled during working hours;
- c) Committee members shall be paid by the employer;
- d) The Union Management Committee will have the authority to make recommendations to the Union or the Employer to address issues raised in the meetings, provided that neither the Union nor the Employer shall be obligated to accept or implement such recommendations.

ARTICLE 6 GRIEVANCE PROCEDURE

6.1

Disclosure

The Employer shall provide full disclosure to the Union of all information that it intends to rely on throughout the grievance process. The Union shall provide full disclosure to the Employer of all information that it intends to rely on prior to submitting grievance to arbitration.

6.2

Definition of Grievance

A grievance shall be defined as any difference or dispute between the Employer and any Employee(s) or the Union pertaining to any of the following:

- a) Any matter relating to the terms of employment, conditions of employment, rates of pay, hours of work, or working conditions of any Employee or Employees under the provisions of this Agreement.
- b) Any matter involving the interpretation, application, or alleged violation of any provisions of this Agreement.
- c) There are three (3) types of grievances:
 - Individual
 - Group
 - Policy

6.3 Stewards

The Employer agrees to recognize that the duties of a steward shall be to assist any Employee whom the steward represents, in preparing and presenting their grievance in accordance with the Grievance Procedure.

6.4 Names of Stewards

The Union shall notify the Employer's representative(s) in writing of the name of each steward.

6.5 Permission to Leave Work

- a) Any Employee who feels that they have been aggrieved or any Employee with relevant grievance information shall receive permission from their supervisor to leave temporarily without loss of pay, in order to discuss the complaint with the appropriate Union representative. If it is impossible to leave work

Immediately, due to work requirements, other arrangements shall be made on work time, as soon as possible.

- b) The Employer agrees that a steward or elected officer of the Union shall receive permission to leave assigned duties temporarily in order to discuss those matters covered by the grievance procedure and that such steward shall not suffer any loss in pay for the time so spent. If it is impossible to leave work immediately, due to work requirements, other arrangements shall be made on work time, as soon as possible.
- c) No Employee, steward, or elected Union Representative shall suffer loss of pay by reason of time spent with the Employer to discuss grievances or complaints.

6.6

Procedure

Every effort shall be made to resolve problems through dialogue at the local level prior to filing a grievance. The Employee/steward shall attempt to resolve the dispute through a meeting with the Executive director or designate.

Both parties shall be required to provide full disclosure at each step of the procedure of all information available regarding the dispute.

The fifteen (15) calendar day period for initiating a grievance will commence after this meeting.

6.6.1

Step 1 – Filing a Grievance

Failing resolution of the dispute, the grievance shall be submitted in writing by the steward or SGEU Labour Relations Officer on behalf of the aggrieved to the Executive Director or designate within fifteen (15) calendar day period of failure of resolution at the local level.

The Executive director shall render a written decision to the SGEU Labour Relations Office with a copy to the grievor and steward within fifteen (15) calendar day period of receipt of the grievance.

Step 2 – Meeting

Upon receipt of the Step 1 letter, the SGEU Labour Relations Officer within fifteen (15) calendar day period may request a meeting with the Executive director or Designate. The meeting shall be scheduled within fifteen (15) calendar day period of the date of the request. Upon mutual agreement of the parties, additional meetings may be required.

The meeting will include the grievor, steward if available, the SGEU Labour Relations Officer and the Employer representative(s).

The meeting will:

- Attempt to ascertain the facts and negotiate a resolution
- If possible, agree to a joint statement of facts
- Based on the meeting the SGEU Labour Relations Officer and the Executive Director or Designate may agree in writing to mediate the dispute

If settlement is not reached at Step 2, the Executive Director shall render the decision in writing within fifteen (15) calendar day period of the meeting.

Step 3 – Mediation

If settlement is not reached at Step 2, the SGEU Labour Relations Officer within fifteen (15) calendar day period may apply for Mediation.

Step 4 – Arbitration

If settlement is not reached at Mediation, the SGEU Labour Relations Officer within fifteen (15) calendar day period may apply for Arbitration.

The time limits above may be extended by mutual agreement between the parties.

The grievor(s) and steward shall receive leave with pay to attend grievance meetings with the Employer.

It is agreed that any member(s) of the paid staff of the Union may assist at any step of the grievance procedure.

6.6.2 Special Measures

- a) Nothing in this Article precludes the parties from modifying the grievance procedure if another administrative step is required and agreed upon between the Employer and the Union.
- b) Either party may initiate a meeting for the purpose of resolving the grievance prior to or during the grievance, mediation or arbitration proceedings.

6.7 Deviation from Grievance Procedure

After a grievance has proceeded to Step 1 by the Union, the Employer's representatives shall not enter into discussions or negotiations with respect to the grievance, either directly or indirectly with the aggrieved Employee.

6.8 Failure to Act Within Time Limits

If the initiator of the grievance fails to follow the time limits and procedure, the grievance shall be deemed to have been withdrawn. Where the recipient of the grievance fails to respond within the prescribed time limits, the grievance shall advance to the next step. However, the time limits may be extended by mutual agreement between parties.

6.9 Technical Objections to Grievances

It is not the intention of the Employer or the Union to evade the settlement of grievances on a procedural technicality; however, it is clearly understood that the time limits established herein are for the sake of procedural orderliness and are to be adhered to. Should either party fail to adhere to the time limits, the onus is on that party to show a justifiable reason why.

6.10 Changes to the Agreement

Any mutually agreed changes to the Collective **Bargaining** Agreement shall form part of this Collective **Bargaining** Agreement and are subject to the Grievance Procedure.

6.11 Access to Grievance Information from Employer

The Employer agrees to provide to the Union or Steward relevant payroll information when requested in writing and accompanied by signed authorization of the Employee concerned.

ARTICLE 7 MEDIATION / ARBITRATION

7.1 Mediation

The Union and the Employer agree the best resolution to disagreements or disputes is a solution worked out between the parties.

It is agreed that the parties by mutual agreement may engage mediation services to resolve a grievance. The mediator will be agreed to by the Employer and the Union, and the costs associated with the mediation process will be equally shared between the parties.

7.1.1 Selection of a Mediator

The parties will reach agreement on a mutually acceptable mediator as needed. If agreement cannot be obtained between the parties, then either party can apply to the Minister of Labour to have a mediator appointed.

7.1.2 Role of the Mediator

The role of the mediator is to assist the parties to achieve a mutually acceptable resolution of the grievance.

7.1.3 Rules Applicable to Grievance Mediation

Any document provided prior to or during the mediation will be returned to the issuing party at the conclusion of the mediation process.

Settlements reached at mediation will not be considered a precedent or normal practice and will not be raised in support of any future grievance.

Anything said or done at mediation will not be used against the Employer, Employee or the Union at any subsequent arbitration.

At any subsequent arbitration hearing, or any hearing on the matter by the Labour Relations Board, the mediator will not be a witness. No transcripts or records will be kept by the mediator other than the mediation occurred, when, where, the parties to the dispute and whether settlement was achieved.

Parties to the mediation will have the authority to conclude a settlement at mediation.

7.1.4 Grievance Mediation Process

The mediator will provide an introduction of the mediation process, e.g., concept, ground rules, process and questions.

The process will be determined by the parties to the mediation with respect to the **Collective Bargaining Agreement**, opportunities to comment, and meeting as a group or individually with the mediator.

If a settlement can be reached, the terms of the settlement will be put in writing, and signed by the parties.

If no agreement is possible, the mediator will verbally set out respective positions, and points of difference.

The mediator may shut down the mediation process if it appears resolution is unlikely.

7.2 **Arbitration**

7.2.1 Selection of an Arbitrator

The parties will reach agreement on a mutually acceptable arbitrator as needed. If agreement cannot be obtained between the parties then

either party can apply to the Minister of Labour to have an arbitrator appointed.

7.2.2

Procedure

The arbitrator shall fix a time and place of sittings, after consultation with the parties.

The arbitrator shall determine the procedure but shall give full opportunity to all parties to present evidence and make representations. The arbitrator shall, as much as possible, follow a layperson's procedure and shall avoid legalistic or formal procedure.

No grievance shall be defeated by any formal or technical objection and the arbitrator shall have the power to allow all pertinent information to the grievance and the power to waive formal procedural irregularities in the processing of a grievance, in order to determine the real matter in dispute and to render a decision according to equitable principles and the justice of the case.

In the event that an Employee is called as a witness in an arbitration hearing, the Employer shall grant leave and expenses which shall be applicable as follows:

- a) If called by the Employer, leave without loss of pay and expenses paid by the Employer.
- b) If called by the Union, leave in accordance with Article 18.15, and expenses paid by the Union.
- c) If called by the arbitrator, the parties shall share equally the costs.

7.2.3

Decision of the Arbitrator

The arbitrator shall render a decision within thirty (30) days of the end of the hearings.

The decision shall be final, binding and enforceable on all parties.

The arbitrator shall not have the power to change this Agreement, or to alter, modify or amend any of its provisions. Subject to the foregoing, the arbitrator shall have the power to dispose of the grievance by any arrangement which the arbitrator deems just and equitable.

Should the parties disagree as to the meaning of the arbitrator's decision, either party may apply to the arbitrator to clarify the decision.

7.2.4

Expenses of the Arbitrator

The fees and expenses of the arbitrator and any other common expenses shall be shared equally by both parties.

ARTICLE 8 DISCIPLINE, SUSPENSION, DISMISSAL

8.1 Right to have a Union Representative

In all cases where the Executive Director, or their designate considers an Employee's conduct to warrant a disciplinary action (dismissal, suspension, reprimand), no steps shall be taken other than in the presence of a Shop Steward, who may, at the option of the Employee, act as an advocate. The Employee shall have an opportunity to state their side of the case. In the event a steward is unavailable within the bargaining unit, the Union will provide a representative for the Employee in a timely manner, and/or have a union representative attend by video conference. A Shop Steward shall not be required until after the investigation process has been completed. For clarity, an investigation includes any questioning of employees up to the point where discipline will be administered.

8.2 Justice and Dignity

An Employee whom an Employer reprimands, fails to appoint, demotes, suspends or whom it contends lost seniority, shall be retained or returned to active work until any grievance contesting such reprimand, suspension, non-appointment, demotion or break in service is finally resolved through the grievance and arbitration process.

An Employee may be removed from active work without pay where the alleged cause for suspension presents a danger to the safety of others or equipment or where the Employee significantly disrupts the programs of the Employer. An Employee may be discharged for just cause without pay.

8.3 Disciplinary Action

Where the Employer intends to meet with an Employee for disciplinary purposes, the Employee shall be so notified in advance of the purpose of the meeting and informed of the right to have a Union representative present either in person or video conference. The member will be given reasonable time to arrange union representation and to schedule a meeting at a later date.

8.4 Burden of Proof

In cases of disciplinary action against an Employee, proof of just cause shall rest with the Employer.

8.5 Suspension during Investigation

8.5.1 When an Employee's conduct is considered by the Executive Director to warrant immediate dismissal, such Employee shall be placed on suspension pending investigation. If, at the expiration of seven (7) calendar days, the Union has not filed a grievance, the dismissal shall take effect.

If, at the expiration of seven (7) calendar days, the Union has not filed a grievance, the dismissal shall take effect.

8.5.2 Grievances submitted under 7.2 may proceed directly to Step 3 of the grievance procedure (outlined above).

8.6 Wrongful Dismissal or Suspension

Should an Employee be dismissed or suspended, and it is later established that such dismissal or suspension was unfair or not in accordance with the provisions of this Agreement, they shall be returned immediately to their former status in all respects and shall be compensated for the loss of wages and credited with earned benefits by the Employer which they suffered by reason of such dismissal or suspension. The Employer may only fill the position on a temporary basis until final disposition of the dispute.

8.7 Progressive Discipline

Both parties agree that every effort shall be made through discussion and consultation in an attempt to resolve problems with respect to Employee performance prior to the initiation of disciplinary action. The Employer acknowledges the right of Employees, including those on initial probation, to have any differences regarding disciplinary action or dismissal heard through the grievance and arbitration procedure. In the event the Employer initiates disciplinary action against an Employee, except in cases of serious misconduct, the practice of progressive discipline will take place as follows:

8.8 Disciplinary Progression

The Employer agrees to follow the principles of progressive discipline.

Failure to comply with the Employer's policies, procedures, and regulations may result in one (1) of the following actions being taken by the Employer, depending on the severity of the offence:

- Verbal reprimand
- Written reprimand
- Suspension

- Termination of employment

Any Employee may be dismissed or suspended but only for just cause and only upon the authority of the Employer. In the event the Employer initiates a disciplinary action against an Employee the following procedure shall be followed:

8.9 Verbal Reprimand

The Director will verbally outline to the Employee any reasons for the reprimand, how they should correct their work and what will happen if their misconduct continues. As a point of process, the event of the verbal reprimand will be noted in the Employee's file.

A steward or union staff representative shall be present as a witness.

8.10 Letter of Reprimand

If the Employee displays no positive response to the verbal reprimand, the Director shall reprimand that Employee by means of a letter of reprimand to the Employee within sixty (60) days attendance in the workplace after the delivery of the verbal reprimand. A copy shall be sent concurrently to the Union office. Such letters shall become part of the Employee's record.

8.11 Suspension

The Employee will be given notice of the suspension and the reasons for it in writing. The days of suspension shall be included. A copy will be supplied to the Union. The suspension will be with pay pending an investigation.

8.12 Dismissal

Dismissals shall be effected by the Executive Director or their designate. The Employee shall receive written notice of the action which shall include a specific statement of just cause. Any Employee who is dismissed, except in cases of misconduct, will be entitled to notice or pay in lieu of such notice in accordance with *The Saskatchewan Employment Act*.

Such pay shall be in addition to the payment in lieu of earned vacation leave. Earned vacation leave due an Employee shall not be used as any part of the period of notice above.

A copy of the dismissal notice shall be sent concurrently to the Union office.

An Employee considered by the Union to be wrongfully or unjustly discharged or suspended shall be entitled to a hearing under the

Grievance Procedure. Step 1 of the Grievance Procedure shall be omitted in such cases.

There shall be a union observer as an employee advocate during any disciplinary investigation with an in-scope Employee.

8.13 Reinstatement of Rights

An Employee who has been unjustly suspended, demoted or dismissed, shall under this Article, upon reinstatement receive all rights and benefits retroactive to the date of suspension, demotion and dismissal.

8.14 Personnel Records

Employees shall have the right at any time to have access to and review/copy their personnel record. Any disagreement as to the accuracy of information contained in the file may be subject to the Grievance Procedure and the eventual resolution thereof shall become part of an Employee's record. No evidence from the Employee's record may be introduced as evidence in any hearings of which the Employee was not aware at the time material was placed in their file. Employees shall have the right to make copies of any material contained in their personnel record.

The Executive Director or designate will be present with the Employee, Employer or Union Representative during viewing of the file.

Records of disciplinary action on an Employee's personnel file shall be removed from the file after twenty-four (24) months, unless there are disciplinary documents of equal or greater severity placed on the Employee's file within that period. When such documents are removed, they shall be returned to the Employee or to the union.

Any reprimands shall be conducted in the Employer's office.

8.15 Right to Refuse Unsafe Work – No Discipline

Members have the legal right to refuse unsafe work under *The Saskatchewan Employment Act* when there are reasonable grounds to believe that an act or a series of acts is unusually dangerous to that person or another person's health and safety.

No Employee shall be disciplined for refusal to work on a job or to operate any equipment that is unsafe. Such job or equipment is not to be reassigned until the Occupational Health Committee is satisfied with safety modifications.

8.16 Involuntary Demotion

Thirty (30) calendar days' notice shall be given to an Employee who is to be demoted involuntarily. Such notice shall be given to the Employee in writing and shall set out in detail the reasons. A copy of this notice shall be supplied concurrently to the Union.

ARTICLE 9 SENIORITY

9.1 Definition

The seniority of an Employee is defined as the length of service with the Employer. Seniority for part-time staff will be based upon hours of work.

9.2 Seniority Lists

The Employer shall maintain a seniority list of all Employees showing the date upon which each Employee entered the service of the Employer, or in the case of part-time Employees, the number of hours worked.

The Employer shall prepare and post the seniority list by January 30th of each year. The seniority list shall remain posted on the bulletin board for the balance of the year. A copy of the seniority list will also be provided to the Union.

Employees will be allowed to challenge the accuracy of their seniority. All challenges are to be directed to the Executive Director for an assessment, and the Employee must provide satisfactory proof of the error. Where satisfactory proof of error is provided, the error will be corrected.

9.3 Maintenance and Accrual

Seniority shall be maintained and accrued during:

- a) All periods of paid leave.
- b) Leave of absence without pay for periods not exceeding thirty (30) days.
- c) Parental Leave (elder care, maternity, paternity and adoption).
- d) Wage replacement benefits for a period of two (2) years or less for Workers Compensation benefits, SGI benefits and Long-Term Disability Benefits.
- e) Employees under Article 19.1 Leave of Absence for Union Business, 19.20 Leave Without Pay for Union Business, 19.21 Leave of absence for Union Business.

- f) Active Military Service

9.4 Maintenance of Seniority

Seniority shall be maintained, but shall not accrue during:

- a) Periods of leaves of absence over thirty (30) days.
- b) Layoff
- c) Appointments to an out-of-scope position.
- d) Wage replacement benefits for a period longer than two (2) years for Workers Compensation benefits, SGI benefits and Long-Term Disability benefits.
- e) Employees under Article 12.4 Re-employment list.

9.5 Loss of Seniority

Seniority shall be broken for the following reasons:

- a) Dismissal for just cause.
- b) Voluntary resignation or retirement in writing.
- c) Continuous lay-off in excess of twenty-four (24) months.
- d) Failure to return to work without an acceptable reason to management following the completion of a leave of absence or within fifteen (15) days' notification by the Employer to return to work following a lay-off, unless through sickness or other just cause.

ARTICLE 10 APPOINTMENTS, STAFF CHANGES AND HIRING PROCESS

10.1 Vacancy

Vacancies shall be posted internally for fifteen (15) days unless the Employer and the Union agree to a longer or shorter period.

A copy of each posting will be sent to:

- a) All active Employees by posting on the bulletin board.
- b) All Employees on the re-employment list.

- c) Employees who are absent from work for the total duration of a posting and who have advised the Employer in writing that they want to receive postings during their absence.
- d) And to the Union.

Where the Employer decides to fill a position, the position will normally be filled within forty-five (45) days from the closing date of the competition.

10.2

Information in Posting

The bulletin shall set out the following information:

- a) Name of position.
- b) A brief description.
- c) Qualifications required.
- d) Salary
- e) Hours of work.
- f) Deadline date for application and other pertinent information.
- g) Expected start date.

10.3

Outside Advertising

Outside advertising will only take place after it is determined that there are no in-house qualified applicants who have applied within the fifteen (15) day in-house procedure. No outside applicants will be interviewed until applications of present Employees have been considered and it has been established that no internal applicant is qualified for the position.

Upon mutual agreement between the parties the Employer may simultaneously post positions within the unit and outside the bargaining unit.

10.4

Role of the Union

The Union representative will not attend assessments of resumes or interviews when there are no internal applicants.

The Employer shall notify the Union of the applicants in each posting, and of the seniority, if any, of each of them, and of the time, place and date of the assessment of applications and interviews.

The Union shall be entitled to have a representative present

- during the assessments of applicants' resumes

- during the interviews as an observer
- during the post interview discussion as an active panel member

The Union representative may attend without loss of pay providing they are an Employee of the Employer.

The Union representative may attend assessments of resumes and interviews when an internal applicant has been excluded, and the competition has gone to external applicants.

10.5

Qualification for Positions

The Employer will determine the necessary knowledge, skills and abilities (KSA's) required for each position to be filled, prior to posting. The KSA's will be drawn from the job description based on the classification specification for the position.

Applicants' qualifications shall be assessed by Employer appointee's and a Union representative in accordance to Article 10.4.

To determine who will be interviewed, resumes will be screened against the KSA's shown in the posting. Interview questions will be drawn from the KSA's shown in the posting. Those applicants who do not meet the minimum KSAs outlined in the posting, as determined by the panel, will not be interviewed.

All examinations, interviews, and/or panels shall be designed to test fairly the knowledge, skills and abilities of the persons examined. The means or measures used to test persons may include any investigation of education, experience, or record of accomplishment; and any test of knowledge, skill, or aptitude drawn from the job description; and inquiry into the personal suitability of the candidate.

The Employer shall provide to the panel the interview questions as well as the expected responses two (2) days in advance of the interview. The panel representatives shall hold all such information confidential and not share any part with prospective candidates.

10.6

Appointment of Senior Qualified Applicant

Positions shall be filled by the senior qualified applicant. Seniority will be counted as of the closing date of the posting. To be considered qualified, applicants must meet the minimum requirements as set forth in the posting.

Should the Employer decide not to appoint the senior qualified applicant, the Employer's representative will notify the applicant and the Union in writing with his reasons, and the applicant will be entitled to engage expedited arbitration procedure (arbitration without having to engage the grievance procedure).

No posting will be cancelled once it has been determined that there is at least one internal qualified applicant unless agreed to by the parties. Such approval shall not be unreasonably withheld.

Should there be no Employee qualified for the position the Employer may fill the position with an outside applicant.

10.7 Notification of Successful Competition

The successful applicant shall be notified in writing prior to commencing such duties, of the classification step assigned. The Employer will post the name of the successful applicant, their classification, start date, and salary step assigned. A copy shall be sent to the Union.

10.8 Probationary Periods

- a) Employees hired into full-time positions upon initial appointment shall serve a probationary period of twelve (12) months from the date of appointment.
- b) Employees on promotion shall serve an additional probationary period of six (6) months in their new position.
- c) Employees who work less than full-time and at least one-half (1/2) time will have a twelve (12) month probationary period.
- d) No probationary period shall be required of an Employee in a position which is reclassified unless the Employee is on probation; if on probation the Employee shall continue to serve the probationary period minus service accumulated to that point. Upon successful completion of the probationary period, the Employee shall become a permanent Employee in the revised classification. If a permanent Employee on probation in a reclassified position fails probation, the Employee shall revert to the position in which they last held permanent status.
- e) An Employee who, as a result of a reduction in staff, assumes a new position, shall be allowed the minimum of the probationary period of the classification to familiarize themselves with their new duties. Should the new position be a lateral move/ within the same classification no probationary period shall be required.

Should an Employee's performance fail to meet the requirements of the new position, or if the Employee so chooses, they shall be returned to their former position with no loss of seniority and subject to any increments they would have earned had the promotion not taken place.

When a casual Employee assumes a permanent, permanent part-time or temporary position, their time worked as a casual shall be considered as time spent for their probationary period but shall still have to serve a minimum of six (6) months of a probationary period.

10.9

Assessment While on Probation

Since probation is the final step in the selection process, the following procedure will be followed as a minimum in the evaluation process:

- a) Performance requirements established by the Employer will be communicated to the Employee, in writing, at the outset and discussed during the Employee's probationary period. Performance requirements will be established based on the classification specification and the job description and will include the responsibilities, knowledge, skills, and abilities appropriate to the job.
- b) The immediate supervisor shall evaluate performance by direct observation on at least two (2) different occasions.
- c) Two (2) written performance assessments will be completed for each Employee during the probationary period. Performance assessments will be conducted at:
 - two (2) and five (5) months in the case of a six (6) month probationary period.
 - five (5) and eleven (11) months in the case of a twelve (12) month probationary period.
 - Additional performance assessments may be conducted at the discretion of the Employer.
- d) Performance assessments will be discussed with the Employee and shall be signed by the Employee to indicate awareness of the assessment. A current job description is required when the final probationary review is complete.

In all cases the Employee will be given a copy of any performance assessment.

10.10

Completion of Probationary Periods

At the successful completion of the probation the Employee shall be so informed in writing.

10.11 Initial Probation

While on probation, employment may be terminated for any reason of general unsuitability by the Executive Director, written notice of the reasons for dismissal shall be provided. The Employee will be given an opportunity to respond. The Employee shall be informed of the right to have a Union representative present either in person or video conference. A copy of the dismissal notice shall be sent concurrently to the Union office. Employees are restricted to grieving violations of 4.4 and 10.9 only if they offend Article 4.5.

10.12 Extension of Probation

Probationary periods may be extended for a period agreed upon by the Employer and the Union. However, the extension period will not exceed a term equivalent to the original probationary period for the position.

ARTICLE 11 JOB SECURITY

11.1 Present Conditions and Benefits

All rights, benefits, privileges and working conditions which Employees now enjoy, receive or possess, shall continue to be enjoyed and possessed insofar as they are not inconsistent with this Agreement, but may be modified by mutual agreement between the Canadian Mental Health Association, Saskatchewan Division Inc. and the Union.

ARTICLE 12 LAY-OFFS, RECALLS AND AMALGAMATION

12.1 Definition of Lay-Off

A lay-off shall be defined as a reduction in the work force, an abolishment of a position, conclusion of a temporary position or a reduction in the regular hours of work as defined in this Agreement.

12.2 Notice of Permanent Position Abolishment

The parties may jointly develop a buy-out package for Employees to volunteer to take lay-off or early retirement. In no case will the notice given to any Employee be less than that provided for in *The Saskatchewan Employment Act*.

12.3 Role of Seniority in Lay-Offs or Job Abolishment

Both parties recognize that job security shall increase in proportion to length of service. Therefore, in the event of a lay-off or job abolishment, Employees shall be laid off in reverse order of their bargaining-wide seniority. An Employee about to be laid off may bump any Employee with less seniority providing the Employee exercising the right is qualified to perform the work of the less senior Employee.

12.4**Re-Employment**

Employees who are laid off or who are temporary shall be placed on a re-employment list maintained by the Employer. The Employer shall during the last week of employment request the contact information from the Employee. Employees shall remain on the re-employment list for a period of two (2) years or until the Employee requests their name to be removed from the re-employment list. It shall be the Employee's responsibility to contact the Employer to update any contact changes during the two (2) years.

Employees will retain their seniority while on the re-employment list. Employees shall remain on the re-employment list for a period of two (2) years unless the employee requests their name to be removed from the re-employment list prior to the end of the two-year period.

Employees who are not re-employed within two (2) years shall lose their seniority.

12.5**Recall Procedure**

- a) Employees shall be recalled in the order of seniority.
- b) Employees who have been laid off shall have the right to refuse work that would constitute a demotion or temporary employment without loss of seniority. If the Employee rejects two call-backs, within the two-year period set out in Article 12.4 then their name shall be removed from the re-employment list.
- c) Employees who choose to take employment offered to them which would constitute a demotion or temporary employment shall not lose their right to re-employment to positions equivalent to those from which they were laid off, for two (2) years following the date of lay-off.
- d) Employees shall be given thirty (30) days' notice of recall in written form.
- e) It is incumbent upon the Employee to provide an up-to-date address and phone number to the Employer while on lay-off.
- f) The Employee shall give notice of acceptance/rejection of any call-back within fourteen (14) calendar days.

12.6**No New Employees**

New Employees shall not be hired until those laid off have been given an opportunity of recall.

12.7 Advance Notice of Lay-Off

The Employer will notify the Union prior to notifying the Employees of lay-off with reasons in writing for the lay-off. The Employer shall notify Employees who are to be laid off as determined under Section 43 of *The Saskatchewan Employment Act*, but in no case shall the notice be less than thirty (30) calendar days prior to the effective date of lay-off. A copy of the notice of lay-off shall be sent to the Union. If the Employee has not had the opportunity to work the days as provided in this Article, he shall be paid for the days for which work was not made available.

12.8 Maintenance of Benefits - Lay-Off

When an Employee is laid off on account of lack of work and returns to work, that Employee shall retain their existing accumulated benefits and seniority at the time of lay-off.

12.9 Amalgamation

In the event the Employer merges, amalgamates or otherwise disposes of its services, Division Four of Part VI of *The Saskatchewan Employment Act* shall govern this process.

12.10 Casual List

If a casual employee is not available three consecutive shifts and is not available the fourth offer, even though they have indicated that they were available on the availability sheet; then the casual Employee's name will be removed from the Casual list.

It is the responsibility of the casual employee to provide their availability and accurate contact information to the Employer.

If the casual employee has not been available for one year, their name shall be removed from the Casual list.

ARTICLE 13 HOURS OF WORK

13.1 Hours of Work Designation

Regular hours of work **exclusive of meal periods** shall be:

- a) seven and one-half (7.5) hours per day;
- b) and thirty (30) hours per week, Monday to Friday
- c) **Up to thirty-seven and one half (37.5) hours per week, Monday to Friday as per Appendix A.**

In accordance with Article 16, the basic work week will be reduced by 7.5 hours for each designated holiday within that week.

13.2 Core Working Hours

13.2.1 Core hours of work shall be 7:30 a.m. to 6:00pm. Any deviation from this will only be by agreement between the parties. There will be no split shifts in the schedule unless mutually agreed upon between the Employee and the Employer.

13.2.2 A regular schedule will be established for permanent part time and full-time Employees. One (1) weeks' notice will be given of changes to the schedule.

13.3 Scheduled Day Off (SDO)

13.3.1 Employees shall receive every Friday or Monday off as a regular scheduled day off (SDO).

13.3.2 Where operational coverage problems require an SDO to be rescheduled, the SDO will be taken on another date, mutually agreed upon by the Employee and the Executive Director.

13.3.3 SDO's that fall on a statutory holiday shall be rescheduled to the preceding or next following working day by mutual agreement.

13.4 Breaks

Employees are entitled to a twenty (20) minute work break in the morning and afternoon and a meal period of sixty (60) minutes.

13.5 Monthly Attendance Statement

Each Employee is required to submit a monthly attendance statement to the Executive Director as a record of time worked.

13.5.1 The parties recognize that Employees work outside the current hours of work through a variety of ad hoc and mutually agreeable arrangements. We also acknowledge that the establishment of programming outside the current hours of work is required for CMHA to achieve its goals as an organization. Both parties agree to negotiate in good faith regarding hours of work when new programs come into effect or when programs change. The parties commit themselves to ongoing dialogue and innovative approaches to these problems. It is agreed that it is the role of the CMHA to establish hours of work, rates of pay and implementation dates of the new programs until such time as the parties achieve a written agreement for incorporation into the **Collective Bargaining Agreement**.

ARTICLE 14 TELEFUND UNIT

14.1 Telefund Unit

The parties agree to remove all reference to the Telefund Unit, Telefund Operators, and Telefund Supervisor from the Collective **Bargaining** Agreement. However, in the event the Employer opens another call center, all language removed from the 2016-2020 Collective Bargaining Agreement will be restored to the new Collective Bargaining Agreement. The Employer and the Union will meet to establish proper rates of pay for the telefund operators and supervisors. Should the Employer and the Union fail to agree to rates of pay, then the Employer as a minimum will pay the last rates of pay along with the corresponding increases that have been applied since the new Collective **Bargaining** Agreement was ratified.

ARTICLE 15 OVERTIME

15.1 Definition

Authorized hours worked in excess of the daily hours of work, weekly hours of work or all hours worked on a day of rest or designated holiday shall be considered overtime.

Employees are not permitted to work beyond their regular hours without the permission of the Program Director.

15.2 Compensation for Overtime

Assigned overtime is designated as those hours over the regular hours of work which are requested of the Employee by management. Assigned overtime worked shall be paid at the rate of time and one-half (1 1/2).

15.3 Compensation for Work on Days of Rest

Assigned work on regularly scheduled days of rest is designated as those hours worked on regularly scheduled days off which are requested of the Employee by management. Assigned work on days of rest shall be paid at the rate of time and one-half (1 1/2) for the first four (4) hours and double (2) time for all subsequent hours worked.

Rescheduling an SDO by mutual agreement under Article **13.3.2** shall not be considered assigned work on regularly scheduled days of rest and shall not result in overtime.

15.4 **Pay Out of Overtime**

Employees shall work overtime only when authorized to do so.

When overtime is paid out, it will be paid out with the Employee's regular pay. On request by the Employee, management may grant time off at the appropriate overtime rate in lieu of payment for overtime worked; such time off must be taken within six (6) months or be paid out; such time off is not to exceed a total of twenty-five (25) hours in the six (6) month period.

15.5 **Extended Hours**

Employees will be paid at overtime rates of pay for all hours worked in excess of the hours of work defined under Article 13 except as follows;

The Employee requests to work extended hours, for the purpose of banking hours for personal reasons.

The Employee agrees to work extended hours in exchange for alternate time off.

Banked time is to be taken within the **three (3)** month period in which it is incurred as there shall be no carryover between **three (3)** month periods; such accumulated banked time is not to exceed a total of twenty-five (25) hours in either **three (3) month period**.

Employees cannot lose hours worked under this clause. **Employees will be consulted in good faith for alternative dates.** Employee **may** be paid out in the final pay period of the **three (3)** month span.

For greater clarity, all references to hours in Article 15.4 and 15.5 represent the regular hourly equivalent of overtime hours (e.g. **twenty-four (24)** hours would reflect **sixteen (16)** overtime hours that were worked and banked); banked overtime hours are paid out or used at the rate of **one and a half (1.5)** times the hours actually worked (i.e. **one (1)** overtime hour worked and then banked will provide a credit of **one and a half (1.5)** hours of time off with regular pay). It is understood that all overtime must be pre-authorized by the Employer.

15.6 **Voluntary Overtime**

No Employee shall be required to work overtime **beyond Article 15.1.**

15.7 **Call-Back**

An employee who is called back to work outside of their regular working hours shall be paid for a minimum of three (3) hours at the appropriate rate. Employees may only be called back by the Executive Director.

15.8 Differential for Camps and Tours

It is understood that camps and tours can be operated by The Canadian Mental Health Association (Saskatchewan Division) Inc., from time to time, as part of the regularly scheduled programming of activities. An employee on duty for a camp or tour on a twenty-four (24) hour basis will be paid a differential of \$250 per twenty-four hour day, which shall be in addition to their regular salary if the camp or tour is on a regular workday.

This differential shall not be paid to Employees who are hired solely as camp or tour workers. Regular, casual or grant employees who volunteer their time for camps or tours cannot claim the hours spent on a camp or tour as time worked for any purpose other than to verify their eligibility for the differential. In staffing for the camps or tours, the Employer will consider the availability and interest of employees who wish to volunteer their time for camps or tours.

15.9 On-Call Premium

Employees assigned by the program director to be on call for any period of **twenty-four (24)** consecutive hours shall receive **one hundred dollars (\$100.00)**.

15.10 Conference and Educationals

Time spent by Employees who attend Employer requested conferences or educationals, shall be considered as time worked. Expenses shall be claimed as per Article 23.

The Employer will develop written policies in regards to expenses, costs and time in lieu for conferences and educationals that will apply throughout the Branches.

ARTICLE 16 DESIGNATED HOLIDAYS

16.1 Designated Holidays

For the purposes of this Agreement, designated holidays shall mean:

New Year's Day

Family Day

Good Friday

Victoria Day

Canada Day

Saskatchewan Day

Labour Day

National Day for Truth and Reconciliation

Thanksgiving Day

Remembrance Day

Christmas Day

Boxing Day

One Floating Holiday per year to be taken at a time mutually agreed between the parties, and any other statutory holiday as proclaimed by the Federal or Provincial Governments.

Employees may use the floating holiday to observe Treaty Day. Application to use the floating holiday on Treaty Day shall be approved upon request.

16.2 Observed Day of Importance

Employees may use any paid leave bank to observe days important to the employee based on religion, culture or ethnicity not specified in **Article 16.1** without loss of pay. An employee who has expended all available paid leave may be granted a leave of absence without pay.

16.3 Working on a Holiday

An Employee who is required to work on a holiday shall be paid at the rate of straight time plus time and one-half (1 1/2).

ARTICLE 17 VACATIONS

17.1 Definition

Vacation means annual vacation with pay.

Vacation Year means the twelve (12) month period commencing on the first day of October in each calendar year and concluding on the thirtieth day of September of the following calendar year unless prior agreement provides alternate dates.

17.2

Vacation Entitlement

Based on a 4-day Work Week:

Years of Service	Vacation Weeks	Vacation Days	Monthly Vacation Accrual Days
1	3	12	1.00
2	3.2	12.8	1.07
3	3.4	13.6	1.13
4	3.6	14.4	1.20
5	3.8	15.2	1.27
6	4	16	1.33
7	4.2	16.8	1.40
8	4.4	17.6	1.47
9	4.6	18.4	1.53
10	4.8	19.2	1.60
11	5	20	1.67
12	5.2	20.8	1.73
13	5.4	21.6	1.80
14	5.6	22.4	1.87
15	5.8	23.2	1.93
16	6	24	2.00

Based on a 37.5 Work Week

Years of Service	Vacation Weeks	Vacation Days	Monthly Vacation Accrual Days
1	3	15	1.25
2	3.2	16	1.33
3	3.4	17	1.42
4	3.6	18	1.50
5	3.8	19	1.58
6	4	20	1.67
7	4.2	21	1.75
8	4.4	22	1.83
9	4.6	23	1.92
10	4.8	24	2.00
11	5	25	2.08
12	5.2	26	2.17
13	5.4	27	2.25
14	5.6	28	2.33
15	5.8	29	2.42
16	6	30	2.50

- 17.2.1** Annual vacation for full-time employment shall be earned at the **hourly rate equivalency of three (3) working weeks converted to the employees hourly rate at the time the vacation is taken. (i.e. twelve (12) working days for a four (4)-day work week schedule)** per year, increasing at the rate of one (1) additional day per year after the first (1st) year to a maximum of six (6) weeks. ("Day" refers to one working day within the standard work week from Monday to Friday).
- Vacation Accrual prorated hourly calculation at the start shall be three (3) weeks, times total work week hours, divided by total annual work week hours or $(3 \times (7.5 \times 4)) / (30 \times 52) = 5.769\%$.**
- 17.2.2** If an Employee wishes to take up to five (5) consecutive days of vacation time, a written request must be submitted to the Executive Director no less than five (5) working days prior to the commencement of the proposed vacation. The Executive Director or designate shall respond in writing within two (2) days of such request.
- For vacation of six (6) or more days, written requests must be submitted to the Executive Director or designate no less than twenty (20) calendar days prior to the commencement of the proposed vacation. The Executive Director or designate shall respond in writing within ten (10) days of such request.
- Every effort will be made to accommodate such requests, requests will not be unreasonably denied.
- 17.2.3** When any statutory holiday or customary civil or local holiday falls on a regular working day within an Employee's annual vacation, they shall be granted one (1) additional day of vacation.
- 17.2.4** Vacation is not earned while an Employee is on leaves of greater than thirty (30) calendar days (except if such leave is designated as sick leave).
- 17.2.5** Less than full-time Employees shall earn vacation benefits on a pro rata basis **Article 17.3**
- 17.3** **Carry Over of Vacation**
- 17.3.1** The vacation entitlement contained herein will be taken by all the Employees annually, subject, however, to the provision that the Employees may make application in writing to the Employer prior to the end of the vacation year in which time is not taken for carry over of the entitlement to the following year.
- 17.3.2** Carry over of up to five (5) days shall be approved. Consideration will be given for carry over in excess of five (5) days and in compliance with *The Saskatchewan Employment Act*.

17.3.3 The Employer shall respond in writing within fifteen (15) days of such a request. Any payout which may result shall be at the Employee's current rate of pay.

17.4 Vacation Schedules

Where in respect of any period of vacation leave, an Employee is:

- a) granted bereavement leave.
- b) granted sick leave at a recognized hospital.
- c) granted other approved leave of absence.
- d) granted sick leave for an illness which would confine the Employee for a duration of three (3) days, a medical certificate substantiating proof of illness may be required. The period of vacation so displaced by any of the aforementioned shall either be added to the vacation period of the Employee, if requested by the Employee and approved by the Employer, or reinstated for use at a later day, at a time to be mutually agreed upon by both parties.
- e) when a statutory holiday falls on a day during an Employee's vacation period, the period of vacation so displaced shall either be added to the vacation period of the Employee or reinstated for use at a later day.

17.5 Vacation Pay on Separation

An Employee leaving the service at any time in the vacation year before the Employee has taken vacation shall be entitled to a proportionate payment of salary in lieu of such earned vacation at the Employee's current rate of pay. In the event of the death of an Employee, any amount due under this Article shall be paid to the Employee's estate.

17.6 Unbroken Vacation

An Employee shall be entitled to receive vacation in an unbroken period, unless otherwise mutually agreed upon between the Employee and the Employer.

17.7 Vacation Schedule

Annual vacation shall be regulated on a mutually agreed rotation plan. Wherever possible the initial placing of Employees in the rotation plan will be according to seniority; thereafter the rotation will take place in accordance with agreed procedure established between the Union and the Employer. Where an annual vacation is split upon request by an Employee, seniority shall be exercised in the first instance only.

17.8 Posting Vacation Schedule

Vacation schedules shall be posted by April fifteenth (15th) of each year.

Once posted these dates cannot be changed without mutual consent of the Employee(s) and the Employer. However, in extenuating circumstances the Employer can alter the vacation schedule.

17.9 Cancelling of Approved Vacation Leave

Where the Employer cancels an Employee's approved vacation leave and such cancellation causes the Employee and/or their family member(s) to forfeit travel deposits or fares, the Employer will reimburse the Employee to the extent of such loss.

17.10 Vacation Leave Records

A record of all unused vacation leave will be kept by the Employer. At the close of each fiscal year, each Employee may review the records of the Employer and verify that the accumulated vacation leave is correct.

17.11 Vacation Entitlement on Re-Employment

Where a former Employee of the Canadian Mental Health Association (Saskatchewan Division) Inc. becomes re-employed after a break in service of less than two (2) years, their vacation entitlement earned prior to the break in service will be reinstated upon re-employment. Re-instatement of vacation entitlement is only available to those who have had a break in service due to lay-off, and not resignation or dismissal.

ARTICLE 18 SICK LEAVE

18.1 Definition

Sick leave means the period of time an Employee is absent from work with pay by virtue of job-related stress or of being sick or disabled, or because of an accident for which compensation is not payable under The Workers' Compensation Act.

18.2 Annual Paid Sick Leave

Sick leave credits shall accumulate from the date of employment on the basis of one and three-quarters (1 3/4) working days per month to a maximum of one hundred nineteen (119) days.

18.3 Accumulation of Annual Paid Sick Leave

The unused portion of an Employee's sick leave shall accrue for their future benefits, to a maximum of one hundred nineteen (119) days. No remuneration shall be granted in lieu of unpaid sick leave benefits at termination of employment.

18.4 Deductions From Sick Leave

A deduction shall be made from accumulated sick leave of all normal working days (exclusive of holidays) absent for sick leave. Absence on account of illness for less than one-quarter (1/4) day shall not be deducted. Absence for one-quarter (1/4) day or more, and less than a full day, shall be deducted as equal to the time taken, to the nearest full hour.

18.5 Proof of Illness

A medical certificate(s) may be required from an Employees **who** reports sick **for more than five (5) consecutive working** days. **Where** a medical certificate is required, **it shall be requested during the period of illness and shall verify that the Employee was unable to perform their duties due to illness or injury.**

The Employer may also require a medical certificate where a pattern of absenteeism is identified or where there are reasonable, objective grounds to question the appropriate use of sick leave. Any such request shall be made in a manner consistent with this Collective Bargaining Agreement, *The Saskatchewan Employment Act*, and applicable human rights legislation.

Any costs incurred by the Employee to provide the medical certificate shall be reimbursed by the Employer within fifteen (15) days; when a receipt is provided.

18.6 Sick Leave During Leave of Absence

When an Employee is given leave of absence without pay for any reason or is laid off on account of lack of work and returns to work, upon expiration of such leave of absence etc., they shall retain their existing accumulated credits at the time of such leave or lay-off.

An Employee shall continue to accumulate sick leave credits for leave of absence or lay-off of one (1) month or less.

18.7 Sick Leave Records

An Employee's accumulated sick leave credits shall be made available to each Employee(s) upon request.

18.8 Leave of Absence While Sick

In cases where permanent Employees are sick beyond their accumulated sick credits, the Employer shall grant leave of absence without pay until the Employee is able to return to work or for a period of one (1) year. Such leave shall be reviewed annually.

18.9 Sick Leave for Part-Time Employees

Part-time Employees shall accumulate sick leave credits on the basis of one and three-quarters (1 3/4) days per month prorated on the basis of hours worked in that month.

18.10 Personal Wellness Days

One (1) Personal Day is designated to be taken by employees after completing six (6) month's continuous employment with the Employer.

Two (2) Personal Wellness Days are designated to be taken by permanent employees after twelve (12) months' continuous employment with the Employer.

An employee wishing to take a Personal Wellness Day must have the prior approval of the supervisor. Approval shall not be unreasonably denied. Personal Wellness Days must be taken within the period April 1 to March 31 and are not available for carry over into the next period.

The employee is not required to provide reasons for such request.

18.11 Recognition of Social Illness

The Employer and the Union are committed to ensuring that mental health is given the priority it deserves. For this reason, stress related illnesses, substance misuse, problematic gambling, and other mental health conditions will be treated as any other health problem.

Absence from duty for therapy or treatment shall be considered sick leave.

Employees whose immediate family member is undertaking a treatment or rehabilitative program for any health concern may apply for vacation time or leave of absence without pay to participate with the family member in said treatment or rehabilitative program. It is recognized by both the Employer and the Union that it is the personal responsibility of the individual to accept treatment.

The acknowledgment of the above is not to be interpreted as constituting a waiver of management's responsibility to maintain disciplinary measures within the framework of the collective bargaining agreement.

ARTICLE 19 LEAVE OF ABSENCE

19.1 Leave of Absence for Union Business

An Employee who is elected or selected for a full-time position with the Union or any labour body with which the Union is affiliated shall be granted an unpaid leave of absence without loss of seniority for a period of up to one (1) year. Such leave may be renewed each year during the term of office. The Employee may, with one (1) month written notice, cause their name to be placed on the re-employment list as in Article 12.4.

19.2 Medical Care Leave

An Employee who is unable to make the necessary arrangements for maintenance of personal health care outside of scheduled work time, shall be granted time off as per Article 19.4. On request, Employees will be required to show proof of such care.

19.3 Bereavement Leave

Bereavement leave with pay shall be granted **for up to five (5) days** to an Employee for each occasion for spouse, parents, guardians, parents-in-law, grandparents, children, siblings, siblings in law, children-in-law, grandchildren, stepchildren, step-parents, and those significant to the employee. **These days may be deducted from any paid leave bank selected by the employee and shall not be unreasonably denied.** Additional days may be granted under extenuating circumstances at the discretion of the **Chief Executive Officer**.

19.4 Pressing Necessity

Necessary time off work with pay shall be granted to an Employee for pressing personal matters or family matters beyond the Employee's control. Such time shall be taken against any paid leave bank of the employee's choosing. The Employee shall be granted leave without pay if no paid leave credit exists.

19.5 Maternity, Adoption, and Parental Leave

19.5.1 Maternity and Adoption Leave

An Employee who has completed thirteen (13) weeks of service, who makes application for leave at least four (4) weeks in advance of the requested commencement date, or the date the baby is expected to come into the Employees care and who provides the Employer with a medical certificate certifying that they are pregnant if requested, or a letter confirming a pending Adoption shall be granted maternity/adoption

leave consisting of:

- a) a period not exceeding twenty-four (24) months
- b) an additional period equal to the period between the estimated date of birth specified in the medical certificate and the actual date of birth, if the date of birth occurs after the date mentioned in the certificate, or the expected and actual date the baby came into the Employees care
- c) an Employee may make application for further leave under Article 19.12
- d) such leave will be granted with assurance that the Employee will resume employment in the same position or in a comparable position and at the same rate of pay occupied prior to the granting of such leave subject to negotiated wage increases.

19.5.2 In the event of complications arising out of pregnancy such that the Employee is unable to return to work at the expiry of an approved leave of absence, they will receive payment of normal salary from accumulated sick leave benefits.

19.5.3 If any Employee is unable to perform all of their normal duties due to pregnancy, they will have their duties modified or be assigned to another position where ever possible. If accommodation is not possible, the Employee is entitled to take sick leave.

19.6 Parental Leave

An Employee who has completed thirteen (13) weeks of service and who makes application for parental leave at least four (4) weeks in advance of the date the leave is to commence, shall be granted a leave of up to seventy-one (71) weeks. Such leave to commence not more than thirteen (13) weeks before the estimated date of birth or the date the baby is expected to come into Employees' care and end not more than eighty-six (86) weeks after the actual date of birth or the actual date on which the baby came into the Employee's care.

19.6.1 Notice of intention to return to work, or request for change of length of leave of absence must be forwarded to the Employer fourteen (14) days prior to the expiration of the leave. The Employer is not required to allow an Employee to resume their employment until after the expiration of the fourteen (14) days' notice.

19.7 Non-Discrimination While on Leave

The Employer shall not dismiss or lay off an Employee who has completed thirteen (13) consecutive weeks of continuous employment with the Employer solely because they are pregnant, or because they have applied for maternity/paternity/adoption leave.

19.8 Seniority Status While on Leave

The Employee shall suffer no loss of accumulated seniority rights due to maternity leave of absence. Seniority shall accumulate during the period of leave.

19.9 Other Unpaid Job Protected Leaves of Absence

The Employer will provide for unpaid Job Protected Leaves including:

a) Death or Disappearance of a Child:

The employer will provide **one hundred and four (104)** weeks leave if a child of the employee dies and it is probable, considering the circumstances, that the child died as the result of a crime.

The employer will provide up to **fifty-two (52)** weeks leave if a child of the employee disappears and it is probable, considering the circumstances, that the child's disappearance is a result of a crime.

- i) If it no longer seems probable that the child died or disappeared as a result of a crime, the employee's entitlement to the leave ends on the day on which it no longer seems probable.
- ii) If the employee is subsequently charged with the crime, the employee's entitlement to the leave ends on the day on which the employee is convicted.
- iii) If the child is found within the **fifty-two (52)**-week period that begins in the week the child disappears, the employee is entitled:
 - a. to remain on leave for **fourteen (14)** days after the day the child is found, if the child is found alive; or
 - b. to take **one hundred and four (104)** weeks of leave from the day the child disappeared, if the child is found dead, whether or not the employee is still on leave when the child is found.

b) Reserve Force Leave:

The employer will provide a reasonable period of leave for the Employee's period of service with the reserve force.

c) Nomination/Election and Candidate/Public Office Leave:

The employer will provide leave for an employee to seek nomination as a candidate or and to be a candidate for a municipal, provincial or federal election or an election for a board of education, the Conseil scolaire fransaskois or a band council for a reasonable period; or

If the employee has been elected to a municipal, provincial, or federal government, or board of education, the Conseil scolaire fransaskois or a band council, the employer will provide a leave for the period during the employee's term of office.

d) Organ Donation Leave:

The Employer will provide up to the twenty-six (26) weeks for Employees to undergo a surgical procedure involving the removal of organs or tissue for the purpose of its being transplanted into another individual.

Employees have the right to apply for the corresponding Employment Insurance benefits, if applicable, through the Government of Canada for such leaves.

19.10 Jury Duty and Court Witness

Time spent by an Employee to serve as a juror or court witness shall be considered time worked at the appropriate rate of pay.

The Executive Director shall be informed of any required court appearances of any staff and all conduct monies received by any staff person shall be paid to the Employer.

19.11 Caregiving Leave

An Employee may be entitled to a general leave of absence to care for their child, children, spouse, parents or sibling for a maximum of six (6) months; with the possible extension of six (6) months; without pay when they request such leave for good and sufficient cause. Such requests shall be in writing and approved by the Executive Director. Approval shall not be withheld unreasonably.

19.12 Seniority Accumulation on Leave of Absence

Effective the date of certification, seniority shall accumulate on any leave of absence for the first month unless otherwise stated in this Agreement.

19.13

Education Leave

Education leave may be granted to an Employee who has been in continuous employ with the Association for two (2) years and who desires to gain new skills, or improve upon existing skills, when such skills are deemed relevant to the Association by the Executive Director. Requests for education leave must be made, in writing, outlining a description of proposed study and detailing perceived benefits to the

Association, prior to October 1 of the year prior to the fiscal year in which the leave shall be taken.

Education leave shall be deemed as leave of absence without pay. Seniority does not accrue while on leave but remains the same as the last day worked prior to commencement of the leave.

Benefits (Article 22), to be paid for by the Employee, can be retained throughout the leave period at the discretion of the Employee.

In addition to leave, an Employee may request financial assistance which can include the costs of books and tuition. The Association shall consider all requests and may approve funding up to one hundred percent (100%) of salary for the duration of leave. Any financial support will require a signed undertaking to provide two (2) years of service upon return for every one (1) year on leave. Failure to meet service commitments requires repayment of support, prorated to service completed upon return. In cases other than resignation, the Employer will review each situation as to whether repayment is required. At its sole discretion, the Employer may forgive repayment of services when merited.

The Employer shall maintain written guidelines for the above policy.

The Association agrees to discuss with the union ways to enhance staffs' professional development during the term of the agreement.

19.14

Paid Interpersonal Violence and Sexual Violence Leave

An employee shall be granted up to ten (10) days of which five (5) days will be leave with pay and five (5) days will be leave without pay within a fifty two (52) week period, where the employee, employee's child or a person for whom an employee is a caregiver is the victim of interpersonal or sexual violence and the employee requires time off work to seek shelter or services. For the five (5) days without pay, an Employee may elect to draw upon another paid leave bank to ensure there is no loss of pay.

19.15 Citizenship Leave

An employee shall be granted a leave with pay for up to one (1) day to attend a citizenship ceremony to receive their certificate of citizenship.

19.16 Public Health Emergency Leave Immunization/Communicable and Occupational Diseases

Any time lost as a result of:

- a) attending immunization appointments required by the Medical Health Officer in accordance with the Saskatchewan Immunization Manual or the Canadian Immunization Guide; or quarantine as determined by the Medical Health Officer; or,
- b) being prohibited from working by the Employer as a result of exposure to an infectious disease as a result of their employment;

Shall not result in loss of pay or reduction of the Employee's sick leave credits.

Where possible, the employee may be required to work from home.

In the case of Other than Full Time Employees, wages and benefits shall be based on scheduled shifts inside the posted and confirmed period.

Outside the posted and confirmed period other than full-time Employees shall be paid based on the average number of paid hours in the last fifty-two (52) week period preceding the date of such time lost. If the employee has been employed for less than fifty-two (52) weeks, the average number of paid hours will be calculated based on the number of weeks of employment, or as stated in their letter of appointment, whichever is greater.

Any employee who experiences side effects that prevent them from attending work shall be allowed to draw upon sick leave credits.

19.17 Maintenance of Insured Benefits During Leave or Lay-off

During any period of leave, and subject to the qualifying provisions of the benefits plans, an Employee may elect to maintain insurance benefits for the period they would otherwise have worked, by paying the entire premium.

19.18**General Leave**

Upon application and subject to the operational requirements and recruitment/replacement challenges that are likely to arise, an Employee shall be granted a leave of absence without pay for a period not exceeding one (1) year. Applications must be made in writing and approved by the Executive Director. Such approval shall be granted in a uniform manner.

The Employer is under no obligation to grant a General Leave of Absence to allow an employee to work for another employer.

When an Employee is given leave of absence without pay and returns to work upon expiration of such leave, the Employee shall retain their existing accumulated benefits and seniority at the time of such leave.

19.19**Long Term Disability or Workers Compensation Board Leave**

- a) Employees who are on Long Term Disability or Workers' Compensation shall be given an unpaid leave of absence until they are fit to return to work.
- b) Employees who are fit to return to work shall be reinstated in their previous position.
- c) Employees on such leaves shall retain seniority at the same level as when leave commenced.
- d) The Employer and the Union agree to attempt to find employment within the bargaining unit for Employees able to work, but unable to fully return to their former positions.
- e) Employees on such leaves will contact the Program Director once monthly to indicate their progress and the prospects of their return to work.

19.20**Leave Without Pay for Union Business**

The Association agrees that, on at least five (5) days' notice in writing to the Program Director, or Branch Supervisor, leave of absence without pay, but with maintenance of seniority rights, shall be given to any designated Employee for the purpose of conducting union business.

The Program Director, or Branch Supervisor, may waive any portion of the notice period.

Upon the request to their supervisor and upon the approval of the Executive Director, an Employee who has taken Union Leave shall have available casual assistance. This assistance shall be based upon the hours of accumulated union leave or portion thereof in their program.

19.21 Leave of Absence for Union Business

19.21.1 The Employer agrees that Employees will periodically require leave of absence for Union business.

The parties recognize that Union leave is integral to harmonious relations and of benefit to both parties.

Leave of absence with pay shall be granted (subject to reimbursement in accordance with Article **19.22**) to attend to Union business provided that:

- a) The Employee is authorized by the Union in writing to request such leave.
- b) The Employee requests in writing leave for Union business as authorized by the Union. Oral notice is acceptable in unusual circumstances but must be followed up by a written request.
- c) The request for Union leave is made on such form or forms as agreed by the parties from time to time.
- d) It shall not unreasonably interfere with the operation of the Employer and it shall not be unreasonably withheld, and
- e) The Union agrees to provide five (5) notice of requests for Union leave, except in unusual circumstances.

The following provisions shall apply to such leaves:

- a) The Employer will continue to provide the regular earnings and make all normal deductions during such leave.
- b) Employees shall continue to accumulate and be entitled to access all benefits and seniority rights under this Agreement during such leave subject to the normal rules of usage.
- c) For the purpose of determining overtime entitlement, approved leave of absence with pay for Union business shall be credited as hours worked.

19.22 Union to Reimburse the Employer

When the Employee is on Union leave, the Union will reimburse the Employer for the full cost of the earnings of the Employee on leave.

19.23 Reinstatement from Paid Union Leave

Employees while on leave for Union business shall have the right to return to their jobs on reasonable notice, prior to the expiration date of the approved leave, provided that such return will not result in additional cost to the Employer.

19.24 Additional Leave of Absence

Where the **Collective Bargaining** Agreement does not reference additional leaves of absence which may be expressly permitted by provincial legislation, those leaves shall be available to employees as provided for in the provincial legislation.

ARTICLE 20 PAY ADMINISTRATION

20.1 Wage Schedule

The wage schedule covering Employees occupying positions in the classification plan shall be set out in Schedule A, forming part of this **Collective Bargaining** Agreement, effective April 1, 1998. Wage rates are effective on the dates specified in Schedule A.

20.2 Equal Pay for Similar Work

Employees shall receive equal pay for similar work.

20.3 Increments

- a) For the purpose of calculating increments for full-time Employees, an Employee who commences employment during the period from the first (1st) to the fifteenth (15th) of the month shall be granted an annual increment as if they commenced employment on the first (1st) day of that month.
- b) An Employee who commences employment during the period from the sixteenth (16th) to the end of that month shall be granted an annual increment as if he commenced employment on the first (1st) day of the following month.
- c) Part-time Employees shall be granted increments after completion of the equivalent to a full year of full-time employment but in any case will receive an increment every twenty-four (24) months of employment.
- d) Following Leaves of Absence Without Pay and Lay-off.

- e) When an Employee returns to the service after not more than ninety (90) consecutive calendar days leave of absence without pay, or lay-off, there shall be no change in their increment date. When an Employee returns to the service after more than ninety (90) consecutive calendar days leave of absence without pay, or lay-off, they will be eligible to receive subject to the above articles, increment after twelve (12) months of actual service, less credit toward an increment earned before the leave of absence without pay, or lay-off was taken.

20.4 Hiring Rates

In order to attract and retain qualified personnel, newly hired employees may sometimes be placed on the salary scale up to but not including the top increment, rather than the minimum rate for the classification. In the placement of new employees on the salary scale, consideration will be given to the experience and qualifications of the newly hired employee in relation to existing employees with comparable experience and qualifications in the same classification.

20.5 Pay Periods

Employees shall be paid semi-monthly. Upon request, and subject to the approval of the Executive Director, advances may be provided prior to vacation period. Advances may be granted in other extenuating circumstances. Such approval shall be granted in a uniform manner.

20.6 Statement of Earnings

Every Employee shall have access to a statement for each pay period showing the gross amount earned, itemized deductions and net amount payable. Where an employee is unable to access their paystub for any reason, a paper copy will be provided upon request.

20.7 Changes in Pay Range

When a higher pay range is assigned to a position, the Employee shall move to the same step in the new range as held in the previous range.

20.8 Calculation of Sick Leave

For the purposes of computing sick leave entitlement, an Employee who commences employment during the period from the first (1st) to fifteenth (15th) of the month, will receive credit for the month's service. Employees commencing employment from the sixteenth (16th) to the end of the month will be considered as commencing their service, for sick leave purposes, on the first (1st) day of the following month.

20.9**Promotion**

On promotion of an Employee, their rate of pay shall be at the minimum of the new pay range for the new class, except when the minimum yields less than an eight percent (8%) increase. In such a case, their rate shall be adjusted to the step in the pay range yielding at least eight percent (8%). If an increase is greater than ten percent (10%), then the date of increment shall be changed to the first calendar day of the month following the date of promotion.

20.10**Temporary Performance of Higher Duties****20.10.1**

An Employee who is temporarily assigned higher duties for a period of more than four (4) days shall be paid the minimum of the range for the higher position or an additional eight percent (8%), whichever is greater.

20.10.2

During a month where a full-time Employee is working a partial month and there is a conflict between the hourly rate of pay and the monthly rate of pay in the calculation of any wage pay-out, the monthly rate shall apply.

20.10.3

A vacancy of a temporary nature may be filled by TPHD for up to a six (6) month period with an extension of an additional six (6) months by mutual agreement between the union and the Association. After this period the position will be posted and filled by competition.

ARTICLE 21**JOB CLASSIFICATION AND RECLASSIFICATION****21.1****Maintaining a Classification Plan**

The Employer shall maintain a position classification plan in which positions of similar kind, difficulty and responsibility are included in the same class.

21.2**Classification Shall Be Submitted to the Union**

The Employer agrees to submit to the Union, job descriptions for all new positions and classifications. When a new job description is created the parties will negotiate its inclusion or exclusion within the scope of the agreement and, if included, the hours of work and salary range/classification.

21.3**Manual of Class Specifications**

A Manual of Class Specifications, currently maintained, shall be kept in the Employer's office and the Union office and shall be available for inspection.

21.4

Changes in Classification

When a permanent Employee, the Union or the Employer feel that a position is incorrectly classified, a request for review of classification may be made as follows:

- a) The Employee, Union or Employer shall make a request for review of classification in writing to the Executive Director. The Employee's job description, along with a completed reclassification application will be attached. A copy of the request shall be sent to the Union concurrently by the Employer.
- b) Within thirty (30) days of receiving the request for review, The Executive Director will provide written acknowledgement of receipt of the request to the Employee and the Union.
- c) Within one hundred twenty (120) days of receiving the request for review, the Executive Director will notify the Employee and the Union of the decision. Such notification shall include a rationale for the decision. If the Executive Director does not notify the Employee and the Union within the one hundred twenty (120) days, the Employee will be awarded the reclassification.

21.5

Reclassified Positions

If the position is reclassified, the following procedure will apply:

- a) The incumbent shall be appointed to the position subject to notification and challenge.
- b) The reclassification and the name of the incumbent will be circulated for information purposes.
- c) The notification is subject to challenge from more senior Employees within the work unit who could as readily have been assigned the duties which led to the reclassification.
- d) The Executive Director shall decide the validity of challenges, subject to grievance.
- e) If a challenge is successful, the challenger shall be appointed and the incumbent prior to the challenge shall be laid off and shall exercise the options in Article 9.2.
- f) The reclassification and any resulting change in pay shall be effective the nearest first (1st) of the month to the Employee's request for review.

21.6**Downward Classification**

No Employee shall have his wages reduced as a result of downward classification, unless such downward classification is a result of a demotion. Such an Employee's name shall be placed on a re-employment list for a class of positions similar to and with the same salary range as his position before it was downgraded. A period of probation will not be required if the downward classification is required of a permanent Employee. Increment dates and seniority shall remain as prior to the downward classification.

ARTICLE 22 EMPLOYEE BENEFITS**22.1****Workers' Compensation Pay Supplement**

An Employee prevented from performing his regular work with the Employer on account of an occupational accident that is recognized by the Workers' Compensation Board as compensable within the meaning of The Workers' Compensation Act, shall receive from the Employer the difference between the amount payable by the Workers' Compensation Board and his regular salary for up to one hundred five (105) days, at which time the salary continuance insurance shall apply. If his application to the Workers' Compensation Board is rejected, they will be granted sick leave or leave without pay.

22.2**Personal Property Loss**

- a) Employee's personal property loss or damage by action of a client shall be replaced or repaired at the expense of the Employer if the Employee exercised due care and attention and/or the Employee was not negligent in the performance of their duties. The onus is on the Employer to show negligence or that the Employee did not exercise due care and attention.
- b) The Association will reimburse expenses up to the amount of \$700 incurred by Employees to repair damage caused to their vehicle when damage was incurred while using their vehicle for Association business. Expenses will not be reimbursed if the damage is covered by insurance or if it is found that the Employee did not exercise due care and attention and/or was negligent; by law; regarding the cause of the damage.

22.3 Pension Plan

Participation in the Association-contributory pension plan is compulsory for all Employees. An Employee becomes eligible to join the plan after completing one (1) year of continuous service. Effective October 1, 1997 or April 1, 1998 (dependent on date of when funding agencies increase pension funding), the Association will contribute 6.3% (inclusive of .3% administration fee) of an Employee's salary into the defined contribution pension plan. **All members must contribute 1% of the pensionable earnings: members may contribute another 1%, which the Employer will match 100%**

The Employer will continue to maintain a Group RRSP for voluntary Employee contributions with the Employer continuing to pay the administration fees.

Contributions to the CMHA Pension Plan or Group RRSP shall be deducted and submitted on a monthly basis to those plans.

22.4 SGEU Long Term Disability Plan

All Employees under this Agreement are covered by the terms and conditions of the SGEU LTD Plan. Premiums are one hundred percent (100%) Employee paid.

22.5 SGEU Group Life and Accidental Death and Dismemberment Plan

All Employees under this Agreement are covered by the terms and conditions of the SGEU Group Life and A.D.D. Plans. The premium is paid in full by the Association.

22.6 SGEU Extended Health and Vision Care Plan

All Employees under this Agreement are covered by the terms and conditions of the SGEU Extended Health and Vision Care Plan. Premiums are paid one hundred percent (100%) by the Association.

22.7 SGEU Dental Plan

All Employees under this Agreement are covered by the terms and conditions of the SGEU Dental Plan (Plan 2). Premiums are paid fifty percent (50%) by the Association and fifty percent (50%) by the Employee.

22.8 Employee and Family Assistance Plan (EFAP)

The Association shall provide an Employee & Family Assistance Plan (EFAP) for all unionized Employees once they have completed three (3) months consecutive employment, or for part-time and seasonal Employees, the equivalent of three (3) months (455 hours).

22.9 Legal Costs

Except where an Employee has been considered to have been negligent or whose performance is considered one of gross misconduct, the Employer shall pay all costs arising out of lawsuits or charges in any court against an Employee as a result of performing his duties for the Employer. In such a suit, the Employer retains the right to appoint the legal advisor for such an Employee.

ARTICLE 23 TRAVEL AND ALLOWANCES

23.1 Use of Employee Vehicle

As a condition of employment, the Employer does not require anyone to own an automobile. When transportation is authorized, the Employee may, with the approval of the Director, elect to use his own automobile at the approved mileage rate. If an Employee does not elect to use their own automobile, the Employer will, when necessary, provide alternative transportation appropriate to the occasion.

23.1.2 The Employer and the Union agree to use as a minimum, the rates of travel and allowances as per the Public Service Commission/Saskatchewan Government and General Employees' Union Agreement. The Union will provide notice of these changes within one (1) month of the changes to the rates.

ARTICLE 24 HEALTH AND SAFETY

The Employer shall make provisions for the health and safety of Employees during hours of work. Employees shall endeavour to point out any health and safety hazards.

24.1 Meetings

Joint Employer-Employee Occupational Health and Safety Committees shall be established to represent places of work as agreed between the parties. Each committee shall consist of not less than two (2) members and not more than four (4) members. At least one-half (1/2) of the committee members shall be Employees elected or appointed by the Union members and each committee shall have Employer and Employee chairpersons, as appointed by their respective parties.

24.2 Right to Refuse

No Employee shall be disciplined for refusal to work on a job or to operate any equipment that is unsafe. The Committee shall promptly investigate each refusal and, if it is able to make a decision on whether such refusal was warranted.

If such action was warranted, the Committee will notify the Employer of any unsafe condition(s), and the Employer will undertake suitable corrective measures, and report in writing to the Committee of action he has taken. If such action was not warranted, the Committee will meet with the workers affected, and report to them the reasons for its decision.

24.3 First Aid

Adequate first aid supplies shall be made available in all Employer work sites. The Employer shall make provision of facilities and training for first aid, taking into account the nature of the work performed by Employees and the proximity of medical assistance. The Employer will provide and properly maintain a medical aid log book at each first aid station.

24.4 Health and Safety Orientation and Instruction

The Employer agrees to acquaint all Employees in the hazards of the work place and its equipment and work processes, and to train all Employees in proper and safe work practices, during work hours.

25.5 Protective Clothing and Equipment

Any necessary clothing and personal protective equipment will be provided by the Employer at the Employer's expense.

24.6 Working Alone

The Employer shall use, at intervals that are reasonably practicable under the circumstances, a method of checking on the well-being of a worker who is working alone under conditions that may give rise to danger to the worker.

24.7 Occupational Health Committees

24.7.1 The Occupational Health and Safety Committees shall have a continuing concern with respect to the health and safety at the work place.

24.7.2 The committees shall meet not less than quarterly.

24.7.3 If the Committee determines that less frequent meetings are required, they will apply for this as per regulations.

24.7.4 The committees shall receive, consider and recommend solutions respecting health and safety concerns at the work place.

24.7.5 Committee members shall be given reasonable opportunity during regular hours to deal with such concerns.

24.7.6 Quorum at each committee meeting will be satisfied if at least half (1/2) of its members are present, and if at least half (1/2) of those members present are worker representatives and at least one (1) is an Employer representative.

24.7.7 The Employer will consider as hours worked, all reasonable time spent by committee members at committee meetings, conducting committee business, and reporting to Employees on the progress of the committee's work. Such hours worked will be subject to the hours of work provisions of this Collective **Bargaining** Agreement.

24.8 Committee Minutes

Every committee meeting will be recorded in its official minutes, copies of which will be posted in each work place on a bulletin board with copies promptly forwarded to the Employer, the Union, and the Department of Labour. All committee minutes will be kept with other committee records and correspondence and shall be available for inspection by any Employee and the Union.

Minutes of committee meetings shall be posted in the work place and shall be made available concurrently to the Employer, the Union and the Occupational Health and Safety Branch.

24.9 Workplace Inspections

The committee shall conduct workplace inspections at intervals it deems advisable, and shall notify the Employer in writing of any unsafe conditions found. The Employer shall promptly undertake suitable corrective measures, and will report in writing to the Committee of the action he has taken.

24.10 Committee Investigations

Each committee shall promptly investigate all fatalities and serious bodily injuries, and all dangerous occurrences that may have caused injuries, and shall furnish a written report to the Employer and the Union (and the Department of Labour if required or deemed advisable).

24.11 Occupational Health Committee Training

Subject to reasonable notice being given, all committee members of an OH&S Committee shall be entitled to up to five (5) days' leave with pay per year, for purposes of attending Occupational Health and Safety training courses, seminars or courses of instruction. Only up to two (2) days of these days can be for courses not sponsored by the Department. Courses other than those sponsored by the Department shall be approved by the Executive Director.

24.12 Video Display Terminals

Wherever V.D.T.s are in use, the committee(s) will investigate and make recommendations regarding their use.

24.13 Provision of Information

The Employer and the Union agree to exchange any and all information on occupational injuries and illnesses, as well as health and safety matters affecting Employees. Confidential information will only be released upon written authorization of the Employee.

24.14 Harassment Policy

The Association will have an up-to-date Harassment Policy, which will be reviewed periodically and posted as per Occupational Health and Safety rules.

ARTICLE 25 TECHNOLOGICAL CHANGE

25.1 Introduction of Technological or Organizational Change

As a result of the Employer introducing new equipment or major changes in operating methods, certain classifications may no longer be required. The Employer shall attempt to anticipate such changes and endeavour to conduct a program of retraining and transfer of Employees affected prior to such change. The Union agrees to co-operate in such a program of transfer and retraining.

25.1.2 If a technological or organizational change is introduced and is likely to affect the terms, conditions or tenure of employment of any Employee, the Employer shall give notice of the technological or organizational change to the Union at least ninety (90) days prior to the date on which the technological or organizational change is to be effective.

The notice shall be in writing, shall be reflective of the notice provisions in Article **13.2.3** and shall state:

- a) The nature of the technological or organizational change.
- b) The date upon which the Employer intends to effect the technological or organizational change.
- c) The number and type of Employees likely to be affected by the technological or organizational change.
- d) The effect that the technological or organizational change is likely to have on the terms and conditions of tenure of employment of the Employees affected.

For purposes of the application of this article, technological and organizational change shall be as defined by the provisions of Section 6-54 of *The Saskatchewan Employment Act*, and the related Sections 6-55, 6-56 and 6-57 will also specifically apply to these changes.

25.2 Training

In the event of technological change, the Employer **or employee** may request an Employee to upgrade or improve skills as required by the technological change **subject to budget availability**.

ARTICLE 26 TERM OF AGREEMENT

26.1 Duration

This Agreement shall be binding and remain in effect from April 1, **2025** to March 31, **2029** and shall continue from year to year thereafter unless either party gives to the other party notice in writing as set out in Article 26.3.

26.2 Changes in Agreement

Any changes deemed necessary in the Agreement may be made by mutual agreement at anytime during the existence of this Agreement.

26.3 Notice of Changes

Either party may, not less than sixty (60) days nor more than one hundred and twenty (120) days prior to the expiry date of this agreement, give notice in writing to the other party to renegotiate a revision thereof.

26.4 Retroactivity

All changes in the new agreement shall be adjusted retroactively, unless otherwise specified.

26.5 Wage Re-Opener

The Employer shall provide full disclosure to the Bargaining Chair and the Union within thirty (30) days of any new or additional funds made available by the Government of Saskatchewan or any funding agent designated for compensation increase.

Within thirty (30) days following notification, either party may serve notice to commence negotiating amendments to wages and/or benefits contained within this Collective Bargaining Agreement.

Schedule A – Salary Grid Effective April 14, 2026

Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Program Assistant	Monthly	\$2,000.46	\$2,060.21	\$2,130.36	\$2,192.71	\$2,258.96	\$2,323.91	\$2,393.63
	Hourly	\$15.40	\$15.86	\$16.40	\$16.88	\$17.39	\$17.89	\$18.41
Life Skills Assistant	Monthly	\$2,169.33	\$2,247.27	\$2,325.21	\$2,405.75	\$2,491.48	\$2,579.81	\$2,657.20
	Hourly	\$16.70	\$17.30	\$17.90	\$18.52	\$19.18	\$19.86	\$20.44
Clerk Typist	Monthly	\$2,612.29	\$2,668.15	\$2,722.70	\$2,787.65	\$2,853.90	\$2,920.15	\$3,007.75
	Hourly	\$20.11	\$20.54	\$20.96	\$21.46	\$21.97	\$22.48	\$23.14
Bookkeeper 1	Monthly	\$2,921.45	\$3,009.78	\$3,104.61	\$3,202.04	\$3,305.96	\$3,407.28	\$3,509.50
	Hourly	\$22.49	\$23.17	\$23.90	\$24.65	\$25.45	\$26.23	\$27.00
Secretary	Monthly	\$2,964.32	\$3,052.65	\$3,140.98	\$3,233.21	\$3,333.23	\$3,438.45	\$3,541.60
	Hourly	\$22.82	\$23.50	\$24.18	\$24.89	\$25.66	\$26.47	\$27.24
Editorial Secretary/ Receptionist	Monthly	\$3,052.65	\$3,140.98	\$3,233.21	\$3,333.23	\$3,425.46	\$3,551.47	\$3,658.01
	Hourly	\$23.50	\$24.18	\$24.89	\$25.66	\$26.37	\$27.34	\$28.14
Payroll/Benefits Clerk	Monthly	\$3,092.92	\$3,187.75	\$3,286.47	\$3,399.48	\$3,507.30	\$3,619.01	\$3,727.58
	Hourly	\$23.81	\$24.54	\$25.30	\$26.17	\$27.00	\$27.86	\$28.67
MHWI	Monthly	\$3,000.69	\$3,092.92	\$3,178.65	\$3,276.08	\$3,373.50	\$3,489.11	\$3,593.78
	Hourly	\$23.10	\$23.81	\$24.47	\$25.22	\$25.97	\$26.86	\$27.64
MHWII	Monthly	\$3,392.99	\$3,491.71	\$3,603.43	\$3,715.14	\$3,835.95	\$3,959.35	\$4,078.13
	Hourly	\$26.12	\$26.88	\$27.74	\$28.60	\$29.53	\$30.48	\$31.37
MHWIII	Monthly	\$3,478.72	\$3,600.83	\$3,715.14	\$3,833.35	\$3,958.05	\$4,091.85	\$4,214.61
	Hourly	\$26.78	\$27.72	\$28.60	\$29.51	\$30.47	\$31.50	\$32.42
Bounce Back Coach	Monthly	\$3,670.97	\$3,798.28	\$3,930.77	\$4,069.77	\$4,211.36	\$4,363.34	\$4,494.24
	Hourly	\$28.26	\$29.24	\$30.26	\$31.33	\$32.42	\$33.59	\$34.57
Justice Comm. Support Workers & G.A.P. Comm. Dev. Workers	Monthly	\$4,510.13	\$4,638.73	\$4,772.53	\$4,908.92	\$5,049.21	\$5,192.10	\$5,347.98
	Hourly	\$34.72	\$35.71	\$36.74	\$37.79	\$38.87	\$39.97	\$41.17
Resource Dev. Coordinator	Monthly	\$4,221.75	\$4,382.83	\$4,542.60	\$4,714.07	\$4,884.24	\$5,101.17	\$5,254.21
	Hourly	\$32.50	\$33.74	\$34.97	\$36.29	\$37.60	\$39.27	\$40.42
Resource Dev. Assistant	Monthly	\$2,791.55	\$2,885.08	\$2,974.71	\$3,060.44	\$3,151.37	\$3,237.11	\$3,334.22
	Hourly	\$21.49	\$22.21	\$22.90	\$23.56	\$24.26	\$24.92	\$25.65

LETTER OF UNDERSTANDING #1
Re: Funding

The Union and Canadian Mental Health Association agree that the funding currently provided to community-based, non-governmental organizations involved in the delivery of human services is not adequate and that funding policies require review.

The Parties further agree that it is in their mutual interest to bring about changes in funding policies that will provide for a more adequate and stable funding base for NGOs.

CMHA and SGEU agree to work together where:

1. The goals and objectives of the Union are consistent with those of CMHA; and
2. The processes and practices utilized to achieve this end by the Union are acceptable to CMHA.

Signed on behalf of the
Saskatchewan Government
And General Employees' Union
Local 5085

ORIGINAL SIGNED BY:

Ronley Arnold
Negotiating Committee Chair

ORIGINAL SIGNED BY:

Sabrina Lybeck
Negotiating Committee Member

ORIGINAL SIGNED BY:

MD. Shofekur
Negotiating Committee Member

ORIGINAL SIGNED BY:

Bernadette Lusney
Labour Relations Officer, SGEU

Signed on behalf of the
Canadian Mental Health
Association – Saskatchewan
Division

ORIGINAL SIGNED BY:

Trevor Gates
Chief Executive Officer

ORIGINAL SIGNED BY:

Peter Chaya
Director of Finance & Administration

Signed this 16 day of July, 2026.

LETTER OF UNDERSTANDING #2
Re: Hours of Work

The parties agree that, notwithstanding the provisions of the Collective Bargaining Agreement regarding the standard workweek, the Employee may work up to thirty-seven and one-half (37.5) hours per week without incurring overtime.

Hours worked in excess of thirty-seven and one-half (37.5) hours per week shall be compensated in accordance with the overtime provisions of the Collective Bargaining Agreement.

This arrangement is entered into on a without-precedent and without-prejudice basis and applies only to the Employee identified in this Letter of Understanding.

This agreement will remain in effect at which time either party may provide 30 days written notice to re-negotiate.

Signed on behalf of the
Saskatchewan Government
And General Employees' Union
Local 5085

ORIGINAL SIGNED BY:

Ronley Arnold
Negotiating Committee Chair

ORIGINAL SIGNED BY:

Sabrina Lybeck
Negotiating Committee Member

ORIGINAL SIGNED BY:

MD. Shofekur
Negotiating Committee Member

ORIGINAL SIGNED BY:

Bernadette Lusney
Labour Relations Officer, SGEU

Signed on behalf of the
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Association – Saskatchewan
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ORIGINAL SIGNED BY:

Trevor Gates
Chief Executive Officer

ORIGINAL SIGNED BY:

Peter Chaya
Director of Finance & Administration

Signed this 16 day of July, 2026.

SIGNING PAGE

**THE SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION and
THE CANADIAN MENTAL HEALTH ASSOCIATION SASKATCHEWAN DIVISION**
hereby agree that the attached document shall form the Collective Bargaining Agreement
between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Collective Bargaining
Agreement on this 16 day of July 2026.

Signed on behalf of the
Saskatchewan Government
And General Employees' Union
Local 5085

ORIGINAL SIGNED BY:

Ronley Arnold
Negotiating Committee Chair

ORIGINAL SIGNED BY:

Sabrina Lybeck
Negotiating Committee Member

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