

COLLECTIVE BARGAINING AGREEMENT

between



and



LOCAL 6080

Retail/Regulatory Sector

for the period

APRIL 1, 2020 TO MARCH 31, 2023

ARTICLES OF A

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SASKATCHEWAN LIQUOR AND GAMING AUTHORITY

AND

SASKATCHEWAN GOVERNMENT AND
GENERAL EMPLOYEES' UNION
LOCAL 6080

APRIL 1, 2020 TO MARCH 31, 2023

PREAMBLE

The Authority and the Union recognize and support a meaningful relationship between the Authority and employees represented by the Union through promoting and valuing co-operation, respect and integrity. The parties acknowledge the mutual value of joint discussion and negotiation in all matters relating to conditions of employment, rates of pay and hours of work. The Authority and the Union encourage excellence in carrying out the Authority's goals and objectives, in providing customer service, and promoting the health and well being of all employees.

The collective bargaining agreement lays out the framework and context of the Authority/employee relationship and the parties agree as follows:

TABLE OF CONTENTS

	PAGE
1 SCOPE AND INTERPRETATION	11
1.1 Scope	11
1.2 Definitions	12
1.3 Interpretation of the Agreement.....	15
1.4 No Discrimination	15
1.5 Representative Workforce.....	15
1.6 Anti-Harassment Policy Statement.....	15
1.7 Drug and Alcohol Testing.....	16
1.8 Policy and Procedure Manuals.....	16
1.9 Distribution of Workload	16
2 UNION SECURITY	16
2.1 Recognition	16
2.2 Deduction and Remittance of Union Dues (Check Off)	16
2.3 Maintenance of Membership	17
2.4 Employee Orientation.....	17
2.5 Union Bulletin Board	18
2.6 Leave for Union Activities.....	18
2.7 Lists of Elected Union Representatives.....	19
2.8 Continuous Bargaining.....	19
2.9 Job Security	19
3 SENIORITY	20
3.1 Seniority Defined.....	20
3.2 Seniority – Entitlement	20
3.3 Part-time Employee in a Full-Time Position	20
3.4 Employees Appointed to an Out-of-Scope Position	21
3.5 Employees Appointed Temporarily to an Out-of-Scope Position.....	21
3.6 Posting Seniority Lists	21
3.7 Maintenance of Seniority.....	21
3.8 Loss of Seniority.....	23
3.9 Equal Seniority	23

TABLE OF CONTENTS

	PAGE
4 VACANCIES	24
4.1 Appointment from the Re-Employment List.....	24
4.2 Staff Complement Review.....	24
4.3 In-Service Competitions	24
4.4 Transfers.....	26
4.5 Involuntary Demotion	27
4.6 Posting of Competitions	27
4.7 Simultaneous Posting of Positions	28
4.8 Required Competencies.....	28
4.9 Union Representative to Staffing Panel	29
4.10 Appointment of Senior Qualified Employee.....	29
4.11 Non-appointment of the Senior Employee	30
4.12 Employees Notified in Writing	30
4.13 Employee Has Right to Feedback on Interview Results.....	30
4.14 Competition Cancellation	30
4.15 Expression of interest.....	30
4.16 Territories For Inspectors/Investigators.....	30
4.17 Reversion During Temporary/ Term Appointment.....	30
4.18 Temporary Vacancies/Term Positions	31
 5 PROBATION PERIODS.....	 32
5.1 Initial Probationary Periods	32
5.2 Other Probationary Periods.....	32
5.3 Extension of Probationary Periods	32
5.4 Performance Evaluation During Probationary Periods	33
5.5 Confirmation or Non-Appointment During Probation	33
5.6 Reversion Rights.....	33
5.7 Promotion or Transfer During a Probationary Period	34
 6 PERFORMANCE APPRAISALS	 34
6.1 Timing of Appraisals.....	34
6.2 Appraisals During Probationary Period	34
6.3 Discussion of Appraisals	35

TABLE OF CONTENTS

	PAGE
7 DISCIPLINE, DISMISSAL, TERMINATION AND RESIGNATION	35
7.1 Union Representation	36
7.2 Documents Placed on Employee's Personnel File	36
7.3 Review of Personnel File.....	36
7.4 Removal of Written Reprimands/Warnings	36
7.5 Involuntary Demotion	37
7.6 Termination	37
7.7 Notice of Termination or Dismissal.....	37
7.8 Notice of Resignation	37
 8 EMPLOYMENT SECURITY—PERMANENT EMPLOYEES	 38
8.1 Notice of Lay off or Job Abolishment	38
8.2 Reversion – Former In-scope Employees	38
8.3 Bumping Options.....	38
8.4 Employee Qualifications in Bumping.....	39
8.5 Bumping Order.....	39
8.5.4.1 Option A – Own Community.....	40
8.5.4.2 Option B – Different Community.....	40
8.6 Notice to Exercise Bumping Rights	41
8.7 Bumping Time Frame.....	41
8.8 Offer of a Position	41
8.9 Rights of Employees who are Bumped	42
8.10 Re-employment List – Permanent Employees	42
8.11 Benefits While On Lay-Off.....	43
8.12 Career Assistance.....	43
8.12.1.1 Option A – Career Counselling and Job Placement.....	43
8.12.1.2 Option B – Retraining Assistance.....	43
8.12.1.3 Option C – Sask. Relocation Assistance	44
8.12.1.4 Option D – Career Adjustment Assistance	44
8.13 Familiarization Period in New Position on a Bump.....	44
8.14 Temporary Closure of a Work Unit.....	44
 9 EMPLOYMENT SECURITY – NON PERMANENT EMPLOYEES	 44
9.1 What Constitutes a Lay Off Notice	44

TABLE OF CONTENTS

	PAGE
9.2 Notice of Lay Off or Job Abolition – Part-time/Seasonal Employees.....	45
9.3 Bumping Options.....	45
9.4 Employee Qualifications for Bumping	45
9.5 Notice to Exercise Bumping Rights	45
9.6 Offer of a Position	45
9.7 Bumping Order.....	46
9.8 Rights of Employees who are Bumped	47
9.9 Re-Employment List – Part-time/Seasonal Employees	47
9.10 Temporary Closure of a Work Unit.....	48
9.11 Recall List – Peak Season Worker	48
 10 SEVERANCE PAY	 48
10.1 Permanent, Part-time and Seasonal Employees.....	48
10.2 Permanent Employees	49
10.3 Part-time and Seasonal Employees	49
10.4 Payout of Unexpended Sick Leave Credits on Permanent Lay Off	49
 11 GRIEVANCE PROCEDURE AND ARBITRATION.....	 50
11.1 Filing and Time Limits	50
11.2 Full Disclosure of All Information	50
11.3 Steps in the Grievance Procedure	51
11.4 Time Limits.....	52
11.5 Access to the Grievance Procedure.....	52
11.6 Processing Grievances	52
11.7 Mediation of Grievances or Disputes	53
11.8 Expedited Arbitration.....	53
11.9 Arbitration.....	53
11.10 Procedure.....	53
11.11 Decision of the Arbitrator.....	54
11.12 Expenses of the Arbitrator.....	54
 12 HOURS OF WORK.....	 54
12.1 As per hours of work designation for each occupation.....	54
12.2 Earned Days Off (EDO's).....	56
12.3 Work Cycles	56

TABLE OF CONTENTS

	PAGE
12.4 Flexible Stop and Start Times – Office and Distribution Centre Employees..	57
12.5 Shift Schedules – Stores and Distribution Centre	57
12.6 Store/Distribution Centre Shift Arrangements	58
12.7 Rest Breaks.....	58
12.8 Meal Break.....	58
12.9 Travel Time	58
12.10 Accumulation of Time-in-Lieu.....	59
12.11 Horse Racing Season Schedule	59
13 OVERTIME	60
13.1 Overtime Will be Authorized.....	60
13.2 Overtime Rates	60
13.3 Overtime Entitlements.....	60
13.4 Call Back Pay For Overtime	61
13.5 Performing Work at Home.....	61
14 DESIGNATED HOLIDAYS	61
14.1 Designated Holidays	61
14.2 Additional Day (Floating Holiday)	62
14.3 Assignment of Work on a Designated Holiday	62
14.4 Compensation For Designated Holiday Falling on a Scheduled Day of Work	62
14.5 Compensation for Designated Holiday Falling on a Day of Rest/Earned Day Off	63
14.6 Compensation for Designated Holidays – Unregulated Employees.....	63
14.7 Designated Holiday Compensation – Peak Season Workers, Permanent Part- time, Part-time and Seasonal Employees	64
14.8 Overtime Work on a Designated Holiday	64
14.9 Reduction in Work Cycle – Designated Holiday	64
15 VACATION LEAVE	65
15.1 Vacation Entitlement	65
15.2 Service for Vacation Purposes.....	65
15.3 Vacation Leave With Pay	66
15.4 Permanent Employees.....	66
15.5 Vacation Leave Will Be Authorized	66

TABLE OF CONTENTS

	PAGE
15.6 Rotation of Vacation Leave	67
15.7 Designated Holiday During Vacation Leave	67
15.8 Carry Over of Vacation Leave	67
15.9 Vacation Entitlement in Year of Retirement.....	67
15.10 Vacation on Separation	68
15.11 Vacation Entitlement – Peak Season Workers, Part-time and Seasonal Employees	68
 16 CLASSIFICATION AND PAY	 68
16.1 Equal Pay for Work of Equal or Comparable Value	68
16.2 Classification Plan.....	68
16.3 Creation of New Occupations.....	69
16.4 Request for Classification Review	70
16.5 Status of Employees on Reclassification	71
16.6 Upward Reclassification	71
16.7 Downward Reclassification	71
16.8 Right to Debrief Before Appeal or Sign Off.....	71
16.9 Classification Reconsideration	71
16.10 Challenges to Reclassified Positions by Other Employees	72
16.11 Training	73
 17 PAY ADMINISTRATION.....	 73
17.1 Bi Weekly Pay Periods.....	73
17.2 In Hiring Rates of Pay	73
17.3 Increments	74
17.4 Increments may be Withheld.....	74
17.5 Increment Dates	75
17.6 Promotion Formula.....	75
17.7 Multiple Salary Transactions on Same Date	75
17.8 Salary Adjustment on Demotion.....	76
17.9 Salary on Transfer.....	77
17.10 Shift Differential.....	77
17.11 Weekend Premium.....	77
17.12 Extended Hours Premium	77
17.13 Standby Pay.....	77

TABLE OF CONTENTS

	PAGE
17.14 Pay Below the Regular Rate For Training Purposes.....	78
17.15 Pay on Re-employment from the Re-employment List.....	78
17.16 Payments Due on Separation	78
 18 ACCOMMODATION, MEALS, MILEAGE AND OTHER ALLOWANCES....	 78
18.1 Employee Entitlement	78
18.2 Accommodation – In Province and Out of Province	79
18.3 Meal Allowances	79
18.4 Mileage Allowances	79
18.5 Use of Personal Vehicle.....	80
18.6 Other Allowable Expenses	80
18.7 Tuition and Book Allowance – Post Secondary Courses	80
18.8 Relocation Allowance.....	80
18.9 Employment Gratuity.....	81
 19 NORTHERN DISTRICT ALLOWANCES.....	 81
19.1 Northern District Allowance	81
19.2 Special Northern Leave.....	81
 20 TEMPORARY ASSIGNMENT OF HIGHER DUTIES	 81
20.1 Eligibility Criteria.....	81
20.2 Pay Adjustment on Assignment of Higher Duties.....	82
20.3 Assignment to Senior Qualified Employee	82
20.4 Length of Temporary Assignment	82
20.5 Temporary Assignment of Higher Duties to Certain Positions.....	82
 21 SICK LEAVE, PRESSING NECESSITY & FAMILY CARE LEAVE	 83
21.1 Sick Leave Entitlements	83
21.2 Third Party Claims – Employer’s Right of Subrogation	83
21.3 Medical Certificate/Form	84
21.4 Sick Leave Approvals.....	84
21.5 Duty to Notify Authority of Illness	85
21.6 Designated Holidays During a Period of Illness	85
21.7 Sick Leave Carry Over from Other Agencies	85
21.8 Sick Leave Cost Recovery	85

TABLE OF CONTENTS

	PAGE
21.9 Pressing Necessity and Personal/Family Care Leave – Minimum 75 Day Requirement at end of the fiscal year (March 31)	85
21.10 Pressing Necessity and Personal/Family Care Leave.....	86
21.11 Medical Donor Leave	87
22 LEAVE OF ABSENCE.....	87
22.1 Definite Leave of Absence Without Pay	87
22.2 Requests For Leave	87
22.3 Maternity/Parental/Adoption Leave	87
22.4 Leave of Absence for Prolonged Illness/Injury	88
22.5 Compassionate Care Leave.....	88
22.6 Leave for Educational Purposes	88
22.7 Change of Return to Work Date	88
22.8 Benefits While On Definite Leave of Absence or Lay Off	89
22.9 Indefinite Leave of Absence	89
22.10 Paid Interpersonal Violence and Sexual Violence Leave.....	90
22.11 Benefits While On Indefinite Leave of Absence	90
22.12 Return From Leave	90
23 WORKERS' COMPENSATION	91
23.1 Requirement to Apply for Long Term Disability (LTD)	91
23.2 Workers' Compensation Payments.....	91
23.3 Employer Top-up.....	91
23.4 Direct Payment by Workers' Compensation.....	92
23.5 Employee Status and Benefits	92
23.6 Co-op/Summer Students and University Graduates	92
23.7 Temporary Employees/Peak Season Workers.....	92
24 DUTY TO ACCOMMODATE/RETURN TO WORK PROGRAM.....	93
25 OCCUPATIONAL HEALTH & SAFETY	93
25.1 Commitment to Occupational Health & Safety	93
26 EMPLOYMENT INSURANCE REBATE.....	94
26.1 Employee's Share of the Employment Insurance Rebate	94

TABLE OF CONTENTS

	PAGE
27 BENEFIT AND PENSION PLANS	94
27.1 Participation	94
27.2 Health & Enhanced Dental Plans	94
27.3 Pension Contributions	94
27.4 Long Term Disability (LTD Plan)	95
28 TECHNOLOGICAL CHANGE	95
28.1 Definition <i>The Saskatchewan Employment Act</i>	95
28.2 Definition of Technological Change and Organizational Change	95
28.3 Definition of a Significant Number of Employees	95
28.4 Application of <i>The Saskatchewan Employment Act</i>	95
28.5 Failure to Develop a Workplace Adjustment Plan	96
29 MERGERS	96
29.1 Definition <i>The Saskatchewan Employment Act</i>	96
29.2 Transfer of Obligation.....	96
30 DURATION OF AGREEMENT	96
30.1 Term.....	96
30.2 Effective Date of Provisions	96
APPENDIX “A” JOINTLY DEVELOPED POLICIES.....	98
APPENDIX “B” In-Scope Classification Plan – Maintenance Agreement.....	99
APPENDIX “C” MEDIATION OF GRIEVANCES OR DISPUTES.....	105
APPENDIX “D” EXPEDITED ARBITRATION.....	107
APPENDIX “E” CO-OP/SUMMER STUDENT EMPLOYMENT AND UNIVERSITY GRADUATE PROGRAM	109
APPENDIX “F” HEALTH PLAN.....	110
APPENDIX “G” ENHANCED DENTAL PLAN.....	111
LETTER OF UNDERSTANDING #1 Re: Representative Workforce Program .	112

TABLE OF CONTENTS

	PAGE
LETTER OF UNDERSTANDING #2 Re: Job Sharing.....	114
1.1 Job Share Arrangement	114
1.2 Initiation and Approval Process.....	114
1.3 Duration, Renewal and Termination of Job Share Arrangements	114
1.4 Staffing the Job Share Arrangement	115
1.5 Reversion Rights.....	115
1.6 Benefits While Job Sharing	115
1.7 Opportunity to Work Excess Hours	116
 LETTER OF UNDERSTANDING #3 RE: Representative Workforce Staffing ...	 117
 LETTER OF UNDERSTANDING #4 Re: Part-time Hours of Work – Part-time Distribution Centre and Liquor Store Employees	 118
 LETTER OF UNDERSTANDING #5 Re: Duty to Accommodate	 119
 LETTER OF UNDERSTANDING #6 Re: Merit Hiring	 120
 LETTER OF UNDERSTANDING #7 Re: Joint Union Management Retail Meetings.....	 121
 LETTER OF UNDERSTANDING # 8 Re: Market Salary Supplement MSS (IT Group).	 122
 LETTER OF UNDERSTANDING # 9 Re: Authority/SGEU Extended Health Fund Employee Contribution.....	 123
 LETTER OF UNDERSTANDING # 10 Re: Innovative Work Practices.....	 124
 SIGNING PAGE.....	 125

SCOPE AND INTERPRETATION

Scope

The terms and conditions of this Agreement will apply to all employees and supervisory employees (as defined in *The Saskatchewan Employment Act*) of the Authority, excluding the following:

- a) Account Manager
- Senior Executive** Administrative Assistant to the President/CEO
- Executive** Administrative Assistant to the Vice President
- Audit Manager
- Business Analyst
- Corporate Analyst**
- Customer Service Lead
- Digital Strategist
- Directors (MCP8 to 11)
- Disability Management Consultant
- Field Manager**
- Financial Consultant**
- Gaming Management Analyst
- HR Admin/Coordinator
- Human Resource Analyst
- Human Resource Consultant
- IT** Application Manager
- IT** Architecture Manager
- IT Security Architect
- IT Solutions Analyst
- IT** Technical Manager
- Leader, Continuous Improvement
- Legal Policy & Legislation Analyst
- Manager, Analytics and Forecasting**
- Manager, Cannabis **Licensing**
- Manager, Cannabis Inspections and Integrity**
- Manager, Cannabis Policy and Analysis**
- Manager, Category **Management**
- Manager, Charitable Gaming
- Manager, Communications & Public Education
- Manager, Distribution Centre
- Manager, Enterprise Project Management**
- Manager, Executive Operations
- Manager, Financial Planning & Forecasting
- Manager, Financial Reporting
- Manager, Gaming Integrity Investigations**
- Manager, Gaming Registrations**
- Manager, **Grants and** Regulatory Engagement

Manager, Human Resources
 Manager, **Liquor Inspections & Security**
 Manager, Liquor Licensing
 Manager, Organizational Development
 Manager, **Specialty Products**
 Manager, Procurement, AP and Admin
 Manager, Purchasing and Logistics
 Manager, Regulatory Customer Service
Manager, Retail Marketing and Analytics
 Manager, VLT Program
 President and Chief Executive Officer
 Product Manager
 Regional Director
Regulatory Analyst
 Retail Product Manager
 Senior Director
 Senior Enterprise Business Consultant
 Senior Internal Auditor
 Senior Policy Analyst
 Store Managers (MCP5-6)
 Vice President; and

- b) Positions negotiated from time to time between the Authority and the Union.

1.2

Definitions

In this Agreement, the expression:

- a) "Accounting Period" means the calendar month used for financial administration.
- b) "Assigned Hours" are hours of work resulting from the anticipated volume of business and are assigned by the Manager to permanent employees.
- c) "Authority" means the Saskatchewan Liquor and Gaming Authority.
- d) "Classification Plan" means the job evaluation plan and the rules for the amendment and continuous administration of the plan as jointly established by the Authority and the Union.
- e) "Community" means the village, town, or city in which the Authority employs any employee.
- f) "Day" means the 24 hour period from midnight of one day to midnight of the immediately following day.

- g) “Demotion means the change of employment from one position to another position with a lower maximum hourly rate of pay.
- h) “Employee” means a person to whom the terms of this Agreement apply.
- i) “Fiscal Year” means the period from April 1 to March 31, inclusive but for pay administration it means the twenty-six (26), or rarely, the twenty-seven (27) periods of two (2) weeks which approximately parallels that fiscal year.
- j) “Government” means Her Majesty the Queen, in the right of the Province of Saskatchewan.
- k) “Horse Racing Season” means the period of time each fiscal year, as determined by the Authority that Marquis Downs will have live horse racing.
- l) “Hourly Rate of Pay” means the rate of pay assigned to a position, but excludes any other payment or allowance.
- m) “May” means no duty to act under this Agreement.
- n) “Must”, “shall” and “will” means the duty under this agreement to act and to fail to act is to violate this Agreement.
- o) “Occupation” means a group of jobs where the nature and type of work is essentially the same.
- p) “Part-time Employee” means an employee who works part-time. There is no guarantee of hours of work.
- q) “Part-time Store/ Distribution Centre Complement” consists of permanent part-time, part-time and peak season employees employed at the same store/ Distribution Centre.
- r) “Peak Season Worker” means a temporary employee who works up to full-time hours during peak business periods for a defined period of time. Subject to recall rights. A peak season worker is assigned hours of work.
 - Peak Business Periods:
 - May to mid-September and/or
 - November 1 to **mid January**
- s) “Permanent Full-time Employee” means an employee in a permanent full-time position.

- t) “Permanent Part-time Employee” means an employee in a less than full-time permanent position. There is a minimum guarantee of hours.
- u) “Promotion” means the change of employment from one position to another position with a higher maximum hourly rate of pay.
- v) “Regular Salary” is defined as gross pay minus Income Tax, EI premiums and CPP premiums.
- w) “Red-Circle” means that an employee’s current rate of pay is frozen until the maximum rate of pay for the position equals or exceeds the employee’s current rate of pay. If applicable, an employee will advance through the current pay level to the maximum of the pay level in the normal manner.
- x) “Seasonal Employee” means a person who is employed as a Judge (Standardbred)/Steward (Thoroughbred), or Judge/Steward in training, and those in seasonal stores.
- y) “Temporary Employee” means the incumbent of a position whose tenure of employment is limited without acquisition of any continuing right to be retained as an employee beyond such stated term of employment period.
- z) “Term” means a position of a short nature, with a specific work assignment. The tenure of employment is limited to a defined period of time with a specific start and end date. Details must be outlined in the letter of offer. The parties may agree to extend the duration of the position as required, not to exceed a period of two (2) years unless by mutual agreement of the parties.
- aa) “Transfer” means the movement of an employee from one position to another position with the same maximum hourly rate of pay.
- ab) **“They”, “their”, “themselves” includes a reference to a person or persons wherever the language or context requires.**
- ac) “Unassigned Hours” means hours of work available for selection.
- ad) “Union” means the Saskatchewan Government and General Employees’ Union.
- ae) “Vacation Year” means the period April 1 to March 31, inclusive.

- af) “Week” means a period of seven consecutive calendar days, but for pay administration is the period from midnight of one Saturday to midnight of the immediately following Saturday.
- ag) “Work Unit” means the office in Regina, the office in Saskatoon, a store, the Distribution Centre, and Marquis Downs.
- ah) “Shift means the time period during which an employee is at work on any given day. A shift shall be no less than three hours.
- ai) “Temporary vacancy” means a vacancy in a permanent position whose incumbent is on leave of absence.
- aj) “Work Cycle” means the accumulation of shifts in a work period in accordance with Article 12.

1.3 Interpretation of the Agreement

1.3.1 The Authority will interpret this agreement. In the event of a dispute as to the interpretation or application of this agreement, the Authority and the Union will meet and seek to resolve the dispute.

1.3.2 Within this Agreement, wherever the language or context requires, the singular shall include the plural and visa versa.

1.4 No Discrimination

The Authority and the Union agree there will be no discrimination or harassment with respect to any employee by reason of race, age, creed, colour, national ancestry, political affiliation, marital status, criminal record that has no relevance to the duties of the employee’s position, physical or mental disability, sex or sexual orientation, place of residence, family relationships (subject to the Authority’s policy) nor by reason of membership or activity in the union.

1.5 Representative Workforce

The Authority and the Union are committed to the development of a qualified representative workforce and agree to cooperate in implementing the Representative Workforce Strategy.

1.6 Anti-Harassment Policy Statement

1.6.1 Statement of Commitment

Employees have a right to be treated fairly and with respect, and work in an environment free of harassment. Employees have a legal responsibility not to participate in harassment.

The Authority seeks to ensure that the dignity, health, respect and safety needs of all employees are met while fostering a positive work environment. The Authority recognizes that every employee is entitled to employment free of any harassment, and as such, commits itself to make every reasonable practicable effort to ensure that no employee is subject to harassment. Harassment is illegal under *The Saskatchewan Employment Act* and the **Saskatchewan Human Rights Code**. The Authority will not tolerate harassment in any form.

- 1.6.2 The Authority and the Union agree to maintain a Joint Anti-Harassment Policy, including educational materials that support a work environment free of harassment.

1.7 Drug and Alcohol Testing

Management may do drug testing of employees only with the prior approval of the Union.

1.8 Policy and Procedure Manuals

Policy and procedure manuals shall be available to employees for review upon request.

1.9 Distribution of Workload

Every attempt shall be made by management to ensure workload is evenly distributed amongst employees of the work unit.

2 **UNION SECURITY**

2.1 Recognition

The Authority agrees to recognize the Union as the sole collective bargaining agent for the employees covered under the terms and conditions of this Agreement, and agrees to negotiate with the Union or its designated representatives on all matters relating to conditions of employment, rates of pay and hours of work.

2.2 Deduction and Remittance of Union Dues (Check Off)

- 2.2.1 The Authority agrees to provide new employees with union **membership initiation forms** as provided by the Union. The Authority shall deduct on behalf of the Union, all initiation fees, dues, assessment or levies, and to remit these monies to the Chief Executive Officer of the Union.

The Authority shall remit the same to the Union during the month following the calendar month in which such deduction is made, accompanied by a list of names, classifications and addresses of

employees from whose wages the deductions have been made. Such list shall be transferred electronically from the Authority to the Union.

2.2.2 An employee who is temporarily filling an out-of-scope position will continue to pay union dues based on their hourly rate of pay in the higher level position.

2.2.3 Written notice of a change in the amount of union dues must be given to the Authority at least ten (10) working days in advance of the date that dues change is effective.

2.3 Maintenance of Membership

Every employee who is now or hereafter becomes a member of the Union shall maintain their membership in the Union as a condition of their employment, and every new employee whose employment commences hereafter shall, within thirty (30) calendar days after the commencement in their employment, apply for and maintain membership in the Union as a condition of their employment, provided that any employee in the appropriate bargaining unit who is not required to maintain their membership or apply for and maintain their membership in the Union shall, as a condition of their employment, tender to the Union the periodic dues uniformly required to be paid by the members of the Union.

2.4 Employee Orientation

2.4.1 The Authority shall notify the Union of all new employees hired. The Authority agrees that a steward/chief steward within the zone will be given the opportunity to speak with the new employee during regular working hours without loss of pay for fifteen (15) minutes within the first thirty (30) days of employment. The zone steward/chief steward will contact the manager to set a mutually agreed time to meet or contact the new employee.

The Authority will not be responsible for any additional costs incurred by the steward or the new employee.

2.4.2 The Authority agrees to provide all new employees with adequate and appropriate orientation to perform the duties of their new position.

2.4.3 The Authority agrees to provide all employees in new assignments adequate and appropriate orientation to perform the duties of their new assignment.

2.5 Union Bulletin Board

The Authority shall make available to the Union a bulletin board in each work place so that the employees have access to it, upon which the Union shall have the right to post notices and information which may be of interest to the employees.

2.6 Leave for Union Activities

2.6.1 Leave for Handling Grievances and Investigating Disputes

An employee who files a grievance or is an elected Union representative is entitled to reasonable amounts of leave with pay to handle grievances and to investigate disputes during work time at the work unit.

Employees and Union stewards will provide the manager or designate with reasonable notice. This leave will not unreasonably interfere with the operations of the Authority, and will not be unreasonably withheld.

2.6.2 Leave for Joint Union/Management Meetings

The Authority will grant reasonable amounts of leave with pay to employees elected or appointed by the Union to joint Union/Authority committees, e.g., Classification OH & S, and Representative Workforce.

2.6.3 Leave for Staffing Panel

The Authority will grant leave to employees who are trained by the Union and have been assigned to sit on a staffing panel established in accordance with Article 4.9 & 4.10. The appropriate form authorizing that employee's attendance will be provided. The Authority will continue to pay the employee regular rates of pay and benefits; however, these costs will be recovered from the Union.

2.6.4 Leave for Union Business

2.6.4.1 Leave for Union business will be granted by the Authority to an employee where the Union provides the Authority with **two (2)** weeks notice and provides the appropriate form authorizing that employee's attendance. Notice received within **two (2)** weeks, may be withheld if the leave unreasonably interferes with the operations of the Authority. The Authority will continue to pay the employee regular rates of pay **(including shift differential, premium and/or TAHD where applicable)** and benefits; however, these costs will be recovered from the Union.

2.6.4.2 Leave for Union business shall be granted by the Authority for the incumbent or designate of the Union Chair position without the requirement of notice within Article 2.6.4.1. In this instance the Union Chair or designate will notify the Authority of their leave requirement with as much notice as possible, however, it is recognized that this may

be the same day the leave is required. The appropriate form authorizing attendance to Union business will be submitted to the Authority as soon as possible.

2.6.5 Leave for a Union Position

Leave for a Union position for a period of up to one (1) year shall be granted to an employee who is elected or selected for a full-time position with the Union, Saskatchewan Federation of Labour or Canadian Labour Congress. Such leave shall be renewed each year, upon request, during their term of office. Conditional upon reimbursement of costs, the Authority will continue to pay the employee regular rates of pay and benefits.

2.6.6 Backfilling Union Leave

When an employee is on union leave, the Authority shall make every attempt to backfill the position with a qualified in-scope employee. When a manager is unable to backfill, they shall record all efforts and provide the record to the employee on union leave and the Union, in writing.

2.7 Lists of Elected Union Representatives

The Union agrees to provide the Authority with current lists of all elected Union representatives on an annual basis.

2.8 Continuous Bargaining

- a) The parties are committed to establishing a positive working relationship and to solving problems throughout the term of the collective bargaining agreement.
- b) The parties therefore agree, at the request of either party, to revisit the financial provisions contained in the collective bargaining agreement. These undertakings do not mean that all issues will be addressed; rather the commitment is to seek resolution in good faith.

2.9 Job Security

The Authority and the Union agree that out-of-scope employees will only be allowed to perform bargaining unit work in order to assist, relieve or lighten the workload of in-scope employees and in cases of emergency, instruction and training. However, the parties further agree that this provision will not be used to erode the hours of work from “in-scope” employees.

3 SENIORITY

3.1 Seniority Defined

Seniority shall be defined as an employee's length of service within the scope of this agreement.

3.1.1 All employees without a break in service will continue to accrue and maintain any previous seniority earned in the Liquor Board, Liquor Licensing Commission, Saskatchewan Gaming Commission, and the Horse Racing Commission.

3.1.2 Seniority for full-time employees shall be the date the employee commenced full-time employment with the Authority adjusted to include any hours the employee worked prior to full-time employment provided that the employee was continuously employed by the Authority.

3.1.3 Seniority for all other employees shall be calculated in hours and shall include all hours worked excluding over time, and shall also include sick leave with pay and all other paid leaves, vacation and designated holiday pay converted to hours, leave for union business, leave for a union position, maternity leave, parental leave, adoption leave and strike time.

3.1.4 Seniority shall include any time for active Canadian War Service or Canadian Armed Forces Peacekeeping Services abroad. For purposes of calculating seniority, one calendar day equals .7123 working days.

3.2 Seniority – Entitlement

3.2.1 Employees will count service for seniority purposes after they have completed an initial probationary period. Seniority will be retroactive to the date of commencement of employment when the employee successfully completes the probationary period. An employee may acquire a maximum of two hundred and sixty (260) days of seniority per year. Overtime hours are not considered in calculating seniority.

3.2.2 Upon completion of the initial probationary period (or completion of the equivalent of an initial period for part-time employees) and upon written application, an employee who is re-employed after a break in service, shall be credited with their previous in-scope Authority service for seniority purposes. **Effective September 11, 2020, only service for seniority purposes earned following re-employment shall be used for purposes of calculating severance in accordance with Article 10.**

3.3 Part-time Employee in a Full-Time Position

A part-time employee appointed to a full-time position where they are required to serve a probationary period, and fails the probationary

period, will revert to their former part-time position. The employee will accrue seniority for the time spent in the full-time position.

3.4 Employees Appointed to an Out-of-Scope Position

An employee within the scope of this agreement who occupies a position that is moved out-of-scope shall maintain but not earn seniority while occupying that position. However, if the employee is subsequently appointed to an in-scope position, all previous seniority will be returned to the employee.

An employee within the scope of this agreement who applies for and is awarded an out-of-scope position shall have their seniority maintained for one full calendar year. At the completion of the one year, they shall lose all accumulated seniority.

3.5 Employees Appointed Temporarily to an Out-of-Scope Position

An employee within the scope of this Agreement who is appointed temporarily to an out-of-scope position, will continue to earn seniority, and shall continue to have union dues deducted from their salary and shall be entitled to all the benefits and protections afforded by this Agreement.

3.6 Posting Seniority Lists

3.6.1 The Authority agrees to post in each work unit, a list in order of seniority for full-time employees and a seniority list for seasonal employees, on a quarterly basis – April, July, October and January. This list shall also separately identify the employee's initial start date.

3.6.2 The Authority agrees to post in each work unit, a list in order of seniority hours for part-time employees on an accounting period basis. The seniority list for part-time employees will apply for selection of unassigned hours. This list shall also separately identify the employee's initial start date.

3.6.3 Copies of the seniority lists will be sent to the Union.

3.6.4 If an employee feels their accumulated seniority is incorrect, they shall request a review of their seniority accumulation. The employee is responsible to provide any pertinent documentation related to their seniority with the Authority.

3.7 Maintenance of Seniority

An employee shall maintain and accrue seniority in the following circumstances:

a) all periods of paid leave;

- b) definite leave of absence without pay for periods not exceeding one (1) year;
- c) parental leave (maternity, parental and adoption);
- d) layoff up to and including ninety (90) days;
- e) compassionate leave;
- f) wage replacement benefits for a period of three (3) years or less for Workers' Compensation benefits, SGI benefits and Long Term Disability benefits;
- g) on leave in accordance with Article 2.6.5 Leave for a Union Position.

An employee shall maintain but not accrue seniority in the event the employee:

- a) is moved to a permanent position with the Authority outside the scope of this agreement;
- b) has been on leave due to prolonged illness/injury for a period in excess of eighteen (18) consecutive calendar months with the possibility of extension to twenty-four (24) months;
- c) is a permanent employee who has been placed on lay off in excess of ninety (90) consecutive calendar days and is on the re-employment list not to exceed three (3) years;
- d) is a part-time or seasonal employee who has been placed on lay off and is on the re-employment list not to exceed three (3) years;
- e) has been on a definite leave of absence for a period in excess of one (1) year, excluding maternity leave, parental leave, and adoption leave;
- f) is a peak season worker whose term has ended and whose name is on the peak season worker recall list not to exceed one (1) year;
- g) applies for and is awarded a permanent out-of-scope position shall have their seniority maintained for one full calendar year. At the completion of the one year, he shall lose all accumulated seniority.
- h) **resigns from their position and elects to become a peak season worker, provided they are qualified.**

3.8

Loss of Seniority

An employee shall lose seniority and be deemed terminated if the employee:

- a) is dismissed;
- b) resigns;
- c) fails to report to work within seven (7) calendar days following the completion of a leave of absence or appointment to a position from the re-employment list;
- d) fails to report to work for three (3) consecutive scheduled shifts, unless the employee provides a satisfactory reason to the Authority for failing to report;
- e) is a full-time employee who has been laid off and is not re-employed within three (3) years of the date of lay off;
- f) is a part-time or seasonal who has been laid off and is not re-employed within three (3) years of the date of lay off;
- g) is a part-time employee who has not worked assigned or available unassigned hours and who has a break in service of ninety (90) consecutive calendar days; with the exception of part-time employees on the re-employment list;
- h) is a seasonal employee who has a break in service of three hundred and sixty (360) consecutive calendar days, with the exception of a seasonal employee on the re-employment list; or is a peak season worker whose name is removed from the peak season worker recall list; **or**
- i) is a peak season worker whose name is removed from the peak season worker recall list.

3.9

Equal Seniority

When employees have exactly the same seniority, the Authority and the Union will determine the most senior based on chance.

4

VACANCIES

4.1

Appointment from the Re-Employment List

When a position becomes vacant or when a new position is created, the senior qualified employee will be appointed from the appropriate re-employment list for all similar level positions, when such a list exists. Promotions cannot be made from the re-employment list. However, an employee may accept a position with the same or lower maximum hourly rate of pay, and their name shall be removed from the re-employment list.

4.2

Staff Complement Review

4.2.1

Full-Time/Part-time

An annual joint review of all part-time hours worked within each work unit shall be conducted and completed by June 30th each year.

The objective of this joint review shall be to identify opportunities to create full-time positions from the part-time hours worked. The remaining part-time hours worked shall be reviewed to identify opportunities to create permanent part-time positions. It is recognized that exceptions such as, but not limited to, instances where part-time hours worked are as a result of an extended leave of absence or a time limited project shall not be included in the review.

The review shall be based on the prior year time sheet summaries and may include a review of actual work unit schedules as need is identified and schedules are available.

In those instances where part-time hours meet the minimum agreed to threshold, the Authority commits to convert those part-time hours to one or more permanent part-time position(s). It is further recognized that the parties have a mutual interest to create positions with maximum hours while taking into account a balance between the amount of employees required for operations.

4.3

In-Service Competitions

4.3.1

When a position becomes vacant, the Authority shall notify the Union in writing within thirty (30) days whether the position is to be:

1. filled
2. left vacant temporarily
3. reviewed for proper classification
4. abolished

Where the position is not to be filled the Authority shall provide the rationale to the Union with an opportunity for discussion between the parties.

- 4.3.2 All vacancies, which are for three (3) months or more, and positions covered in the scope of this agreement for which no re-employment list exists, are subject to in-service competition.
- 4.3.2.1 Notwithstanding the above, all vacancies in stores and distribution centre will be subject to in-service competition only when the duration of the vacancy is for six (6) months or more. This clause may be waived for durations of less than six (6) months where the Authority deems it necessary and instead offered by seniority to the senior qualified employee first within the same pay level then at the next lower pay level within the store or distribution centre complement.
- 4.3.3 With the exception of part-time complement positions, unassigned hours in stores **and distribution centre** shall not be considered a vacancy.
- 4.3.4 An employee appointed to a position in accordance with Article 4.3.2, which is not of a permanent nature will, at the end of the employment period, revert to the position in which they last completed the equivalent of a probationary period. An employee who has not completed a probationary period will revert to the position they were originally hired into. The rate of pay for the employee who has reverted shall be at the step of the range prior to them leaving the position, subject to any increments that they would have received in that position.
- 4.3.5 All employees covered by the scope of this agreement are eligible to apply for in-service competitions. The total accumulated seniority of each employee who makes application shall be used when awarding the posting in accordance with Article 4.10 – Appointment of Senior Qualified Employees.
- 4.3.6 **Inter-Community Transfer – Store Employees**
- 4.3.6.1 When a store employee submits a written request to Human Resources to be transferred to a different community, their name will be placed on a transfer list for that community.

When a vacant position other than a temporary position is posted in the requested community, the employee's name will automatically be placed on the applicant list for that vacancy's competition.

Should the employee be determined as the senior qualified applicant, they shall be offered that position.

4.3.6.2 Once an employee accepts a position, their name will be removed from the inter-community transfer list.

4.3.7 Vacancies filled in accordance with Article 4.4.2 – Involuntary Transfer or Article 4.5 – Involuntary Demotion shall not be subject to in-service competition.

4.4 Transfers

4.4.1 Permanent Transfer – Position

Based on operational needs, the Authority retains the right to transfer positions in accordance with Article 8. In the event a position is transferred to a new community, the employee will have the option of moving to the new community, or they may choose to be subject to the lay-off provisions in accordance with Article 8.

4.4.2 Involuntary Transfer - Employee

When the Authority has a good and sufficient reason, and after consultation with the Union, the Authority can involuntarily transfer any employee to another position in the same occupation in the following manner:

- a) in the same community; or
- b) if the Authority is unable to transfer the employee in the same community, **into** another community. **An employee may choose lay-off instead of transferring to another community. If the employee chooses lay-off they will be placed on the re-employment list. The Authority shall provide in writing any restrictions that may apply to the employee's re-employment rights.**

The Authority shall provide the employee and the Union with reasons, in writing, for the transfer, which is subject to the grievance procedure. If the transfer is to another community the employee shall be provided with relocation assistance in accordance with Article 18.8.

4.4.3 Temporary Transfer - Employee

Based on operational needs, the Authority can temporarily transfer employees within the same occupation from another work unit and/or branch with capacity, in the same community. The Authority will canvas employees to volunteer. If there are no volunteers, then the least senior employee, who has completed a probationary period in the position, will be transferred. A minimum two (2) weeks' written notice will be provided to the employee. The temporary transfer is not to exceed three (3) months.

4.4.4 Transfer to Another Community – Relocation Costs

If an employee is transferred by the Authority, or chooses to transfer subject to Article 4.4.1 and in accordance to Article 8 to another community, they are entitled to relocations costs in accordance with Article 18.8.

4.5 Involuntary Demotion

When the Authority has a good and sufficient reason, and after consultation with the Union, the Authority can demote an employee and shall give the employee at least four (4) weeks written notice of that demotion or pay in lieu of notice.

The Authority shall provide the employee and the Union with reasons, in writing, for the demotion, which is subject to the grievance procedure. If the demotion is to another community the employee shall be provided with relocation assistance in accordance with Article 18.8.

4.6 Posting of Competitions

4.6.1 All competitions, including expression of interests will be announced to all employees in the form of a **job posting** and will be posted in all work units throughout the province. Competition/expressions of interests will allow fourteen (14) calendar days for a resume and cover letter to be submitted. A shorter posting period of seven (7) calendar days will be allowed for internal competitions/expressions of interests, upon mutual agreement. The **job posting** shall set out the following:

- a) whether it is an included or excluded position;
- b) the Location(s) and Position(s) to be filled;
- c) qualifications and required competencies (where established);
- d) pay level;
- e) deadline for application;
- f) whether the position is full-time or part-time, etc;
- g) **expected start date; and**
- h) **expected testing and/or interview time frame.**

4.6.2 A copy of the **job posting** will be sent to the Union.

4.6.3 Employees shall be allowed leave without loss of pay to attend employment examinations and/or interviews conducted by the Authority.

- 4.6.4 An offer shall be made within sixty (60) days of the closing date of the posting unless otherwise agreed to by the parties. **The employee shall be moved to the position within thirty (30) days of expected start date or date contained within the offer letter, provided the employee is not on approved leave.**
- 4.6.5 The Authority may re-open a competition within ninety (90) calendar days from its closing date when agreed to by the parties.
- 4.7 Simultaneous Posting of Positions
- In certain instances, the Authority may simultaneously post positions within the bargaining unit and outside the bargaining unit. In this instance, preference will be given to qualified in-service candidates.
- 4.8 Required Competencies
- 4.8.1 Required competencies developed for all occupations shall constitute the basis for the evaluation of the qualification of any applicant. Required qualifications for any occupation will be established or amended by the Authority in consultation with the Union.
- 4.8.2 An applicant's qualifications for a position will be assessed by the hiring manager and Human Resources based on the required competencies to perform the duties of the position as established by the Authority prior to posting. A Staffing Panel may consist of a representative from each of the following: Line Management, Human Resources Branch and Union (at the discretion of the Union).
- 4.8.3 All employment and promotional examinations and/or panels shall be competitive and shall utilize an appropriate assessment technique designed to fairly test the required competencies of persons examined. The means or measures used to test persons may include any verbal or written test of knowledge, skill, capacity, intelligence, or aptitude; and any inquiry into the personal suitability of the candidate or any investigation of education, experience or record of accomplishment which seems appropriate. No test or question in any application or examination shall be constructed to call for or lead to disclosure of any information, preferences or opinions concerning any political, religious, fraternal or racial affiliation. Any such disclosure or information revealed shall be disregarded. When a candidate has recently passed an interview and subsequently (up to one year) applies for another position with similar duties and responsibilities, the Authority may deem an interview unnecessary. Other assessment techniques may still be required and the senior qualified process will apply.
- 4.8.4 When a candidate has failed to pass an interview for the same position two times in a row, the candidate must wait a period of six (6) months before applying for a similar position unless the candidate can

demonstrate and provide written proof to the Staffing Panel that they have achieved the required competencies for the position.

4.9 Union Representative to Staffing Panel

Immediately following the closing date of the competition, the Authority will provide the Union with the names and seniority of all employees who applied, as well as the time, place and date when the **resume(s) and applications** will be assessed. The Union will be entitled to have a representative present during the preliminary screening and interview process, when an employee with seniority has applied to the in-scope competition.

4.9.1 Interview guides will be supplied to the Union a minimum of two hours prior to the interview. At the request of either party a meeting of the staffing panel shall be convened prior to the interviews. The Union's Representative's completed interview guides will be forwarded to the Union upon completion of the staffing process.

4.9.2 Where a union staffing panel representative has not been present, the Authority will provide to the Union upon request the completed interview guides from Human Resources. This Article does not supersede Article 11.2

4.10 Appointment of Senior Qualified Employee

4.10.1 The employee with the most seniority, who has the necessary qualifications and ability, will be appointed to the position.

4.10.2 An employee who is currently in a temporary position is not eligible to apply for and accept another temporary position at the same level in another work unit/branch unless the original temporary position as posted is within four (4) weeks of completion or they have been in the initial temporary position for greater than one (1) year.

4.10.3 Transfers within Same Community and **Position** – Permanent Full-time

A permanent full-time employee, who wishes to transfer from their present **position to a same position in a different work unit and/or branch** within the same community, shall submit their request in writing to Human Resources. The employee's name will be placed on a transfer list for that **position and work unit and/or branch/duties assigned and** when a permanent full-time vacancy within the same **position** becomes available, the most senior employee's transfer will be activated. Employees shall not be entitled to transfer more than once in a two-year period.

4.11 Non-appointment of the Senior Employee

When the most senior employee is not appointed to a position and requests a meeting, the Authority will meet with the Union and the employee to outline the reasons for non-appointment.

4.12 Employees Notified in Writing

Employees not appointed to positions for which they are interviewed will be notified in writing.

4.13 Employee Has Right to Feedback on Interview Results

Upon request an employee who has been interviewed by a staffing panel for a full-time position shall have the right to feedback by Human Resources and/or the hiring manager with regard to their strengths and weaknesses as revealed by the results.

4.14 Competition Cancellation

Competitions shall not be cancelled after the preliminary screening of applicants has been completed by the Staffing Panel unless agreed to by the parties.

4.15 Expression of interest

When the Authority intends to post an expression of interest, the Authority will meet with the Union to discuss the posting.

4.16 Territories For Inspectors/Investigators

The Authority reserves the right to assign employees new territories. If an employee prefers an alternate territory, they will be entitled to use their seniority to bid on the territory of their choice provided it is not a territory they have previously been assigned within that last two (2) years unless otherwise negotiated by the parties.

When the Authority intends to initiate changes to the assignment of the territories or to the boundaries of the territories of inspectors/investigators and it has been less than two (2) years from the last change, such changes will be subject to consultation between the parties to this Agreement.

4.17 Reversion During Temporary/ Term Appointment

When the Authority has a good and sufficient reason, and after consultation with the Union, the Authority can revert an employee and shall give the employee at least four (4) weeks written notice of that reversion or pay in lieu of notice.

The Authority shall provide the employee and the Union with reasons, in writing, for the reversion.

At any time during the temporary/term appointment the employee may serve at least four (4) weeks written notice terminating the appointment.

Upon termination **of the temporary/term appointment**, the employee shall revert to their former position without loss of any pay or benefits. All employees impacted by the reversion will be provided with sufficient notice (or pay in lieu) to allow for the transition to be completed.

4.18 Temporary Vacancies/Term Positions

4.18.1 Temporary vacancies are unfilled positions having a tentative end date of longer than three (3) months or six (6) months in accordance to Article 4.3.2 or 4.3.2.1. These positions must be posted in accordance with Article 4.

4.18.2 In order to facilitate posting temporary vacancies or term positions of three (3) months or longer, during the posting process the Authority may backfill the vacancy in accordance with Article 20.

4.18.3 When an employee is promoted temporarily, their salary shall be adjusted as per Article 17.6. When the temporary promotion ends, the employee shall revert to their former position at their former salary rate subject to any increments that they would have received in their former position.

4.18.4 The Authority and the Union may negotiate the arrangements for temporary in-scope term positions, if the work involved will not be of sufficient duration to justify the making of a permanent position.

4.18.5 If the term position extends beyond twenty-four (24) months, the position will be deemed necessary and result in a permanent posting for that position. If a term position is ended and, within three (3) months, another term position is created entailing the same nature of work, and the duration of the positions combined extend beyond twenty-four (24) months, this position will be deemed necessary and will result in a permanent posting for that position. The twenty-four (24) months may be extended by mutual agreement. Whenever possible, the **Authority** will give notice of the request for the extension four (4) weeks prior to the expiration of the term position.

4.18.6 A term position that is created as a result of a special project will be staffed either by voluntary appointment of an employee from their regular job currently performing similar work or by expression of interest. Term project positions are not subject to timelines noted in Article 4.18.5 above but will be negotiated as per Article 4.18.4.

- 4.18.7 **Where a part time store complement term position is required for less than four (4) months the peak season employees in that community shall have first opportunity to accept the term position based on seniority or service where they have not yet passed initial probation.**

5 **PROBATION PERIODS**

5.1 Initial Probationary Periods

- 5.1.1 On initial employment, employees in pay bands one (1) through four (4) will serve a probationary period for that occupation for a period of six (6) months; employees in pay bands five (5) through twelve (12) will serve a probationary period for that occupation for a period of twelve (12) months.

- 5.1.2 On initial employment every person employed in, part-time and seasonal positions, where full-time employees in that occupation serve a six (6) month probationary period, will serve a probationary period equivalent to the full-time hours for that occupation's probationary period or twelve (12) months whichever occurs first.

- 5.1.3 On initial employment every person employed in, part-time and seasonal positions where full-time employees in that occupation serve a twelve (12) month probationary period will serve a probationary period equivalent to the full-time hours for that occupation's probationary period or twenty-four (24) months whichever occurs first.

5.1.4 Intermittent Probation for Peak Season Workers

An employee will pass probation if they have served in a position for intermittent periods and the cumulative amount is equivalent to the position's probationary period or twenty-four (24) months whichever occurs first

5.2 Other Probationary Periods

- 5.2.1 Probationary periods, outlined in Article 5.1 will also be served in the following instances:

- a) On promotion; or
- b) On transfer or demotion of an employee to a position requiring different knowledge, skills and abilities than their former occupation.

5.3 Extension of Probationary Periods

Probationary periods may be extended for a period agreed upon by the Authority and the Union. The request shall be in writing and provided thirty (30) days prior to the expiry of the probation period. However, the

extension period will not exceed a term equivalent to the original probationary period for the occupation.

5.4 Performance Evaluation During Probationary Periods

During the probationary period, the employee will be advised of the job expectations. The employee will also be coached in areas where improvement is required in order to meet job expectations.

5.5 Confirmation or Non-Appointment During Probation

5.5.1 Provided that notice is given before the last day of the employee's probationary period the Authority may either confirm the employee's appointment to the position or advise the employee that they will not be appointed to the position.

5.5.2 An employee who successfully completes a probationary period will be notified in writing of their appointment to the position.

5.5.3 An employee, who is notified that they have not successfully completed their initial probationary period by the expiry date, shall have their employment terminated. If the employee is not notified by the expiry date of the initial probationary period, the employee will be appointed to the position. When the Authority terminates the employment of an employee on initial probation, the reasons for the termination will be provided in writing to the employee and the Union.

5.5.4 When the Authority deems an employee unsuccessful in their probation period, the reasons for the lack of success will be provided in writing to the employee and the Union.

5.5.5 When the Authority meets with an employee respecting initial or subsequent probation, Article 5.5.3 and Article 5.5.4 above, the employee shall be informed of their right to have a Union representative present. An employee who waives their right to Union representation shall so indicate in writing.

5.6 Reversion Rights

5.6.1 An employee on probation may, upon written request to the Authority, ask to revert to the position in which they last completed a probationary period. If the reversion is approved, they will be paid at the former hourly rate of the pay level, subject to any increments they would have received in that position. An employee who has not completed a probationary period will revert to the position they were originally hired into at the commencement of their employment.

5.6.2 An employee on probation, other than initial probation, who is unable to complete or fails the probationary period will revert to the position in which they last completed a probationary period, at the former hourly

rate of the pay level, subject to any increments they would have received in that position. An employee who has not completed a probationary period will revert to the position they were originally hired into at the commencement of their employment.

5.6.3 An employee displaced through reversion will also revert to the position in which they last completed a probationary period at the former hourly rate of the pay level, subject to any increments they would have received in that position. If there is no former position, their name shall be placed on the appropriate re-employment list.

5.6.4 An employee on probation who is reverting shall elect one of the following alternatives if their former position was reclassified:

- a) they shall be subject to the reclassification provisions applicable had they been occupying the position at the time of reclassification; or
- b) they may elect to access their rights pertaining to the layoff provisions.

5.7 Promotion or Transfer During a Probationary Period

An employee, who is on probation and is promoted or is transferred to a position where the knowledge, skills and aptitudes are different, will commence a new probationary period in the new position.

6 **PERFORMANCE APPRAISALS**

When the Authority wants to evaluate the job performance of any employee, the Authority may evaluate their performance at any time. In all cases the Union and management recognize the value of dialogue with and feedback to employees with respect to job performance, and employee contributions in the workplace. Employees shall have the right to grieve demonstrating that the appraisal was unreasonable, discriminatory or in bad faith.

6.1 Timing of Appraisals

Appraisals will be completed with all employees on initial appointment as per Article 5.1, or on promotion, transfer or demotion as per Article 5.2, and subsequently on a yearly basis.

6.2 Appraisals During Probationary Period

6.2.1 Performance appraisals will be completed on all full-time employees during probation. In a six (6) month probationary period, appraisals will be completed during the second (2nd) and fifth (5th) months. In a twelve (12) month probationary period, appraisals will be completed during the fifth (5th) and eleventh (11th) months.

- 6.2.2 Performance appraisals will be completed on all part-time employees working in an occupation having a six (6) month full-time probationary period:
- after completing the equivalent of two (2) months full-time hours or during the fifth (5th) month whichever occurs first; and
 - after completing the equivalent of five (5) months full-time hours or during the eleventh (11th) month whichever occurs first.

Performance appraisals will be completed on all part-time employees working in an occupation having a twelve (12) month full-time probationary period:

- after completing the equivalent of six (6) months full-time hours or during the eleventh (11th) month whichever occurs first; and
- after completing the equivalent of eleven (11) months full-time hours or during the twenty-third (23rd) month whichever occurs first.

- 6.2.3 Appraisals will be completed on all seasonal employees one (1) month prior to seasonal layoff.

- 6.2.4 Appraisals will be completed on all peak season employees within one (1) week following the end of the peak season.

6.3 Discussion of Appraisals

- 6.3.1 The manager will show each employee their appraisal, and discuss with the employee, areas where the employee is meeting or exceeding standards, as well as those areas that may require improvement.

- 6.3.2 Performance appraisals will be signed by the manager and the employee. It is understood that the employee's signature only acknowledges that they have been shown the appraisal and does not signify their agreement with the contents. The employee may add any comments. Upon request of the employee, a copy will be sent to the Union.

7 **DISCIPLINE, DISMISSAL, TERMINATION AND RESIGNATION**

- a) The Authority agrees to the principle of progressive discipline. The cause for discipline shall be in writing.**
- b) The Authority agrees to work with employees as issues arise in a proactive manner. The Authority may, before initiating or imposing discipline, arrange to meet with the Employee in an**

effort to resolve the problem. The Employee has the right to have a Steward present.

7.1 Union Representation

An employee who is to be given a letter of reprimand, suspension or termination, shall be notified in writing of the purpose, the issue and the Union's assigned steward, where at all possible four (4) hours in advance of the meeting **(copied to the Union)**, and shall be informed, in writing, of their right to have a Union representative present at the meeting. An employee who waives their right to Union representation shall so indicate in writing.

An employee who is being interviewed as part of an investigation shall be notified in writing of the purpose, the issue and the Union's assigned steward, where at all possible four (4) hours in advance of the meeting **(copied to the Union)**, and shall be informed, in writing of their right to have a Union representative present at the meeting. An employee who waives their right to Union representation shall so indicate in writing.

The Authority will advise the Union prior to disciplining an employee. **Where schedules permit the Authority will endeavor to discipline Monday through Thursday.**

7.2 Documents Placed on Employee's Personnel File

A copy of any document or other information placed on an employee's file, which might, at any time, be used for disciplinary action shall be supplied concurrently to the employee and to the Union unless the employee states in writing they do not want a copy sent to the Union.

7.3 Review of Personnel File

7.3.1 Upon twenty-four (24) hours notice to the Human Resources Branch, employees have the right to review their personnel file; Union representatives, with written permission from the employee, may also review/copy the personnel file.

7.3.2 Upon request of the employee, the Authority will provide a copy of any document on the employee's personnel file.

7.4 Removal of Written Reprimands/Warnings

Disciplinary documents and/or any documents in accordance to Article 7.2 placed on an employee's personnel file shall be removed after two (2) years, provided there has been no record of further discipline of equal or greater severity. The Authority may consider an employee's request to have disciplinary documents removed from the personnel file after one (1) year.

The two (2) year time limit does not apply to disciplinary documents resulting from harassment. The Authority shall remove disciplinary documents resulting from harassment from the personnel file after five (5) years, provided there has been no record of further discipline of equal or greater severity. The Authority may consider an employee's request to have disciplinary documents resulting from harassment removed from the personnel file after two (2) years.

7.5 Involuntary Demotion

Thirty (30) calendar days notice shall be given to an employee who is to be demoted involuntarily. Notice of intention to demote shall be given to the employee in writing and shall set out in detail the reason **therein**. A copy of this notice shall be supplied concurrently to the Union

7.6 Termination

An employee, who has successfully completed initial probation **and** who is to be dismissed, will receive written notice of the action. Such employee will not be dismissed without good and sufficient cause. The reasons for the dismissal will be set out in the dismissal letter, a copy of which will be provided to the Union.

7.7 Notice of Termination or Dismissal

7.7.1 Except in the case of dismissal on the basis of accumulative or gross misconduct, the Authority will give written notice or pay in lieu as follows to an employee being terminated or dismissed for good and sufficient cause:

- seven (7) calendar days if dismissed during initial probation;
- four (4) weeks if dismissed after probation but with less than five (5) years employment;
- six (6) weeks if dismissed with five (5) years or more but less than ten (10) years employment;
- eight (8) weeks if dismissed with ten (10) or more years employment.

7.7.2 Earned vacation leave due an employee will not be used as any part of the notice period.

7.8 Notice of Resignation

Employees will give the Authority **two (2) weeks** notice of resignation. The Authority may waive the notice requirements in whole or in part.

8 EMPLOYMENT SECURITY—PERMANENT EMPLOYEES

8.1 Notice of Lay off or Job Abolishment

The Authority shall advise the Union as far as possible in advance of any contemplated **abolishment** of positions or re-organization that might lead to the necessity for lay-offs, transfers, or classification reviews. The Authority and the Union shall discuss the method of handling the necessary change.

8.1.1 Written notice, provided in a manner agreed to by the Union and the Authority, of at least sixty (60) days in advance of the lay-off date will be given to full-time employee(s) who are to be laid off.

8.1.2 An employee on leave of absence whose position has been abolished, will have access to Article 8 at the time of notice of job abolishment.

8.1.3 A permanent employee may not be laid off while any employee with less seniority is appointed to the same position either temporarily or term, in their own community.

8.2 Reversion – Former In-scope Employees

8.2.1 When an employee is appointed to an out-of-scope position, and the position is subsequently abolished, the employee may use their previous in-scope accumulated seniority to bump back into the bargaining unit within one (1) year of appointment.

8.2.2 When an employee is moved to an out-of-scope position, and the position is subsequently abolished, the employee may use their previous in-scope accumulated seniority to bump back into the bargaining unit.

8.2.3 The move into the bargaining unit will be based on their former occupation level, rate of pay and hours of work. Every effort will be made by the Authority to place out-of-scope employees in out-of-scope positions before accessing the bumping provisions.

8.3 Bumping Options

A permanent employee who has completed an initial probation period and whose position is being abolished or who is being laid off will have the right to exercise any one (1) of the following options:

- A permanent employee on probation may revert to their former position in which they held full-time or part-time status;
- To exercise bumping on the basis of their total seniority;
- To go on lay-off and be entitled to exercise re-employment rights;

- To retire (if eligible); or
- To resign and receive severance pay.

8.3.1 The intent of bumping is to maintain the employee's rate of pay, occupation level, and location where possible.

8.3.2 Permanent part time employees will bump by seniority. The number of hours that their permanent part time position is guaranteed will not be considered in the bump. When applying Article 8.5.2, **8.5.3 and 8.5.4**, the Authority shall establish a pool of positions based on all permanent part time positions to which the employee is qualified to bump. **A permanent part time employee may bump into any one of the permanent part time positions in the pool where the incumbent has less seniority than them.**

If the permanent part time position has a guarantee of hours that is at least twenty percent (20%) less guaranteed hours than their previously held permanent part time position they shall have re-employment rights in accordance to Article 8.10.

The permanent part time employee shall be provided a part time position as an option in all levels. The permanent part time employee shall not have re-employment rights if they choose a part time position where permanent part time positions were offered as a bump.

8.4 Employee Qualifications in Bumping

The Authority will determine the occupations and positions to which an employee is qualified to bump and shall so notify the employee and Union in writing.

8.5 Bumping Order

8.5.1 Order to Exercise Bumping Rights

Bumping rights will be exercised in the following order:

- 1st - A vacant equivalent position;
- 2nd - An employee with less seniority appointed temporarily in a vacant equivalent position;
- 3rd - A permanent employee on initial probation with the least service;
- 4th- A permanent employee with the least total seniority.

8.5.2 Mandatory Level

Bumping in the employee's own occupation, pay level and in their own community.

When applying Article 8.5.1, in cases where there is more than one permanent employee subject to layoff, the Authority will establish a pool of positions to which the employees are qualified to bump. The number of positions in the pool will equal the number of permanent employees subject to layoff. Employees subject to layoff will exercise their bumping rights in order of seniority, selecting one position from the pool.

8.5.3 Choices if No Position Offered at Mandatory Level

If the employee is not offered a position at the Mandatory Level, they will choose one of the following:

1. Proceed to the Optional Level;
2. Go on lay off as per the initial lay off notice and their name shall be placed on the re-employment list;
3. Resign and receive severance pay;
4. Access retirement programs, if eligible.

8.5.4 Optional Level

An employee accessing the Optional Level of the bumping process will be offered, if available, a choice of Option A or Option B:

8.5.4.1 Option A – Own Community

Provided an employee is qualified, they will be offered the first available bumping option in their own community in the following order:

1. Laterally in a different occupation.
2. Downward in the same occupation.
3. Downward in a different occupation.
4. A part-time employee with less seniority. (In the case of stores, the employee would not bump any part-time employee, but would be placed in the part-time rotation in a store of their choosing, based on their total seniority converted to hours)

8.5.4.2 Option B – Different Community

Provided an employee is qualified, they will be offered the first available bumping option in the following order:

1. In the employee's own occupation, and pay level in a different community.
2. Laterally in a different occupation in a different community.
3. Downward in a different occupation in a different community.
4. A part-time employee with less seniority in a different community. (In the case of stores, the employee would not bump any part-time employee, but would be placed in the part-time rotation in a store in a different community of their choosing based on their seniority converted to hours)

8.5.4.3 An employee who elects to bump into a different community will be entitled to relocation costs as per Authority policy.

8.6 Notice to Exercise Bumping Rights

8.6.1 A permanent employee who intends to exercise bumping rights will indicate their intention in writing to Human Resources within five (5) working days of receipt of the notice of lay-off or being bumped. The Union and the Authority may mutually agree to extend this five (5) working day period.

8.6.2 If the employee does not indicate their intent to bump within five (5) working days, they will be deemed to be on lay-off notice and their name shall be placed on the re-employment list.

8.6.3 Bumping will cease when an employee accepts an offer at any level of bumping, or if the employee fails to bump.

8.7 Bumping Time Frame

8.7.1 Every effort will be made to complete the bumping process for an employee before their position lay off date, but in no event will the employee be retained in the position beyond the lay-off date. In this event, the employee will be placed on lay off pending the identification of a bump or they may resign or retire if eligible.

8.7.2 Notwithstanding the above, a permanent employee who fails to retain employment through the bumping process by their date of lay-off and who should be able to retain permanent employment, shall be provided with salary continuance until their placement in a new position.

8.8 Offer of a Position

8.8.1 If an employee elects to bump, they will have five (5) working days to consider the formal offer of a position.

8.8.2 If the employee does not accept an offer of a position at the mandatory level of bumping, they will be deemed to have resigned. They will be

eligible for severance or access other programs that may be in place to assist employees who are laid off.

- 8.8.3 If the employee does not accept an offer of a position at the optional level of bumping, they will be placed on lay-off, or they may resign or retire if eligible.

8.9 Rights of Employees who are Bumped

Bumping rights described in the previous articles will also apply to a permanent employee who has been bumped; the sixty (60) day lay-off notice does not apply in this instance.

8.10 Re-employment List – Permanent Employees

- 8.10.1 The Authority will maintain a re-employment list in the following instances:

- Employees who were unable to bump;
- Employees who received a notice of lay-off, and elected not to bump;
- **Employees in a full time position who bumped into a permanent part time position;**
- **Permanent part time employees that were bumped into a permanent part time position guaranteeing them less hours of twenty percent (20%) or more;**
- Employees who bumped into a part-time position, **subject to Article 8.3.2;**
- Employees who have successfully completed their probationary period and are red-circled due to assignment of a lower pay level.

- 8.10.2 The employee's name will remain on the re-employment list for a three (3) year period from the date of lay-off.

- 8.10.3 An employee whose name is on the re-employment list will be entitled to three (3) call-backs. The employee will have their name removed from the re-employment list following rejection of the third call-back or at the expiration of the three (3) year period.

- 8.10.4 The employee has the responsibility to advise the Human Resources Branch in writing of any restriction(s) they wish to place on their re-employment rights, or any change of address or telephone number.

8.10.5 Red Circled Employees

Once an employee has been offered the same occupation to which they were red-circled at in the same community in which they currently work

in and they decline the offer, Article 17.8 Salary Adjustment on Demotion shall apply effective the first day of the pay period following the date of the employee declining the offer. The employee retains the right to remain on the re-employment list until the expiration of the three (3) year period or rejection of the third call-back.

8.11 Benefits While On Lay-Off

Employees on the re-employment list will earn benefits as per Article 22.10.

8.12 Career Assistance

8.12.1 Permanent employees whose jobs are abolished and who access the re-employment list and are unemployed or who resign and accept severance may access the career assistance program. Career assistance options to a maximum of five thousand dollars (\$5,000) calculated on the basis of one thousand dollars (\$1,000) for every two (2) years of service, pro rated for partial years will be available through the following options:

8.12.1.1 Option A – Career Counselling and Job Placement

- a) To be provided by any one of a number of companies pre-approved by the Authority.
- b) Employees may access counselling and placement assistance over a one (1) year period commencing the date the employee's position is abolished.
- c) The SLGA will liaise with the selected company to refer the employee and establish a defined credit account for the employee. The company will invoice the SLGA for all out placement services provided within the year.

8.12.1.2 Option B – Retraining Assistance

- a) To be provided in the form of payment of tuition fees at any Sask. educational institute.
- b) Employees may access retraining assistance over a three (3) year period commencing the date the employee's position is abolished.
- c) Upon notification by the employee of the educational institute they will be attending, the Authority will advise the institute to invoice the Authority.

- 8.12.1.3 Option C – Sask. Relocation Assistance
- a) To be provided to a maximum of five thousand dollars (\$5,000) administered in accordance with the provisions of the current relocation assistance policy.
 - b) Employees may access the relocation assistance over a one (1) year period commencing the date the employee's position is abolished.
 - c) Relocation assistance will be limited to in-province expenses.

- 8.12.1.4 Option D – Career Adjustment Assistance
- a) To be provided on a reimbursement basis documented by receipts for expenses the employee incurs in pursuing alternative employment opportunities.
 - b) Employees may access assistance over a one (1) year period commencing the date the employee's position was abolished.
 - c) Expenses that would be considered for reimbursement includes business start up costs, travel, etc.

8.12.2 The employee may access one or more "options" to a maximum value of five thousand dollars (\$5,000) in total.

8.13 Familiarization Period in New Position on a Bump

8.13.1 A permanent employee, who, as a result of a reduction in staff, assumes a new position, shall be allowed the minimum of the probationary period for that occupation to familiarize **themselves** with the new skills and responsibilities.

8.13.2 If, during the familiarization period, the parties determine that the bump was inappropriate, options will be reviewed with the employee, Union and Authority to resolve the issue with the last resort being a return to the bumping process to determine a more appropriate bump.

8.14 Temporary Closure of a Work Unit

In case of a temporary closure of a work unit, the Authority will meet with the Union and affected employees to discuss options.

9 **EMPLOYMENT SECURITY – NON PERMANENT EMPLOYEES**

9.1 What Constitutes a Lay Off Notice

A lay off under this Article means receiving written lay-off notice from the Authority. A reduction in hours of work or a seasonal layoff does not constitute a lay off for the purpose of this agreement. However, in cases

where there is a significant reduction in hours of operation for a work unit, the Authority will meet with the Union to discuss options for affected employees.

9.2 Notice of Lay Off or Job Abolition – Part-time/Seasonal Employees

9.2.1 A part-time/seasonal employee who has completed an initial probationary period, and is being laid off or whose job is being abolished will receive written notice of at least sixty (60) days.

9.2.2 An employee on leave of absence whose position has been abolished, will have access to Article 9 at the time of notice of job abolishment.

9.3 Bumping Options

A part-time or seasonal employee who has completed an initial probationary period and who has received a notice of lay-off from the Authority will have the right to exercise one (1) of the following options:

- To exercise bumping rights on the basis of their total seniority;
- To go on lay-off and have their name placed on the part-time/seasonal re-employment list;
- To retire (if eligible); or
- To resign and receive severance pay.

9.4 Employee Qualifications for Bumping

The Authority will determine the occupations and positions to which an employee is qualified to bump and shall so notify the employee and Union in writing.

9.5 Notice to Exercise Bumping Rights

- a) An employee who intends to exercise their bumping rights, will indicate their intention in writing to the designated management official within five (5) working days of receipt of the notice of lay off, or being bumped. The Authority and Union may mutually agree to extend this five (5) working day period.
- b) If the employee does not indicate their intent to bump within the five (5) working day period, they will be deemed to have opted to go on lay-off and their name will be placed on the part-time/seasonal re-employment list, or they may resign or retire if eligible.

9.6 Offer of a Position

- a) An employee will have five (5) working days to consider the formal offer of a position. If the employee does not accept the

position within the five (5) day period, they will be deemed to have declined the offer.

- b) If an employee declines an offer of a position in their own occupation, pay level and community, they will be deemed to have resigned.
- c) If an employee declines an offer of a position in a different occupation within their community, they will be placed on lay-off and their name shall be placed on the part-time/seasonal re-employment list, or they may resign or retire if eligible.

9.7 Bumping Order

9.7.1 Order to Exercise Bumping Rights

- a) Provided the employee is qualified, they will be offered the first available bumping option in their own community in the following order:

1. In the employee's own occupation, and pay level;
2. Laterally in a different occupation;
3. Downward in a different occupation.

If the employee is not offered a position in their community, they may exercise bumping rights in accordance with b) below, be placed on lay-off, resign or retire if eligible.

- b) An employee not offered a position in a) above, provided they are qualified, will be offered available bumping option(s) in work unit(s) in different communities in the following order:

1. In the employee's own occupation, and pay level;
2. Laterally in a different occupation;
3. Downward in a different occupation.

If an employee accepts a position in a different community all costs incurred shall be at the employees' expense and they will not be entitled to relocation costs as per Authority policy. If the employee is not offered or accepts a position in another community, they will be placed on lay-off or they may resign or they may retire if eligible.

9.8 Rights of Employees who are Bumped

Bumping rights described in the previous articles will also apply to a part-time or seasonal employee who has been bumped.

9.9 Re-Employment List – Part-time/Seasonal Employees

9.9.1 The Authority will maintain a part-time/seasonal re-employment list by community in the following instances:

- Part-time/seasonal employees who were unable to bump;
- Part-time/seasonal employees who received a notice of lay-off and elected not to bump;
- Part-time/seasonal employees who, in accordance with Article 9.6(c), declined an offer of a position;
- Part-time/seasonal employees who received a notice of lay-off; and
- Part-time/seasonal employees who successfully completed their probationary period and are red-circled due to assignment of a lower pay level.

9.9.2 The part-time/seasonal re-employment list will operate as follows:

- a) When a part-time/seasonal position becomes vacant or when a new part-time/seasonal position is created the senior qualified employee will be appointed from the part-time/seasonal re-employment list for all similar or lower occupations when such list exists. Promotions cannot be made from the re-employment list.
- b) Part-time/seasonal vacancies not filled from the re-employment list shall be posted and filled in accordance with Article 4 – Vacancies. Subject to any restrictions the employee may have identified, all employees on the part-time/seasonal re-employment list will have their name entered in any such postings.
- c) A qualified part-time/seasonal employee on the re-employment list will be offered work in stores prior to hiring any new employee in that store. The qualified part-time/seasonal employee will be provided with a two (2) week orientation period. The orientation period would consist of full-time hours supernumerary to regular part-time hours for that store. After the orientation the employee will be placed in the part-time rotation based on their seniority and they will commence a probationary period.

9.9.3 An employee's name will remain on the re-employment list for a maximum of three (3) years from the date their name was placed on the re-employment list.

9.9.4 An employee whose name is on the re-employment list is entitled to three (3) call-backs. The employee will have their name removed from the re-employment list following rejection of the third call-back or the expiration of the three (3) year period.

9.9.5 The employee has the responsibility to advise the Human Resources Branch in writing of any restriction(s) they wish to place on their re-employment rights, or any change of address or telephone number.

9.10 Temporary Closure of a Work Unit

In case of a temporary closure of a work unit, the Authority will meet with the Union and determine options. The affected employees shall be provided the options.

9.11 Recall List – Peak Season Worker

The Authority will maintain a peak season worker recall list by community.

9.11.1 The peak season worker recall list will operate as follows:

- a) when a peak season worker's term ends, their name will be placed on the recall list subject to a positive performance appraisal;
- b) when peak season positions are requested for the next peak business period, persons whose names are on the list will be recalled to work based on their seniority.

9.11.2 A person whose name is on the recall list is entitled to two (2) call-backs. The person will have their name removed from the recall list following rejection of the second call-back or the expiration of one (1) year from the date their name was placed on the recall list, whichever occurs first.

10 **SEVERANCE PAY**

10.1 Permanent, Part-time and Seasonal Employees

Severance pay for employees will be calculated on the basis of one (1) week's pay for every complete year of full-time service or full-time equivalent service and a proportionate amount of one (1) week's pay for any partial year of service, commencing the first (1st) year and up to the completion of nineteen (19) years.

Severance pay for an employee that has completed nineteen (19) years or more will be calculated on the basis of two (2) weeks pay for every complete year of full-time service or full-time equivalent service and a

proportionate amount of two (2) weeks' pay for any partial year of service to a combined maximum of **sixty (60)** weeks.

10.2 Permanent Employees

10.2.1 Severance pay for permanent employees is payable in the following instances:

- a) The permanent employee is laid off and is not re-employed within three (3) years from the date of lay off;
- b) The permanent employee is laid off and elects to resign;
- c) The permanent employee is laid off and passes away within three (3) years from the date of lay off. In this instance, the Authority will make the severance pay payable to the employee's spouse or significant other, or if the employee has no spouse or significant other, the estate.

10.2.2 Service for the purpose of this provision shall include service in positions both within and outside the scope of this agreement including time bought back for reasons of pension purposes and uninterrupted service which was continuous. Time spent on lay off and on the re-employment list will not be considered in the severance pay calculation.

10.3 Part-time and Seasonal Employees

10.3.1 Severance Pay for part-time and seasonal employees is payable in the following instances:

- a) The part-time or seasonal employee is laid off, and is not re-employed within three (3) years of the date of lay off;
- b) The part-time or seasonal employee is laid off and elects to resign;
- c) The part-time or seasonal employee is laid off, and passes away within three (3) years from the date of lay off. In this instance, the Authority will pay the employee's spouse or significant other; if the employee has no spouse or significant other, the estate.

10.3.2 Time spent on lay off and the re-employment list will not be considered in the severance pay calculation.

10.4 Payout of Unexpended Sick Leave Credits on Permanent Lay Off

In addition to the severance pay outlined above:

- a) employees on permanent lay-off who resign;

- b) permanent employees whose employment is terminated following three (3) years on the re-employment list;
- c) part-time or seasonal employees whose employment is terminated following three (3) year on the re-employment list; or
- d) employees who are dismissed for ill health or mental incapacity and who are not eligible for a pension;

shall be eligible to receive a gratuity in an amount equal to one-third (1/3) of their unexpended sick leave accumulation as at the date of their resignation or termination, to maximum of four (4) months.

10.5 All employees that are to be paid severance shall receive the payment(s) within thirty (30) days of the termination of employment.

10.6 Severance pay will be paid at the employee's regular rate of pay in effect at the date of lay-off.

11 **GRIEVANCE PROCEDURE AND ARBITRATION**

11.1 Filing and Time Limits

11.1.1 Employee Grievance

A grievance, to be accepted, must be filed in writing by a union steward within forty-five (45) calendar days from the date on which the employee first became aware of the alleged infraction.

11.1.2 Group or Policy Grievance

A policy or group grievance, to be accepted, must be filed in writing by the Union Labour Relations Officer and elected Union representative within forty-five (45) calendar days from the date on which the Union first became aware of the alleged infraction.

11.1.3 The forty-five (45) day time limit will not apply to those items included in the agreement where the Authority has allegedly failed to apply a specified benefit, e.g. vacation leave, sick leave, overtime, shift differential, etc. In these instances, the time limit will be one year after the date on which the alleged infraction first occurred. The effective date of any retroactive pay adjustments will be the date on which the infraction occurred.

11.2 Full Disclosure of All Information

The Authority and the Union will provide full disclosure of all information available regarding the grievance at each step of the grievance.

11.3 Steps in the Grievance Procedure

The intent and purpose of this procedure is to provide the parties with a process for resolving their own disputes as expeditiously as possible. Therefore every effort should be made at the local level prior to going to grievance.

11.3.1 Step 1 – Pre-Grievance Meeting & Written Grievance

Within thirty (30) calendar days from the date on which the employee first became aware of the alleged infraction, the employee, or the Union on behalf of the employee, shall attempt to formally meet with the first inline out-of-scope manager, to discuss the alleged infraction.

If a formal pre-grievance meeting cannot be held, or if a satisfactory settlement cannot be achieved through the formal pre-grievance meeting, a grievance may be submitted as per Article 11.1 to the first inline out-of-scope manager. If not already done so at the formal pre-grievance meeting, the out-of-scope manager will meet with the grievor and Union representative to discuss the circumstances of the grievance. The out-of-scope manager will provide a written decision within seven (7) calendar days of receipt of the written grievance.

11.3.2 Step 2

If settlement cannot be reached at Step 1, the Union, within fourteen (14) calendar days of receiving the decision, may take up the grievance with the President or designate. If the grievance is advanced to Step 2, the Union may request a meeting between the parties, which will be scheduled within thirty (30) calendar days from the date of the request.

The parties will attempt to exchange information prior to or during the 2nd step process with the objective of:

- a) attempting to ascertain the facts and negotiate a resolution;
- b) failing resolution by negotiation, agreeing to a joint statement of facts; and
- c) based on the joint statement of facts, each party will recommend an appropriate course of action.

If settlement cannot be reached at Step 2, the President or designate shall render their decision in writing within fourteen (14) calendar days of receipt of the grievance or, fourteen (14) calendar days from the date of the meeting, whichever is applicable.

11.3.3 Step 3 – Referral to Arbitration

If a satisfactory settlement cannot be achieved under Step 2, the Union, may, within fourteen (14) calendar days after receipt of the decision under Step 2, apply for arbitration.

11.4 Time Limits

11.4.1 Failure to Follow Time Limits

It is the desire of both the Union and the Authority to resolve disputes in a manner that is just and equitable and it is not the intent to evade settlement or discussion on a procedural technicality. Time limits established throughout the grievance procedure are necessary for procedural orderliness and are to be adhered to. Should the Authority not adhere to the prescribed time limits, the Union shall proceed to the next step. If the Union does not adhere to the prescribed time limits once a grievance has been filed it shall be deemed to have been settled, unless the Union can show a justifiable reason for its failure to proceed as prescribed. Time limits established throughout the grievance procedure shall be extended upon written consent of both the Union and the Authority.

11.4.2 Arbitration – Time Limits

The Authority and the Union agree that the grievance will be heard by an Arbitration Board within three (3) months of the application for arbitration.

11.4.3 Extension of Time Limits

The time limits set out in Article 11 may be extended by mutual agreement of the parties. Any extension agreed to will not unduly delay the processing of the grievance.

11.5 Access to the Grievance Procedure

Access to the grievance procedure is limited to employees within the scope of this agreement except that an employee on initial probation who is dismissed shall only have the right to grieve demonstrating that the Authority's decision to dismiss the employee was unreasonable, discriminatory or in bad faith.

11.6 Processing Grievances

The parties agree that leave to deal with grievances shall not unreasonably interfere with the operations of the Authority and shall not be unreasonably withheld.

11.7

Mediation of Grievances or Disputes

The parties recognize the mediation process as a valuable tool for working through problems. At any time during the grievance and arbitration procedure, prior to a written decision of the Arbitration Board, the Authority and the Union may consider the mediation option outlined in Appendix "C".

11.8

Expedited Arbitration

The Authority and the Union may consider the Expedited Arbitration option outlined in "Appendix D" to facilitate a resolution of a grievance. Expedited Arbitration would normally follow where mediation was unsuccessful or where either party elects not to access mediation.

11.9

Arbitration

11.9.1

A single arbitrator will be appointed in the manner provided in this section.

11.9.2

The Union may notify the Authority in writing of its intent to submit the grievance

11.9.3

Within ten (10) working days of receiving the notice from the Union, the Authority will acknowledge receipt of the notice in writing.

11.9.4

The arbitrator will be selected upon mutual agreement by both parties.

11.10

Procedure

11.10.1

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

11.10.2

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.

11.10.3

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.

11.10.4

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

- a) If called by the Authority, leave without loss of pay and expenses paid by the Authority.
- b) If called by the Union, leave in accordance with Article 2.6.4, and expenses paid by the Union.
- c) If called by the arbitrator, the parties shall share equally the costs.

11.11 Decision of the Arbitrator

- 11.11.1 The arbitrator shall provide a decision to both parties in writing within thirty (30) calendar days of the end of the hearings, unless otherwise agreed to by the parties.
- 11.11.2 The decision shall be final, binding and enforceable on all parties.
- 11.11.3 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.
- 11.11.4 Should the parties disagree as to the meaning of the arbitrator's decision, either party may apply to the arbitrator to clarify the decision.

11.12 Expenses of the Arbitrator

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

12 **HOURS OF WORK**

12.1 As per hours of work designation for each occupation.

12.1.1 Office -Full-time Employees Average 34.88 Hours per Week

A work period for full-time Office employees will consist of nine (9), seven and three quarter (7.75) hour work days and one earned day off (EDO) in a two week period. The normal hours of work are:

8:00 a.m. – 4:45 p.m.

Lunch break will be a minimum of one-half (1/2) hour, taken between the hours of 11:00 a.m. and 2:00 p.m.

Monday to Friday inclusive with a three (3) day weekend every second week.

Part-time employees shall work hours as assigned by management and shall be subject to the hours of work arrangements in this agreement. The hours of work arrangements are not a guarantee of work.

- 12.1.2 Regulated - Full-time Employees Average 37.34 Hours per Week
- 12.1.2.1 A work period for full-time store and Distribution Centre employees shall be Sunday to Saturday and will consist of fourteen (14), eight (8) hour workdays and one (1) earned day off (EDO) in a three (3) week period.
- 12.1.3 Unregulated - Full-time Employees Average 37.34 Hours per Week
- 12.1.3.1 A work period for full-time employees working un-regulated hours shall be unregulated within any working day or series of working days consisting of two hundred and twenty-four (224) hours and two (2) earned days off (EDO's) in a six (6) week period. An employee working unregulated hours shall not be required to work more than twelve (12) hours in a day or more than six (6) days in a calendar week.
- 12.1.3.2 Approved leave with pay and designated holidays shall be included when calculating the hours of an employee working unregulated hours subject to the following:
- a) in no event shall the number of hours included exceed a maximum of eight (8) hours per day;
 - b) in the event an employee has worked a partial day, the number of hours included shall not exceed a combined (hours worked plus approved leave with pay) maximum of eight (8) hours per day;
 - c) the foregoing shall have no application if the employee was not scheduled to work on any such day.
- 12.1.4 Managerial - Full-time Employees Average 37.34 Hours per Week
- 12.1.4.1 A work period for full-time Liquor Store Managers shall be unregulated within any working day or series of working days consisting of two hundred and twenty-four (224) hours and two (2) scheduled earned days off (EDO) in a six (6) week period. An employee working managerial hours shall not be required to work more than eleven (11) hours in a day or more than six (6) days in a calendar week.
- 12.1.4.2 Unless otherwise agreed to between the Liquor Store Manager and the Regional Director or designate, managerial hours shall be worked within the core hours of operation for the store the Liquor Store Manager is assigned to.
- 12.1.5 Maintenance and Upgrade Hours Office – Full-Time
- To meet the Authority's requirements to maintain systems, the normal hours of work may be extended Monday through Sunday in order to provide regular maintenance and upgrades. This will be scheduled at least two (2) weeks in advance. The employees' regularly consecutive

scheduled days off and earned day off, when applicable, shall occur immediately before or immediately after the scheduled weekend shift(s).

12.2 Earned Days Off (EDO's)

12.2.1 Eligible employees will be entitled to take earned days off subject to the following conditions:

- Earned days off will be scheduled adjacent to the employee's days of rest except they may be re-scheduled by mutual agreement.
- Earned days off will not alter employees' regular days of rest.
- There will be no claim for sick leave when an employee is ill on a scheduled earned day off.
- An employee on sick leave, vacation leave, education leave, or other approved leave, with or without pay, will resume their normal work cycle when they return to work.

There will be no accumulation of an employee's earned days off that would have been taken during the period of leave.

- While on sick leave or vacation leave, the number of days charged against the employee's sick or vacation leave will not include their earned days off during that period.
- An employee required to attend a learning/development course(s) or meeting that falls on their earned day off, will bank that earned day off.
- Earned days off that fall on a designated holiday will be in accordance with Article 14.
- Upon mutual agreement an employee may be permitted to bank but not exceed a balance of five (5) earned days off. Except as mutually agreed otherwise, an employee who wishes to bank an earned day off shall provide their immediate supervisor with notice at least twenty-one (21) calendar days prior to that earned day off being banked. Banked earned days off will be used in the fiscal year in which they are banked, managers may direct employees to use their banked earned days off prior to the end of the fiscal year.
- Banked earned days off not taken by fiscal year end will be paid out at the employee's regular rate of pay.

12.3 Work Cycles

Management will establish the work cycles (2, 3 or 6 weeks) for employees.

12.4

Flexible Stop and Start Times – Office and Distribution Centre Employees

Employees may request and the Authority may approve flexible start and stop times and lunch breaks as follows:

Office:

- Employees will work core hours Monday to Friday – 9:00 a.m. to 3:30 p.m.
- Employees will not start earlier than 7:00 a.m. and finish work no later than 5:30 p.m.
- Employee will take a minimum one half-hour lunch break.

Distribution Centre:

- Employees will work core hours which are dependent on the shift they are assigned to.
- Employees will not start earlier than 6:00 a.m. and finish work no later than 10:00 p.m.
- Employee will take a minimum one half-hour lunch break.

12.5

Shift Schedules – Stores and Distribution Centre

The Authority will post shift schedules at least three (3) weeks in advance of the shifts.

The Authority shall ensure an employee has a minimum of ten (10) consecutive hours of rest between scheduled shifts. An employee may waive the ten (10) hours between shifts to no less than the minimum requirement of eight (8) consecutive hours.

12.5.1

For operations that require more than one (1) shift, employees shall be designated by management as belonging to a group in such a way that senior employees are available on each shift. These groups shall rotate between shifts on a weekly basis.

12.5.2

The Authority shall generally schedule days of rest to coincide with the weekend.

- 12.6 Store/Distribution Centre Shift Arrangements
- 12.6.1 When the Authority changes the hours of operation of any store or Distribution Centre, the Authority will meet with the Union to discuss a shift arrangement. Hours of operation beginning before or extending beyond **core hours as per Article 12.6.1.1 or 12.6.1.2** shall be negotiated with the Union.
- 12.6.1.1 **Core hours of operation of a store shall be 7:00 a.m. to 12:00 a.m.**
- 12.6.1.2 **Core hours of operation of the Distribution Centre shall be 6:00 a.m. to 10:00 p.m.**
- 12.6.2 The Authority can adjust on a temporary basis, shift arrangements within the parameters of Article 12.6.1 and have normal rates of pay apply provided notice is given to the Union at least three (3) weeks in advance and these extended temporary hours are scheduled for a minimum of five (5) occasions. The parties may mutually agree in cases of less than five (5) occasions.
- 12.6.3 Shift arrangements in multiple shift stores or the Distribution Centre may extend beyond the parameters of Article 12.6.1 Monday to Friday, but will not exceed 12:00 am and normal rates of pay apply.
- 12.7 Rest Breaks
- 12.7.1 Full- Shift
- Employees are entitled to two (2) fifteen (15) minutes rest breaks when working greater than seven (7) hours in a day. Rest breaks are normally taken in the first half and second half of their shift respectively.
- 12.7.2 Partial Shift
- Employees who work three (3) hours in a day are entitled to a fifteen (15) minute rest break within each three (3) hours of work, to a maximum of two (2) rest breaks per day. Seasonal employees unable to take a rest break due to work restrictions will receive pay in lieu.
- 12.7.3 Rest breaks will not be used to alter hours of work.
- 12.8 Meal Break
- Employees working a shift of more than six hours shall be entitled to a minimum of one-half (1/2) hour unpaid meal break.
- 12.9 Travel Time
- 12.9.1 Travel time for normal workday purposes authorized by the Authority will be considered as hours worked. Travel time for normal workday

purposes resulting in the employee working in excess of the normal full-time hours of work shall be either paid at the appropriate overtime rates or bank an equivalent time in lieu.

12.9.2 Travel time outside the employee's regular work hours for education/training purposes authorized by the Authority shall not be considered as hours worked and shall not be accumulated for the purpose of earning seniority. Travel time for education/training purposes shall be paid at regular rates of pay.

12.9.3 Travel time required on a designated holiday for education/training purposes authorized by the Authority shall not be considered as hours worked and shall not be accumulated for the purpose of earning seniority. Travel time on a designated holiday for education/training purposes shall be paid at two (2) times the regular rates of pay.

12.10 Accumulation of Time-in-Lieu

Employees may accumulate **and carryover** time in lieu of overtime hours and time in lieu for a designated holiday **or working on a designated holiday**. At the end of each fiscal year, all accumulated time-in-lieu over the ninety (90) hours will be paid out at the rate of pay in effect on March 31, prior to any pay increase on April 1.

Time off in lieu shall generally be taken within the fiscal year in which it has been earned, and at a mutually acceptable time and upon approval by the supervisor. Effective April 1, 2021 any banked time in lieu not used in the fiscal year in which it was earned shall be used within or paid out at the end of the next fiscal year. In special circumstances, the Authority may approve an employee's written request to a carryover beyond to the next fiscal year. Notwithstanding the aforementioned the employee may request full or partial payout of their time in lieu bank any time of the year.

12.11 Horse Racing Season Schedule

The Authority shall establish a work schedule for seasonal employees showing projected average hours per week, including start and end dates, for the upcoming horse racing season. After considering any input and comments from the Union, the Authority shall communicate the schedule to all seasonal employees in all occupations at least thirty (30) days prior to the season start. All available hours will be posted and claimed by employees in order of provincial seniority. The schedule may be amended during the horse racing season for valid and demonstrable business reasons (e.g. cancellation of race days). The Authority shall meet with the Union concerning the amended schedule prior to sending two (2) weeks notice in writing to any affected employee.

13 OVERTIME

13.1 Overtime Will be Authorized

13.1.1 Same day overtime will be offered on a voluntary basis to all qualified employees who are not on an approved leave of absence but who are currently working within the position requiring overtime; first to those currently working on the shift in order of seniority in the following order:

- a) employees awarded a full-time position in accordance to Article 4,
- b) permanent part-time,
- c) part-time, and
- d) peak season worker.

In the event no employee volunteers as per above, then overtime will be offered to those employees who meet the above criteria who were not working the shift when overtime was identified.

Overtime known in advance will be first offered to qualified employees who are not on an approved leave of absence in the above order.

For the purposes of this Article all store employees are considered to be in the same position.

In the event that no employee volunteers, overtime shall be assigned, on a rotational basis, to qualified employees who are in an overtime situation. The rotation will be set up with employees listed in reverse order of seniority. Employees assigned to work overtime shall not refuse to work that overtime unless the employee provides the Authority with good and sufficient reason for being unable to work.

13.1.2 Wherever possible, employees will be given twenty-four (24) hours notice of the requirement to work overtime.

13.2 Overtime Rates

13.2.1 At the employee's request, the employee will be either paid at two (2) times the employee's hourly rate for all overtime hours worked or will bank time at the rate of two (2) hours for each overtime hour worked.

13.2.2 Overtime earnings will be in addition to all other amounts due an employee, and will normally be paid with regular pay in the next pay period.

13.3 Overtime Entitlements

Employees are entitled to overtime for all hours worked in excess of the normal full-time hours of work for their occupation.

- 13.4 Call Back Pay For Overtime
- 13.4.1 An employee who leaves their place of work after completing their work day or shift, and is required to return to the workplace will be paid overtime for actual hours worked for a minimum of two (2) hours.
- 13.4.2 Liquor Store Managers Call Back
- 13.4.2.1 A Liquor Store Manager who completes their work day or shift and is required to return to the workplace will be paid for the actual hours worked for a minimum of two (2) hours. These hours shall be included in the six (6) week work cycle.
- 13.4.2.2 Notwithstanding 13.4.2.1, a Store Manager who is called back to work on an emergency basis outside of normal hours of store operation, will be paid overtime for actual hours worked for a minimum of two (2) hours.
- 13.5 Performing Work at Home
- 13.5.1 A full-time employee who, **after completing their work day or shift**, receives a phone call or other form of directive from the Authority which requires the employee to perform work at home, will be paid at the appropriate overtime rate for all actual hours worked for a minimum of one-half hour.
- 13.5.2 A peak season, part-time or seasonal employee who receives a phone call or other form of directive from the Authority which requires the employee to perform work at home, will be paid at regular rates of pay up to the normal full-time hours of work and at the appropriate over time rate thereafter for all actual hours worked for a minimum of one-half hour.
- 13.5.3 A Liquor Store Manager who receives a phone call or some other form of directive from the Authority which requires the manager to perform work at home will be paid for the actual hours worked for a minimum of one-half (1/2) hour. These hours shall be included in the six (6) week work cycle.

14 **DESIGNATED HOLIDAYS**

14.1 Designated Holidays

The following days shall be recognized as Designated Holidays: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, unless otherwise specified by the Federal or Provincial Government.

14.2 Additional Day (Floating Holiday)

Full-time employees are entitled to one (1) additional day per fiscal year. The floating holiday will be mutually agreed to between the employee and the employee's supervisor in the fiscal year in which it is granted. The floating holiday cannot be carried over into the succeeding fiscal year.

14.3 Assignment of Work on a Designated Holiday

Work on a designated holiday will be offered in order of seniority to employees currently working within the position, in the following order:

- a) employees awarded a full-time position in accordance to Article 4,
- b) permanent part-time,
- c) part-time, and
- d) peak season worker.

For the purposes of this article all store employees are considered to be in the same position

14.4 Compensation For Designated Holiday Falling on a Scheduled Day of Work

14.4.1 Full-time Employees Who Do Not Work on the Designated Holiday

When a designated holiday falls on a full-time employee's regularly scheduled day of work and that employee is not required and/or does not work on that designated holiday, the employee will be paid for the day.

14.4.2 Full-time Employees Who Work on the Designated Holiday

When a designated holiday falls on a full-time employee's regularly scheduled day of work and that employee is required to work and works on that designated holiday, the employee shall:

- a) be paid for the day or be granted a day off with pay as a day in lieu of the designated holiday; and
- b) be paid at the rate of two (2) times their regular rate of pay for each hour they work, up to the normal hours, or an equivalent time off with pay.

14.4.2.1 When a designated holiday falls on a full-time employee's regularly scheduled day of work and that employee chooses to work based upon available hours of work, and works on that designated holiday, the employee shall:

- a) be paid their total bi-weekly salary including payment for designated holidays; and
- b) be paid at the rate of two (2) times their regular rate of pay for each hour they work, up to the normal hours, or an equivalent time off with pay.

14.5 Compensation for Designated Holiday Falling on a Day of Rest/Earned Day Off

14.5.1 Full-time Office Employees

A designated holiday that falls on a full-time office employee's day of rest/earned day off may be observed on either the normal business day preceding or the normal business day following the designated holiday or the employee may elect to bank the **earned day off**/designated holiday. To be arranged by mutual agreement between the employee and supervisor.

14.5.2 Full-time Store and Distribution Centre Employees

When a designated holiday falls on a full-time employee's day of rest/earned day off and the employee does not work on that day, they will be granted a mutually agreed to day off with pay as a day in lieu of the designated holiday.

14.5.3 When a designated holiday falls on an employee's assigned day of rest, and the employee chooses to work based upon available hours of work, they shall:

- a) be paid their total bi-weekly salary including payment for designated holidays;
- b) be paid at the rate of two (2) times their regular rate of pay for each hour they work,
- c) up to the normal hours, or an equivalent time off with pay; and be given a mutually agreed alternate day of rest within the averaging period.

14.6 Compensation for Designated Holidays – Unregulated Employees

14.6.1 Full-time Unregulated Employees

When a designated holiday falls on a full-time unregulated employee's day of rest/earned day off and the employee does not work on that day, they will be granted a day off with pay as a day in lieu of the designated holiday.

- 14.6.2 Designated holidays for unregulated employees shall be observed on the actual calendar date unless otherwise specified by the Federal or Provincial Government.
- 14.6.3 A full-time unregulated employee who does not work on the designated holiday will be paid eight (8) hours at their regular rate of pay and the normal full-time hours of work for the work period shall be reduced by eight (8) hours or, if requested by the employee, they will be granted a day off with pay as a day in lieu of the designated holiday.
- 14.6.4 A full-time unregulated employee who is required to work and works on that designated holiday shall:
- a) be paid eight (8) hours at their regular rate of pay for the day or be granted a day off with pay as a day in lieu of the designated holiday; and
 - b) be paid at the rate of two (2) times their regular rate of pay for each hour they work, up to the normal hours, or an equivalent time off with pay.
- 14.7 Designated Holiday Compensation – Peak Season Workers, Permanent Part-time, Part-time and Seasonal Employees
- 14.7.1 Peak season workers, permanent part-time, part-time and seasonal employees will be paid 5.4% of regular earnings for each pay period in lieu of designated holidays. Earnings for this purpose will include shift differential.
- 14.7.2 In addition to the pay prescribed in Article 14.7.1 above, a peak season worker, permanent part-time, part-time or seasonal employee who is required to work and works on a designated holiday shall be paid at the rate of two (2) times their regular rate of pay for each hour they work up to the normal hours **or an equivalent time off with pay.**
- 14.8 Overtime Work on a Designated Holiday
- An employee required to perform overtime work on a designated holiday will be paid at the rate of three (3) times their regular pay for each overtime hour worked on the designated holiday **or an equivalent time off with pay.**
- 14.9 Reduction in Work Cycle – Designated Holiday
- The maximum hours worked in the work cycle when a designated holiday occurs shall be reduced by 7.75 hours for office employees and by 8 hours for all other employees **(per designated holiday).** Notwithstanding the forgoing and the principles of averaging hours, the maximum number of hours of work in the work cycle is not reduced if:

- the full-time employee is granted a day off in accordance with Article 14.4 and 14.5; or
- in accordance with Article 14.7, the permanent part-time, part-time, seasonal employee or peak season worker is paid 5.4% of regular earnings for each pay period in lieu of designated holidays and takes time off without pay or is not scheduled to work the equivalent of twelve (12) designated holidays in the fiscal year, i.e. 93 hours for office employees and 96 hours for all other employees.

15 **VACATION LEAVE**

15.1 Vacation Entitlement

Employees are entitled to and are required to use vacation leave with pay subject to approval of the Authority and subject to the following provisions.

15.2 Service for Vacation Purposes

15.2.1 Years of service to determine vacation entitlement shall include all current and previous employment with the Authority.

15.2.2 Years of service accumulated by an employee who, prior to being employed by the Authority, resigned from:

- a) the Government of Saskatchewan;
- b) a Board, Commission or Crown Corporation of the Government;
- c) a District Health Board in Saskatchewan; a Board of Education in Saskatchewan; a Saskatchewan University;
- d) an employer whose employees were represented by the Union;
or
- e) a paid position of the Union.

shall be credited to the employee for determining vacation entitlement only.

15.2.3 Notwithstanding Article 15.2.1 and 15.2.2 above, an employee will not receive credit for years of service to determine vacation from any previous employment from which the employee is receiving a pension.

15.2.4 Employee to Provide Proof of Previous Eligible Service

It will be the employee's responsibility to inform the Authority of any previous eligible service, and to provide the appropriate documentation. The effect of any eligible previous service shall not be retroactive but will be effective from the date of application.

15.3 Vacation Leave With Pay

15.3.1 Fifteen (15) Days Vacation (Up to Seven (7) Years)

Employees are entitled to fifteen (15) days vacation leave with pay or portion thereof based on hours worked during the first complete vacation year following the date of employment. Vacation leave is earned at the rate of one and one quarter ($1\frac{1}{4}$) days for each completed calendar month of service, or 6.36%.

15.3.2 Twenty (20) Days Vacation (Eight (8) to Fourteen (14) Years)

Employees are entitled to twenty (20) days vacation leave with pay or a portion thereof based on hours worked during the vacation year in which they complete eight (8) or more years of service. Vacation leave will be earned at the rate of one and two-thirds ($1\frac{2}{3}$) days for each completed month of service, or 8.64%.

15.3.3 Twenty-five (25) Days Vacation (Fifteen (15) to Twenty-one (21) Years)

Employees are entitled to twenty-five (25) days vacation leave with pay or a portion thereof based on hours worked during the vacation year in which they complete fifteen (15) years of service. Vacation leave will be earned at the rate of two and one-twelfth ($2\frac{1}{12}$) days for each completed month of service, or 11.0%.

15.3.4 Thirty (30) Days Vacation (Twenty-two (22) or More Years)

Employees are entitled to thirty (30) days vacation leave with pay or a portion thereof based on hours worked during the vacation year in which they complete twenty-two (22) years of service. Vacation leave will be earned at the rate of two and one half ($2\frac{1}{2}$) days for each completed month of service, or 13.44%.

15.4 Permanent Employees

Permanent full-time and permanent part-time employees shall be granted vacation based upon the years of service they will have completed in the fiscal year. Vacation entitlements shall be advanced at the beginning of each fiscal year.

15.5 Vacation Leave Will Be Authorized

Vacation leave may be taken only with the approval of the manager or designate. The Authority may direct employees to use vacation leave in the vacation year.

Employees will submit in writing their choices of dates for vacation by April 1st and October 1st for the six months immediately following the thirtieth (30th) of each submission month. Vacation schedules shall be

posted thirty (30) days following each submission date. An employee may submit and the manager or designate may approve beyond the six (6) months where there are exceptional or financial circumstances to consider.

Additional requests of five or more consecutive vacation leave days within these six (6) month blocks shall be in writing and shall receive a written response from the manager or designate within seven (7) calendar days provided the request has been submitted at least ten (10) calendar days in advance of the request. These requests will be approved based on operational needs.

15.6 Rotation of Vacation Leave

The Authority will make every effort to ensure employees may use their vacation leave between May 1 and October 1 of every year. Vacation leave will be rotated to ensure equality regardless of seniority.

15.7 Designated Holiday During Vacation Leave

When a designated holiday falls during a permanent full-time, permanent part-time and temporary employee's vacation leave, that day shall be recognized as the designated holiday and not vacation.

15.8 Carry Over of Vacation Leave

15.8.1 Permanent Full Time Employees

The Authority may approve the carry over of up to five (5) day's vacation from one fiscal year to the next based on a written request from the employee. In special circumstances, the Authority may approve a carry over of up to an additional five (5) days.

15.8.2 Permanent Part Time/Part Time/Peak Season/Seasonal Employees

All employees will have at least one year to use any banked vacation. Any vacation banked for greater than one (1) year will be paid out the first pay of April annually.

15.8.3 Notwithstanding Article 15.8.1 and 15.8.2 above, in cases of extended illness or injury the Authority may approve a carry over of additional days.

15.9 Vacation Entitlement in Year of Retirement

Employees leaving the Authority at age sixty-five (65) or at any time following the completion of thirty-five (35) years service will be entitled to their full vacation entitlement in the fiscal year of retirement. In addition, employees will also receive and be paid out a prorated portion of

vacation entitlement based on the portion of the fiscal year of retirement already worked.

For peak season workers, part-time and seasonal employees, vacation entitlement will be based on the employees actual time worked in the prior fiscal year.

15.10 Vacation on Separation

15.10.1 An employee leaving the Authority shall be paid for unused earned vacation at the employee's rate of pay at the time of separation.

15.10.2 An employee leaving the Authority who has been granted more vacation than they earned will have that amount deducted from any monies owed to **them** by the Authority. The amount will be calculated on the employee's rate of pay at the time of separation.

15.11 Vacation Entitlement – Peak Season Workers, Part-time and Seasonal Employees

15.11.1 Peak season workers, part-time and seasonal employees will earn and bank vacation based on actual time worked as determined by the years of service the employee will have completed in the fiscal year in accordance to Article 15.3.

16 **CLASSIFICATION AND PAY**

16.1 Equal Pay for Work of Equal or Comparable Value

The parties recognize the **following** principles of equal pay for work of equal or comparable value.

- a) to provide equitable, non-discriminatory classification treatment within the SLGA bargaining unit;
- b) to evaluate jobs, not people, nor performance; **and**
- c) to ensure compliance with relevant legislation and policy.

16.2 Classification Plan

The completed questionnaires, factors, **comparator descriptors** (CD's) and notes to raters will be kept in the Human Resources branch, and copies will be available to all employees on request.

Any changes to the plan and its application will be negotiated between the Union and Human Resources.

16.3 Creation of New Occupations

16.3.1 Scope and Rate of Pay

When the Authority creates a new occupation, the Authority shall meet with the Union and negotiate its inclusion or exclusion and, if included, the hours of work and length of probation period designation.

16.3.2 Vacancies

When the Authority and the Union are unable to agree to a hours of work or probation period for any new occupation falling within the scope of this agreement and the Authority wants to fill that vacancy, the Authority shall assign an hours of work designation and length of probation period.

16.3.3 Arbitration of Disputes Over Hours of Work or Probation Period

A dispute concerning the hours of work or probation period for any new occupation falling within the scope of this agreement will be referred to the Reconsideration Panel which will be established in accordance with Article 16.9.

16.3.4 Subject to Article 16.3.1 whenever the Authority wishes to establish a new in-scope job, the following procedures shall apply:

- a) The Authority shall prepare a draft job description for the job and complete a Job Evaluation Questionnaire form;
- b) The Human Resources Branch shall determine a preliminary rating based on the draft job description;
- c) The job shall be posted and any person appointed to the job shall be paid in accordance with the preliminary rating; **and**
- d) Twelve (12) months from the appointment of an employee to the job, the job rating shall be finalized in accordance with paragraph 16.3.5. In the event that the subsequent evaluation places the job in a lower pay group, the employee shall (within 30 days) have the right to revert to their former position.

16.3.5 The following procedure shall apply to the evaluation and rating of newly established jobs:

a) Step 1

The Authority shall gather accurate, up-to-date information on the job including:

- i) Completion of a Job Evaluation Questionnaire by the employee(s) and supervisor;

- ii) When necessary, interviews and/or visits to the job site; **and**
- iii) Drafting of a revised job description, subject to approval of the supervisor and director, with opportunity for the employee(s) to provide input for consideration.

b) Step 2

The job shall be rated in accordance with the In-Scope Classification Plan (Class Plan factors – including notes to raters and the comparative descriptors). The Authority shall use the job description, Job Evaluation Questionnaire, and where necessary information obtained through interviews with the employee(s) and/or supervisor and visits to the job site.

c) Step 3

The Authority shall report its decision to the employee, the supervisor, Union and the Director of Human Resources (or designated position).

d) The employee(s) is entitled to proceed to Classification Reconsideration in accordance to Article 16.9

16.3.6 In the event that the pay rate of the job increases, the employee shall be paid the increased rate effective the date of their appointment to the job as set out in Article 17.6. In the event that the pay rate of the job decreases as a result of this twelve month re-examination of the job, and the employee does not revert to their former position as provided for in Article 16.3.4 (d), their rate shall be established as under Article 16.7.

16.4 Request for Classification Review

16.4.1 When an employee has had significant change or alteration to their position, and they have completed the probationary period for that position, they have the right to request and obtain a review of the correctness of the existing classification of their position. Requests will be made in writing to the Human Resources branch on the appropriate position questionnaire form.

16.4.2 The employee will submit a current questionnaire for their position, as well as a summary highlighting where the changes to the position have occurred. Any changes to the position questionnaire will be approved by the employee's manager.

A Union Classification Representative will be made available for the employee to access for help in completing the questionnaire to ensure the employee has all of the necessary information covered.

- 16.4.3 The Human Resources branch will review the position and provide a decision to the employee within sixty (60) days.
- 16.4.4 The Authority and/or the Union may also initiate classification reviews.
- 16.5 Status of Employees on Reclassification
- 16.5.1 Reclassification
- a) where an employee is assigned duties such that statutory qualifications are required and the employee does not have such qualifications, the employee shall immediately vacate the position and be subject to the Employment Security provisions of this agreement. **(Articles 8 or 9).**
 - b) if the employee is qualified, they continue in the promotion. If the reclassification results in a promotion the reclassification challenge provisions shall apply.
- 16.6 Upward Reclassification
- When a position is reclassified to a classification level with a higher maximum hourly rate, the effective date will be the first day of the pay period following the date the request for classification review was received in the Human Resources branch. The employee's hourly rate of pay will be adjusted upward as per the promotion formula.
- 16.7 Downward Reclassification
- When a position is reclassified to a classification level with a lower maximum hourly rate of pay, the effective date will be the first day of the pay period following the date the classification decision was released by the Human Resources branch. The employee's pay will be red-circled.
- 16.8 Right to Debrief Before Appeal or Sign Off
- If reclassification has been denied the employee has the right to debrief before choosing appeal or sign off. The rationale shall be explained so the employee has a good understanding before moving to the next step. The Union Classification Representative shall be available for the incumbent.
- 16.9 Classification Reconsideration
- 16.9.1 Reconsideration Panel
- a) **A** request for reconsideration must be submitted to Human Resources within twenty (20) days of the date of the decision letter. The Reconsideration form must be completed, signed and

include a description of the proposed change and reasons for the change.

- b) If new or additional information is submitted, prior to reconsideration by Human Resources and the Union Classification representative, the information must be reviewed and agreed to by the employee's manager.
- c) Human Resources and the Union Classification representative will reconsider the rating based on information submitted by the employee and Class Plan factors (including notes to raters) and the comparative descriptions.
- d) Human Resources and the Union Classification representative will make a decision and will provide a copy of the written decision and rationale to all parties within thirty (30) days of receipt of the reconsideration request.
- e) If the employee disagrees with the decision, the appeal procedure may be accessed in accordance with Article 16.9.2.

16.9.2

Formal Appeal

- a) The employee may appeal within twenty (20) days of the date of the decision letter by Human Resources and the Union Classification representative. The employee will submit the appeal together with the reasons for the appeal to the Human Resources Branch. The Human Resources Branch will provide a copy of the employee's appeal to the Union and confirm receipt of the appeal with the employee.
- b) The appeal will be heard within sixty (60) days of receipt of the appeal to the Human Resources Branch. The appeal will be heard by a union Classification representative, Human Resources and an independent third party (the chair) agreed to by **the parties**. The Human Resources Branch will arrange the time and place of the appeal hearing and advise the parties.
- c) The Chair of the Appeal Hearing will render a decision within seven (7) days of the appeal, and provide rationale. The decision of the chair will be final and binding.

16.10

Challenges to Reclassified Positions by Other Employees

16.10.1

When a reclassification results in a promotion for the incumbent employee, the Authority shall post the reclassification in the affected branch or store. The incumbent employee is not required to apply to the posting. An informational bulletin shall be posted in all work units.

- 16.10.2 A full-time employee in the same branch or store may challenge the reclassification provided they:
- a) are in the same occupation as the incumbent prior to the reclassification; and
 - b) can establish to the satisfaction of the Union and Authority that their promotional opportunities have been unjustly curtailed because the new/changed duties might as readily have been assigned to them.
- 16.10.3 Reclassification challenges will be resolved in the same manner as an in-service competition. Challenges may be initiated by forwarding a resume to the Human Resources branch referencing the posted reclassification.
- 16.11 Training
- The parties agree that appropriate training for all classification information will be conducted. This will be funded for Union members through the Union Education Fund.
- 17 **PAY ADMINISTRATION**
- 17.1 Bi Weekly Pay Periods
- 17.1.1 Employees will be paid on a bi-weekly basis. Employees will receive a statement of earnings showing hours paid, gross earnings, the reason and amount of deductions, net earnings, total accumulated sick leave credits and where applicable, adjustments for prior pay periods.
- 17.1.2 Employees who commence employment, or who return to work following leaves of absence without pay, educational leave, lay-off, suspension or reinstatement between pay periods will be entitled to prorated salary and benefits on the next bi-weekly payroll run, provided the information is received in time for the payroll run. If the information is not received in time, the employee will be paid on the subsequent payroll run, or the Authority may authorize a manual salary payment in unusual circumstances.
- 17.2 In Hiring Rates of Pay
- 17.2.1 In hiring rates of pay will normally be at the minimum of the pay levels. However, the Authority may approve a higher rate within the pay level where the selected applicant possesses education and/or qualifications that exceed the minimum requirements for the classification level or where market reasons warrant, as determined by the Authority. The Authority will bulletin an outline of the qualifications of the person appointed above the minimum of the pay level and the hourly pay rate.

- 17.2.2 An employee in the same occupation, who is being paid at a lower hourly rate in the pay level, and believes that they possess the equivalent qualifications as the person appointed under Article 17.2.1 may request that Human Resources review their qualifications. The request for review will be submitted to Human Resources within thirty (30) days of the posting of the bulletin. If an adjustment is warranted, the employee's hourly pay rate will be adjusted effective the date of the appointment of the person appointed under Article 17.2.1.
- 17.2.3 Human Resources branch will provide the Union with copies of all requests submitted in accordance with Article 17.2.1 and the outcome of such request.
- 17.3 Increments
- 17.3.1 Service for increments will include hours worked, earned days off, earned vacation leave taken, designated holidays, **paid** sick leave used, leave without pay up to three (3) months, definite leaves, and maternity, parental and adoption leaves.
- 17.3.2 Increment Timing – Permanent Full-time
- 17.3.2.1 An employee will be entitled to annual increments of four (4) percent within their pay level until they reach the maximum.
- 17.3.2.2 Notwithstanding Article 17.3.2.1, Customer Service Representatives will be entitled to an increment of four (4) percent within their pay level after serving the equivalent of six (6) full months between the training rate and the minimum of the pay level. Thereafter, Article 17.3.2.1 applies.
- 17.3.3 Increment Timing – Permanent Part-Time/Part-time/Temporary/Seasonal/Peak Season Worker
- 17.3.3.1 A peak season worker, permanent part-time, part-time, temporary or seasonal employee is entitled to an increment of (4%) within their pay level on the same basis as a full-time employee after serving the equivalent of twelve (12) full months until they reach the maximum.
- 17.3.3.2 Notwithstanding Article 17.3.3.1, Customer Service Representatives will be entitled to an increment of four (4) percent within their pay level after serving the equivalent of six (6) full months between the training rate and the minimum of the pay level. Thereafter, Article 17.3.3.1 applies.
- 17.4 Increments may be Withheld
- Increments may be withheld on the basis of unsatisfactory work performance or inappropriate behaviour. The Authority will notify the employee in writing of the reasons for withholding the increment. The Union will be notified in all cases where an increment is withheld.

17.5 Increment Dates

17.5.1 Increments will be processed effective the first day of the pay period following the date in which the employee has served the equivalent of twelve (12) full months. The same principle applies for the CSR training rate only after six (6) equivalent full months.

17.5.2 When an employee returns to work after a definite leave of absence without pay, lay off, or education leave, and the employee continued to earn seniority during that period, there will be no change to their increment date.

17.5.3 Increment Date on Promotion or Reclassification Upward

If the increase yields ten (10) percent or more of the employee's current hourly rate of pay, the increment date will be changed to the nearest pay period one (1) year subsequent to the promotion. If the adjustment is less than ten (10) percent, the employee's increment date will remain the same.

17.6 Promotion Formula

17.6.1 On promotion an employee shall receive a salary increase of eight (8) percent applied to the hourly rate, subject to the minimum and maximum of the higher pay level.

17.6.2 For the purposes of this article, an employee's current hourly rate of pay shall be the rate of pay of the position the employee is working at the time the employee is offered the promotion provided the employee has successfully completed the probationary period for that position. If the employee has not completed the probationary period for that position the employee's current hourly rate of pay shall be deemed to be the rate of pay for the position they last held and completed the probationary period. If the employee has not completed a probationary period, the employee's rate of pay shall be the minimum of the new pay level.

17.6.3 An employee who is promoted to a position that the employee had been temporarily performing for at least six (6) full-time equivalent months during the past twenty-four (24) months, shall have those hours assigned at that higher paid position during the past twenty-four (24) months credited for increment purposes. In this instance the employee's rate of pay shall be determined by first applying the promotion formula and then crediting the increment.

17.7 Multiple Salary Transactions on Same Date

Multiple salary transactions will be applied in the following order:

- a) Increment;

- b) Economic Adjustment;
- c) Appointment/Promotion/Demotion/Transfer.

17.8 Salary Adjustment on Demotion

17.8.1 Pay on Voluntary and Involuntary Demotion

When an employee voluntarily or involuntarily demotes from a position in which they successfully completed the probationary period, their increment date will not change. Their rate of pay will be adjusted as follows:

- a) when their hourly pay rate prior to the demotion is above the maximum established for the position into which they are taking a demotion, it will be reduced to the maximum of the new pay level.
- b) when their hourly pay rate prior to demotion is within the pay level established for the position into which they are taking demotion, it will remain the same until their increment date.

17.8.2 Voluntary Demotion Employee on Initial Probation

When an employee on initial probation voluntarily takes a demotion, their appointment shall be terminated and they shall commence a new appointment in the lower classification level.

17.8.3 Voluntary Demotion Employee on Subsequent Probation

When an employee who has successfully completed an initial probation demotes from a position in which they hold probationary status, they shall revert to the pay rate at which they were being paid in the pay range of their former classification level subject to any increments they would have received had they remained in that pay level.

17.8.4 Promotion of Demoted Employee Who Retained Hourly Rate

An employee who retained their hourly rate on demotion and who promotes within one (1) year thereafter shall retain their hourly rate and increment date. They shall be entitled to the benefit of the promotion formula when the promotion is to a position with a higher maximum pay range than the position they were demoted from in the first instance.

17.8.5 Promotion of Demoted Employee Who Does Not Retain Hourly Rate

An employee who does not retain their hourly rate on demotion and who subsequently promotes to a position at their former level shall be entitled to the promotion formula provided that the new hourly rate does not exceed the hourly rate to which they would have progressed had they not demoted.

17.9 Salary on Transfer

When an employee is transferred, the hourly rate and increment shall not be changed.

17.10 Shift Differential

In addition to the regular rates of pay, a shift differential in the amount of one dollar sixty cents (\$1.60) per hour will be paid for all hours worked between 6:00 p.m. and 7:00 a.m. Monday through Thursday and Friday all hours worked between 12:00 a.m. and 7:00 a.m. Shift differential is not a part of wage rates, and it cannot be used in calculating overtime rates. Shift differential will not be paid for any hours for which overtime rates are being paid and will not be paid in a modified work pattern in a situation where it was not payable under standard hours of work arrangement.

17.11 Weekend Premium

In addition to regular rates of pay, a weekend premium pay in the amount of two dollars and twenty cents (\$2.20) per hour will be paid for all hours worked between 6 p.m. Friday and 7 a.m. Monday. Weekend premium is not a part of wage rates, and it cannot be used in calculating overtime rates. The weekend premium will not be paid for any hours for which overtime rates are being paid and will not be paid in a modified work pattern in a situation where it was not payable under standard hours of work arrangement.

17.12 Extended Hours Premium

Employees will be paid an additional two (\$2.00) dollar per hour premium for hours worked between 10:00 pm and 12:00 am Monday to **Thursday**.

17.13 Standby Pay

17.13.1 Standby duty means a period during which an employee is not scheduled to be at work. The employee is assigned to be on call and is immediately available to return to work.

17.13.2 Standby pay will be paid for each three (3) hour period, or portion of the period that an employee is assigned to be on standby, they will be paid the sum of ten dollars (\$10.00).

17.13.3 An employee on standby who is called back to work will be paid in accordance with Article 13.4. An employee on standby who is phoned and performs work at home shall be paid in accordance with Article 13.5.

17.13.4 Standby hours will be negotiated between the Parties for each position required to be assigned to standby.

17.14 Pay Below the Regular Rate For Training Purposes

If the Authority is unable to hire an academically qualified applicant to fill a vacancy, the Authority may establish a training pay rate for the position. The training pay rate will be established at eight (8) percent below the minimum for the position except where the eight (8) percent below the minimum results in a rate of pay lower than the employee's current rate of pay. In that instance the employee shall remain at their current rate of pay and shall continue to earn increments as per Article 17.3 Increments provided their current rate of pay is within the pay range of the position, if it is not within the pay range the employee shall be paid in accordance to Article 17.8 Salary Adjustment on Demotion. A person hired at the training rate will earn increments on the same basis as full-time employees. The employee will have one (1) year to gain the qualifications for the position. Upon completion of the qualification requirements the employee will be placed into the regular classification.

The one (1) year period may be extended for a defined period as agreed upon by the Authority and the Union. The rate of pay will not change during the extension period.

17.15 Pay on Re-employment from the Re-employment List

An employee appointed to a position at the same pay level from the re-employment list will be paid at the same hourly rate in the pay level as that which they achieved when their name was placed on the re-employment list.

17.16 Payments Due on Separation

Payments due an employee on separation will be made within two (2) weeks. Payments include earned but unused vacation leave and any gratuities for which the employee may be eligible. However, payment may be withheld pending an accounting and settlement of any monies payable to the Authority such as accountable advances, over expended leave or inventory not accounted for.

18 **ACCOMMODATION, MEALS, MILEAGE AND OTHER ALLOWANCES**

18.1 Employee Entitlement

When accommodation and/or meals are not provided by the Authority, employees are entitled to expenses on the following basis when away from the employee's own community on authorized Authority business:

On the prior approval of the supervisor, an employee may claim meals while working within the employee's own community.

18.2 Accommodation – In Province and Out of Province

18.2.1 Hotel – Actual and reasonable expenses supported by a receipt.

18.2.2 Accommodation in private residences for Authority employees will be in accordance with the rates established by Executive Government.

18.3 Meal Allowances

18.3.1 Meal allowances for Authority employees will be in accordance with the rates established by Executive Government.

18.3.2 Where a charge is made for a banquet, it will be paid instead of the meal rate provided for that meal.

18.3.3 Employees on Authority business will be reimbursed actual and reasonable costs for meals north of the 54th parallel. Receipts are required.

18.3.4 Meal allowance will be reimbursed for:

- breakfast, if the time of departure is earlier than 7:30 a.m., or the time of return is later than 8:30 a.m.;
- dinner, if the time of departure is earlier than 11:30 a.m., or the time of return is later than 12:30 p.m.;
- supper, if the time of departure is earlier than 5:30 p.m., or the time of return is later than 6:30 p.m.

18.3.5 Notwithstanding the above, an employee, away from the employee's own community after 5:30 p.m. and having worked six (6) hours after 5:30 p.m. will be eligible for a "late dinner" **and reimbursed at the dinner meal allowance rate.**

18.3.6 An inspector/investigator who, in the normal course of their duties is assigned to work with other enforcement agencies within the employee's own community will be entitled to claim a meal subject to the provisions in Article 18.3.

18.3.7 Meal allowances will be paid to employees on overtime subject to the provisions of Article 18.3.

18.3.8 There shall be no more than three (3) meals claimed in one (1) day.

18.4 Mileage Allowances

Mileage allowances for Authority employees will be in accordance with the rates established by Executive Government.

18.5 Use of Personal Vehicle

18.5.1 Employees authorized to use their personal vehicles on Authority business will be paid an allowance of one dollar and fifty cents (\$1.50) per hour; or mileage allowance in accordance with Article 18.4; or six dollars (\$6.00) per day, whichever is the greater.

18.5.2 Except for Creighton, managers/employees who do the banking shall be paid three dollars (\$3.00) per day (not applicable in stores where banking is done by an armoured car service). Liquor Store Managers/employees who are concerned about the safety of making a bank deposit shall consult with their Regional Director or designate.

Because of the distance to the bank in Flin Flon, managers/employees doing the banking for Creighton shall be paid six dollars (\$6.00) per day. If banking arrangements in Creighton are changed this exception will no longer apply and the parties will meet to discuss alternate arrangements as may be necessary.

18.6 Other Allowable Expenses

18.6.1 Actual and reasonable charges for taxis, parking and telephone will be reimbursed. Receipts are required for charges in excess of **eight (\$8.00)**.

18.6.2 Dry cleaning and laundry shall be approved under exceptional circumstances. Receipts are required.

18.7 Tuition and Book Allowance – Post Secondary Courses

The Authority will pay tuition and books for employees enrolled in approved job related post secondary courses. The Authority will pay expenses for tuition and books when the employee demonstrates that they have successfully completed the course.

18.8 Relocation Allowance

An employee who is:

- a) promoted;
- b) transferred in the interests of the Authority;
- c) laid off and bumps; or
- d) on a re-employment list and accepts an offer of re-employment into a full-time position in another community, shall be entitled to reimbursement of actual and reasonable expenses in accordance with the Authority's relocation policy.

18.9 Employment Gratuity

When an employee retires in accordance with the terms and conditions of the employee's pension or superannuation plan, or if the employee dies while still employed, the Authority will pay that employee, or the employee's estate, an employment gratuity paid at the rate of one-half (½) day for each year of full-time equivalent employment.

19 **NORTHERN DISTRICT ALLOWANCES**

19.1 Northern District Allowance

19.1.1 Employees employed north of the 54th parallel are entitled to Northern allowances. Northern District Allowances will be in accordance with the rates established by Executive Government adjusted to reflect bi-weekly pay periods.

19.1.2 Northern district allowance is paid in addition to all other monies owed to the employee.

19.1.3 Employees who work partial months are entitled to a prorated amount of the Northern District Allowance based on hours worked.

19.2 Special Northern Leave

In addition to the vacation benefit provided for in Article **15** employees employed north of the 54th parallel are entitled to a special vacation benefit after each complete year of full-time service as follows:

- | | | |
|----|------------------------------|--------------------------------------|
| a) | La Ronge and Creighton | 5 additional days per year or 2.12% |
| b) | Buffalo Narrows and La Loche | 10 additional days per year or 4.24% |

Employees who work partial months are entitled to a prorated amount of the Special Northern Leave based on hours worked.

20 **TEMPORARY ASSIGNMENT OF HIGHER DUTIES**

20.1 Eligibility Criteria

Eligibility Criteria for Temporary Assignment of Higher Duties are as follows:

- a) the temporary assignment of an employee to perform the duties of another position classified at a pay level having a higher maximum hourly rate of pay than the pay level of the employee's home position and will be for no less than one (1) hour;

- b) the temporary assignment of new duties to an employee, the result of which warrants a pay level having a higher maximum hourly rate of pay than the pay level of the employee's home position and will be for no less than one **(1)** hour.

20.2 Pay Adjustment on Assignment of Higher Duties

An employee on a temporary assignment will be paid for each hour, or portion of an hour so assigned, based on the promotion formula. In no case will the employee be paid at less than the minimum or more than the maximum of the higher pay level. An employee on a temporary assignment will continue to receive increments and economic adjustments in their home position; the temporary higher hourly rate of pay will be adjusted accordingly.

20.3 Assignment to Senior Qualified Employee

20.3.1 Temporary assignment of higher duties will be offered to the senior qualified employee from the next lower pay level within the branch and work unit, or shift **in the following order:**

- a) employees awarded a full-time position in accordance to Article 4;
- b) permanent part-time;
- c) part-time; and
- d) peak season worker.

The Authority shall advise employees who have more seniority with reasons, in writing, why they were not qualified.

20.3.2 **Notwithstanding Article 20.3.1, where there are no qualified employees within the branch and work unit, the temporary assignment of higher duties may be offered outside the branch and work unit to the senior qualified employee as determined and awarded through an Expression of Interest as per Article 4.**

20.4 Length of Temporary Assignment

Temporary assignment of higher duties will not exceed three (3) months.

20.5 Temporary Assignment of Higher Duties to Certain Positions

- a) Employees in the Liquor Store Assistant Manager (Level 4, 5 & 6) and Supervisor (Distribution Centre) occupations are not eligible for benefits under this Article unless the Authority assigns the higher duties for **two (2)** consecutive weeks **or more**. If the higher duties are assigned **two (2)** consecutive weeks **or more**,

the employee's hourly rate of pay will be adjusted as per the promotion formula, retroactive to the first day of the assignment of higher duties.

- b) When the out-of-scope manager is away and the duties have been assigned to the Assistant Manager or Supervisor, the temporary assignment of higher duties will be assigned to the senior qualified.
- c) Employees in Head Office when assigned to out-of-scope positions are not eligible for benefits under this Article unless the Authority assigns the higher duties for more than **one (1) hour**. If the higher duties are assigned for more than **one (1) hour**, the employee's hourly rate of pay will be adjusted as per the promotion formula.

21 **SICK LEAVE, PRESSING NECESSITY & FAMILY CARE LEAVE**

21.1 Sick Leave Entitlements

21.1.1 Employees earn one and one-quarter (1¼) days of sick leave for each full month worked or a pro-rated amount based on hours worked. Sick leave will be cumulative from year to year.

21.1.2 Permanent full-time employees with less than three (3) months' service will be allowed five (5) days leave with pay for sickness. Permanent part-time, part-time and seasonal employees with less than three (3) months' service will be allowed a proportionate amount of five (5) days of leave with pay for sickness based on a projection of their actual time worked for three (3) months.

21.1.3 On the approval by the Authority, a permanent employee who has no accumulated sick leave may be permitted to draw on future sick leave to a maximum of fifteen (15) days. On the approval by the Authority, a permanent part-time, part-time or seasonal employee who has no accumulated sick leave may be permitted to draw on future sick leave to a maximum of fifteen (15) days prorated based on actual time worked during the past twelve (12) months. If the employee resigns or retires, any overdrawn amount of sick leave will be recovered from the employee.

21.1.4 Upon written application, an employee who has had a break in service with the Authority after April 1, 1998 and returns to work for the Authority within three (3) years from the break in service, shall be credited with all accumulated unused sick leave they were credited with prior to the break in services. The three (3) year period shall not include time spent on the re-employment list.

21.2 Third Party Claims – Employer's Right of Subrogation

If an employee is unable to work because of an accident that entitles the employee to recover damages for loss of wages from a third party, the Authority, instead of paying sick leave benefits under this Article, may authorize advances or loans to the employee to be repaid out of the amounts, if any, paid to the employee by the third party for such loss of wages.

21.3 Medical Certificate/Form

21.3.1 The Authority reserves the right to request that an employee provide a medical assessment to be completed on a form prescribed by the Authority by a physician/health care provider substantiating the employee's medical leave request for repetitive or extended illness. The information shall be limited to restrictions, limitations, prognosis and will include an expected return to work date. The form shall be submitted by the employee and no direct contact shall occur between the employee's physician/health care provider and the Authority or designate. An employee shall not be disadvantaged as a result of the form completed by the physician/health care provider.

An employee who does not produce a form upon request will be considered to be on unpaid leave of absence.

21.3.2 An employee returning to work after an illness may be required to provide the Authority with a medical certificate verifying the employee's fitness to perform the work required for the position.

21.3.3 The Authority may require an employee to undergo an examination by a physician selected by the Authority once all other avenues have been exhausted. The Authority shall give notice to the Union and discuss their rationale prior to notifying the employee. The Authority will be sensitive to employee preferences. In the event the employee agrees to undergo an examination the employee shall receive any and all information as provided to the Authority. The resulting Independent Medical Evaluation (IME) information should be limited to what is reasonably necessary for the Authority to determine the current issue precipitating the IME. The Authority will pay any costs associated with the medical certificate or the examination.

21.4 Sick Leave Approvals

21.4.1 All employees shall be eligible for sick leave benefits if they are unfit for work due to **illness** after they are scheduled to report for work, or anytime prior to the commencement of the scheduled shift, provided they have accumulated sick leave credits.

For part-time employees on extended illness (beyond three (3) weeks), the employee will be entitled to access their accrued sick leave credits

during their absence to the equivalent of the average hours as determined in the previous twelve (12) months.

- 21.4.2 The Authority reserves the right to determine whether an employee shall be allowed sick leave benefits when their disabilities are the result of engagement in criminal activities.
- 21.4.3 An employee whose vacation leave is interrupted because of illness or accident which requires hospitalization, or is incapacitated due to illness **(e.g. prescribed bed rest)**, may request to have the period of hospitalization or incapacity charged to available sick leave accumulation. When the Authority so requires, the employee will provide medical evidence to support such confinement.
- 21.5 Duty to Notify Authority of Illness
- An employee absent from work because of illness will notify their supervisor or manager of any absence as quickly as possible prior to or shortly after they are scheduled to be at work.
- 21.6 Designated Holidays During a Period of Illness
- Designated holidays that fall during a sick leave period will not be charged to sick leave.
- 21.7 Sick Leave Carry Over from Other Agencies
- Employees coming from Executive Government, Commissions, Boards or Crown Corporations will be allowed to carry their sick leave provided their break in service is less than six (6) months or one hundred and eighty (180) calendar days.
- 21.8 Sick Leave Cost Recovery
- An employee leaving the Authority who has been granted more leave for sickness, pressing necessity or personal/family responsibilities than they earned will have that amount deducted from any monies owed to their by the Authority. The amount will be calculated on the basis of the number of days over-expended based on their hourly rate of pay at the time of separation.
- 21.9 Pressing Necessity and Personal/Family Care Leave – Minimum 75 Day Requirement at end of the fiscal year (March 31)
- 21.9.1 Employees who maintain a minimum of seventy-five (75) sick leave days at the end of the fiscal year (March 31) may be permitted by the Authority to use sick leave for pressing necessity and up to a maximum of five (5) days per fiscal year for personal/family responsibilities.

- 21.9.2 An employee with fewer than seventy-five (75) sick leave days at the end of the fiscal year (March 31) may be granted up to three (3) days per fiscal year sick leave by the Authority for pressing necessity or personal/family responsibilities.
- 21.9.3 An employee with fewer than seventy-five (75) sick leave days at the end of the fiscal year (March 31) who requires leave with pay in excess of the permitted limit of three (3) days in a fiscal year may be granted an advance to a maximum of three (3) additional sick leave days. The advance will be charged to the employee's sick leave earned in the following year.
- 21.9.4 Use of this paid leave is restricted to a portion of the employee's accumulated sick leave balance due to Federal Government Employment Insurance Regulations. By complying with these regulations we significantly reduce the cost of Group Life Insurance Premiums to individual employees.
- 21.10 Pressing Necessity and Personal/Family Care Leave
- 21.10.1 Pressing necessity is drawn from an employee's sick leave balance and may be used for emergent situations and compassionate leave.
- 21.10.2 Personal/family care leave is also drawn from an employee's sick leave balance and is to be used for carrying out a personal or a family responsibility within the context of today's societal demands and pressures. These responsibilities include matters where the employee has an obligation or duty and where they may be held accountable or answerable in some manner if the obligation is not met. This leave does not apply to purely discretionary personal or family matters. The individual employee's judgement should be tempered with good faith reasoning and an understanding that if abused the ability to take time off with pay for important personal or family responsibilities may be denied.
- 21.10.3 Employees may verbally request leave for pressing necessity or personal/family responsibilities and submit a written request after the leave has been granted.
- 21.10.4 Requests may be granted by the Authority to an extent considered to be fair and reasonable and in accordance with joint Union/Authority policy.
- 21.10.5 The Authority may request evidence from the employee that the leave is for pressing necessity or personal/family leave.
- 21.10.6 Employees who are unable to use sick leave days for pressing necessity or personal/family leave may use time-in-lieu, vacation leave, or other paid and unpaid leave provisions in the collective agreement.

21.11 Medical Donor Leave

An employee will be granted time off without loss of pay, not charged to sick leave, to donate an organ or bone marrow. The employee shall be granted such leave for the period required for the donation and recuperation as approved by a medical physician.

22 **LEAVE OF ABSENCE**

22.1 Definite Leave of Absence Without Pay

Providing satisfactory arrangements can be made for the performance of work, an employee may be granted a definite leave of absence without pay as follows:

- By the manager for a period not exceeding three (3) months.
- By the Vice President for a period not exceeding two (2) years.
- **The employee shall submit the request in writing, the response shall be in writing and received by the employee within seven (7) calendar days.**

22.2 Requests For Leave

Requests for Maternity, Parental, or Adoption leave will be made one month prior to the expected date of birth or adoption. Notice may be waived in exceptional circumstances.

22.3 Maternity/Parental/Adoption Leave

22.3.1 An employee who has completed thirteen (13) weeks of service and who is pregnant or requests parental or adoption leave is entitled to and will be granted leave without pay for a period up to twenty-four (24) months.

22.3.2 The Authority agrees to provide employees on Maternity Leave with a top-up of Employment Insurance Maternity/Parental Leave Benefits to one hundred (100) percent of regular net salary for the first eighteen (18) weeks. The eighteen (18) week period will include the one week waiting period. An employee approved for and in receipt of Maternity Leave Top-up in accordance with this Article, is not eligible to receive Parental/Adoption Leave Top-up as per 22.3.3 below.

22.3.3 The Authority agrees to provide employees on Parental/Adoption Leave with a top-up of Employment Insurance Parental/Adoption Leave Benefits to one hundred (100) percent of regular net salary for up to eighteen (18) weeks. The eighteen week period will include the one week waiting period. Top up payment is determined by approved Employment Insurance (EI) eligibility.

- 22.3.4 Employees receiving leave top-up will be required to sign a promissory note for return service commitment for an equivalent dollar amount of the top-up received.
- 22.4 Leave of Absence for Prolonged Illness/Injury
- 22.4.1 An employee suffering prolonged illness/injury will, on application, be granted a definite leave of absence without pay for a period of up to eighteen (18) months after all their sick leave credits have been used.
- 22.4.2 An extension of up to six (6) months of definite leave without pay may be granted if the Authority is reasonably assured that the employee will be fit for duty within the six (6) months.
- 22.4.3 Following the normal eighteen (18) month definite leave and where the employee is unable to return to work in the next six (6) months, they shall be placed on indefinite leave.
- 22.5 Compassionate Care Leave
- An employee shall be granted a definite leave of absence without pay of up to one (1) year for the compassionate care of a family member. The employee should contact Employment Insurance (Government of Canada) regarding eligibility for benefits.
- 22.6 Leave for Educational Purposes
- The Authority may grant an employee a definite leave of absence without pay for educational purposes.
- 22.7 Change of Return to Work Date
- 22.7.1 An employee granted a definite leave of absence without pay may return to work before the end of the definite leave period with the consent of the Authority. Requests for return to work before the end of the definite leave period must be submitted to the Authority at least thirty (30) calendar days prior to the new requested return to work date.
- 22.7.2 A definite leave of absence without pay may be extended. Requests for an extension to the definite leave period must be submitted to the Authority at least thirty (30) calendar days prior to end of the definite leave period.

22.8 Benefits While On Definite Leave of Absence or Lay Off

22.8.1 Employees on a definite leave of absence without pay are entitled to earn benefits as follows:

- a) for the first thirty (30) consecutive calendar days or less of leave; all benefits except designated holidays that fall in the period of leave.
- b) leave from thirty-one (31) to ninety (90) consecutive calendar days, sick leave, seniority and increments only.
- c) after ninety (90) consecutive calendar days of definite leave; seniority up to one (1) year, for the period of definite leave only.
- d) notwithstanding the above, employees on a prolonged illness/injury shall earn seniority up to a maximum of twenty four (24) months.

22.8.2 Full-time employees on a lay off are entitled to earn benefits as follows:

- a) for the first thirty (30) consecutive calendar days or less of lay off; all benefits except designated holidays that fall in the period of lay off.
- b) lay off from thirty-one (31) to ninety (90) consecutive calendar days of lay off; sick leave, seniority and increments only.

22.8.3 All employees granted maternity, parental, adoption or prolonged illness/injury leave will continue to earn seniority and increments for the entire period of definite leave. Seniority for part-time and seasonal employees shall be based on the employee's average hours worked in the 12 months prior to the commencement of the leave. Seniority shall be credited in each pay period in accordance with Article 17.1.

22.8.4 With the exception of Article 22.8.3 above, the benefit provided in this Article will apply only if an employee returns to work at the expiry of their leave/lay off.

22.8.5 Group life benefits are optional while on definite leave of absence, while long term disability benefits are mandatory and must be paid prior to employee's leave of absence.

22.9 Indefinite Leave of Absence

22.9.1 An employee may be granted an indefinite leave of absence without pay by the Authority.

- 22.9.2 Extension of Indefinite Leave
- 22.9.2.1 Employees receiving payment from WCB and/or LTD that have exhausted leave as defined in Article 22.4 shall be granted indefinite leave with no requirement to apply for annual extension.
- 22.9.2.2 Employees on non-medical related indefinite leaves of absence will be required to apply for extensions yearly.
- 22.9.2.3 Employees on indefinite leaves of absence may be required to give proof that the original conditions under which leave was granted still prevail.
- 22.9.3 When an employee is placed on an indefinite leave of absence, the employer may commence with filling their vacant position on a permanent basis.
- 22.9.4 A full-time employee granted an indefinite leave will, at the end of that leave, have their name entered in any postings for which they are qualified, for a maximum of one (1) year or until an offer is accepted, whichever occurs first.
- 22.10 **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.**
- 22.11 **Benefits While On Indefinite Leave of Absence**
- Employees on an indefinite leave of absence without pay are not entitled to earn any benefits.
- 22.12 **Return From Leave**
- An employee returning to work after a leave of absence may be required to provide the Authority with a physician's report verifying the employee's fitness to perform the work required for the position. An employee deemed not fit to perform the work required for the position shall be able to access all benefits of this collective agreement, subject to the terms and conditions of the employee benefit plans, as if the employee had been at work at the time of determination.

23 **WORKERS' COMPENSATION**

23.1 Requirement to Apply for Long Term Disability (LTD)

An employee in receipt of benefits under Workers' Compensation for ninety (90) or more calendar days will make application for LTD (SGEU).

Should the employee qualify for LTD benefits, this will allow for a continuous source of compensation without delay when they may no longer qualify for Workers' Compensation benefits, yet continues to be medically unable to work due to injury or illness.

23.2 Workers' Compensation Payments

23.2.1 When an employee is injured in the performance of their duties, or incurs an industrial illness, and the accident or illness is compensable under the provisions of the "The Workers' Compensation Act", they will be compensated as follows:

- a) the total compensation received by the employee will not exceed their regular net salary.
- b) an employee's normal earnings will be the average of their previous 12 months, or as defined by the Workers' Compensation Board, whichever is the greater.

23.2.2 Pending receipt of payments from Workers' Compensation, an employee will receive regular net salary. However, the Authority may limit such earnings to the amount of an employee's accumulated sick leave at the commencement of their disability. The Authority may require the employee to provide proof of their disability.

23.3 Employer Top-up

23.3.1 From and including the date of injury until no more than one (1) year from the date of injury, the employee shall receive their regular net salary, and any benefits payable from Workers' Compensation shall be paid directly to the Authority on behalf of the employee.

23.3.2 After one (1) year from the date of injury to not more than two (2) years from the date of injury or until the employee's sick leave credits are exhausted, whichever occurs first, the employee shall receive their regular net salary, and any benefits payable from Workers' Compensation shall be paid directly to the Authority on behalf of the employee. The difference between the employee's regular net salary and the benefit payable from Workers' Compensation will be charged against the employee's available sick leave credits.

23.4 Direct Payment by Workers' Compensation

Two (2) years from the date of injury or when the employee's sick leave credits are exhausted, whichever occurs first, the employee will receive payments directly from Workers' Compensation only.

23.5 Employee Status and Benefits

23.5.1 Up to two (2) years from the date of injury or until the employee's sick leave credits are exhausted, whichever occurs first, the employee will be deemed to be an active employee and earn all benefits except vacation leave. Seasonal employees will not earn benefits during the period of seasonal lay-off.

23.5.2.1 An employee receiving payment from Workers' Compensation will be entitled to carry forward any earned, unused vacation leave up to and including the full entitlement for the month in which the injury occurred until they return to work.

23.5.2 Two (2) years from the date of injury the employee is entitled to an indefinite leave of absence in accordance with Article 22.9 – Indefinite Leave of Absence.

23.5.4.1 An employee who receives an indefinite leave of absence will be paid out any outstanding vacation leave balance. Any over expenditure of vacation leave will not be recovered from the employee.

23.5.4.2 Employees who are paid directly by WCB will be credited with seniority for the duration of the disability up to a maximum of two (2) years. Seniority shall be calculated based on the provisions of Article 23.2.1), and shall be credited in each pay period.

23.6 Co-op/Summer Students and University Graduates

23.6.1 A Co-op/Summer student or university graduate will be compensated and earn benefits as per the above, except that the Authority will cease paying the employee at the expiration of their appointment. Thereafter the employee will receive payment directly from the Workers' Compensation Board. The employee is not entitled to either a definite or indefinite leave of absence.

23.6.2 If the Co-op/Summer student or university graduate's appointment ends while the employee continues to receive payment from the Workers' Compensation Board, the student/graduate's employment relationship will be deemed to be severed.

23.7 Temporary Employees/Peak Season Workers

Temporary employees/peak season workers will receive payments directly from Workers' Compensation only.

24 **DUTY TO ACCOMMODATE/RETURN TO WORK PROGRAM**

24.1 The Duty to Accommodate (DTA) and the Return to Work (RTW) program is designed to help return employee(s) to the workplace as soon as it is possible.

The Authority and the Union are committed to providing all employees with a healthy work environment encompassing safety and support for all employees, and will take any meaningful and practical steps necessary to achieve and promote this commitment.

The Authority and the Union agree to carry out a joint process to facilitate employee(s) returning to the workplace on any type of a graduated return to work program. Employees have a duty to participate and co-operate in the return to work process.

25 **OCCUPATIONAL HEALTH & SAFETY**

25.1 Commitment to Occupational Health & Safety

The Authority and the Union recognize the importance of Occupational Health and Safety in the workplace. This is a shared concern of both parties, and the Authority and the Union will, on a collaborative basis, maintain a safe and healthy workplace, to prevent and/or correct situations which threaten health and safety in the workplace.

The employee has the full protection of *The Saskatchewan Employment Act*, Part III – Occupational Health and Safety, including access to information that may impact their health and safety in the workplace, and the right to refuse work the employee has reasonable grounds to believe is unusually dangerous. The employee has the duty to conduct themselves in a safe and responsible manner while at work.

25.2 Joint Employer-Employee Occupational Health Committee shall be established in workplaces where there are ten (10) or more employees, and/or as agreed to by parties. Each committee shall consist of no less than two (2) and not more than twelve (12) members. At least one half (½) of the committee shall be Employees elected or appointed by Union members or the Union, and each committee shall have Employer and Employee co-chairpersons, as appointed by their respective parties.

For work locations that require an Occupational Health Committee (OHC), the Employee OHC members will choose an Employee co-chair. If they are unable to do so, the Authority will contact the Union for assistance.

26 **EMPLOYMENT INSURANCE REBATE**

26.1 Employee's Share of the Employment Insurance Rebate

The parties agree that the Authority's premium payment for the first twenty five thousand dollars (\$25,000.00) coverage of group life insurance for each eligible and participating employee is inclusive of the employees' share of the Employment Insurance (EI) Rebate.

27 **BENEFIT AND PENSION PLANS**

27.1 Participation

The Authority is a participating employer in the "Public Employees Dental Plan" on behalf of all employees as determined by the terms of the Plan. The cost of the Plan will be paid by the Authority.

27.2 Health & Enhanced Dental Plans

27.2.1 The parties agree to provide on behalf of eligible employees, paid for by the Authority, an Extended Health Care Plan and enhancements to the Public Employees Dental Plan. The Health Plan and enhanced portion of the Dental Plan is to be governed by the Joint Board of Trustees. The Joint Board of Trustees shall consist of two (2) persons appointed by the **Authority** and two (2) persons appointed by the Union. The Joint Board of Trustees is established for the express purpose of administering these plans within the financial resources allocated to the plans.

27.2.2 On the restructuring of the SLGA, the Board of Trustees will oversee the distribution of the plans reserve funds in such a manner that each member will receive their portion, either in a direct cash payment or transfer to their new plan(s).

27.3 Pension Contributions

a) It shall be mandatory that all employees become members and contribute to the Public Employees Pension Plan.

b) Pension contributions shall be as follows:

Contributory earnings for pension purposes shall be based on gross regular salary plus supplementary earnings except overtime, professional fees, severance pay, career assistance and group life taxable benefit.

c) The employee contributions shall be 7.5% **and Authority contributions shall be 7.75%** of gross regular salary for employees in the Public Employees' Pension Plan. Effective **April 1, 2021** the **Authority** contributions shall be increased to

8% and employee contributions shall be increased to 7.75%. April 1, 2022 the Authority contributions shall be increased to 8.25% and employee contributions shall be increased to 8%.

For employees in the Liquor Board Superannuation Plan the employee **contribution shall be 2.5%** and the **Authority** contributions in the Public Employees' Pension Plan shall be 2.75%. Effective **April 1, 2021** the **Authority** contributions shall be increased to **3%** and the **employee contributions shall be increased to 2.75%**. Effective **April 1, 2022**, the **Authority contributions shall be increased to 3.25%** and the **employee contributions shall be increased to 3.0%**.

27.4 Long Term Disability (LTD Plan)

Participation in the LTD Plan is mandatory. The plan is administered by SGEU and completely funded by employee contribution. Information regarding the plan can be obtained through your steward.

28 **TECHNOLOGICAL CHANGE**

28.1 Definition *The Saskatchewan Employment Act*

For the purpose of this Article *The Saskatchewan Employment Act* shall mean the **Act** effective April 29, 2014.

28.2 Definition of Technological Change and Organizational Change

Technological change **and Organizational change** shall be as defined in Part VI, Division 10 of *The Saskatchewan Employment Act*.

28.3 Definition of a Significant Number of Employees

The number of employees that shall be deemed to be "significant" for the purpose of Part VI, Division 10, Section 6-54 of *The Saskatchewan Employment Act*, shall be five (5) except that "significant" shall mean all employees of a store if the store introducing the technological change employs less than five (5) employees.

28.4 Application of *The Saskatchewan Employment Act*

28.4.1 If the Authority introduces a technological change Part VI, Division 10 of *The Saskatchewan Employment Act* shall apply including providing a provision of a minimum of ninety (90) days notice to the Union.

28.4.2 As part of the collective bargaining to establish a workplace adjustment plan as spelled out in Part VI, Division 10 and Article 8 **and Article 9** of the Collective Agreement, the Authority agrees to the following in sequential order:

- a) place the displaced employee(s) in an equivalent vacant position that they are qualified for, at the same rate of pay; or
- b) place the displaced employee(s) in a lower level vacant position that they are qualified for, with their salary red-circled at the higher rate of pay; or
- c) negotiate with the union, severance pay for the displaced employee(s) **and/or early retirement packages**.

28.5 Failure to Develop a Workplace Adjustment Plan

28.5.1 If the parties have failed to develop a workplace adjustment plan forty-five (45) days from the date of receipt of notice pursuant to Part VI, Division 10 of *The Saskatchewan Employment Act*, a labour relations officer may be appointed in accordance with the Act to assist with negotiations.

29 **MERGERS**

29.1 Definition *The Saskatchewan Employment Act*

For the purpose of this Article *The Saskatchewan Employment Act* shall mean the act effective April 29, 2014.

29.2 Transfer of Obligation

When any portion of the Authority's business is sold, leased, transferred or otherwise disposed of, Part VI, Division 4, in its entirety, shall apply.

30 **DURATION OF AGREEMENT**

30.1 Term

This Agreement will be effective dating from April 1, **2020**, and will be valid until and including March 31, **2023**. This Agreement will remain in full force and effect from year to year thereafter, unless written notice of request to negotiate a revision is given by either party at least sixty (60) days, but not more than one-hundred and twenty (120) days prior to the expiry date of the Agreement. When written notice has been given, the provisions of this Agreement will remain in effect until a new Agreement is concluded.

30.2 Effective Date of Provisions

All provisions of this new collective agreement, unless specified otherwise, become effective the date of ratification of the collective agreement.

SCHEDULE A

Hourly Min./Max. (2% Increase Max. Only) Effective April 5, 2020			Hourly Min./Max. (1.75% Increase Max. Only) Effective April 4, 2021			Hourly Min./Max. (1.75% Increase Max. Only) Effective April 3, 2022		
Level	Min.	Max.	Level	Min.	Max.	Level	Min.	Max.
1	\$18.99	\$23.37	1	\$18.99	\$23.78	1	\$18.99	\$24.20
2	\$20.16	\$24.75	2	\$20.16	\$25.18	2	\$20.16	\$25.62
3	\$21.34	\$26.23	3	\$21.34	\$26.69	3	\$21.34	\$27.16
4	\$23.06	\$28.34	4	\$23.06	\$28.84	4	\$23.06	\$29.34
5	\$24.90	\$30.61	5	\$24.90	\$31.15	5	\$24.90	\$31.70
6	\$26.87	\$33.06	6	\$26.87	\$33.64	6	\$26.87	\$34.23
7	\$29.31	\$36.03	7	\$29.31	\$36.66	7	\$29.31	\$37.30
8	\$31.97	\$39.27	8	\$31.97	\$39.96	8	\$31.97	\$40.66
9	\$34.83	\$42.84	9	\$34.83	\$43.59	9	\$34.83	\$44.35
10	\$37.98	\$46.65	10	\$37.98	\$47.47	10	\$37.98	\$48.30
11	\$41.38	\$50.86	11	\$41.38	\$51.75	11	\$41.38	\$52.66
12	\$45.11	\$55.43	12	\$45.11	\$56.40	12	\$45.11	\$57.39

Customer Service Representative

Training Step	Min.	Max.
\$19.39	\$20.16	\$26.23

Customer Service Representative

Training Step	Min.	Max.
\$19.39	\$20.16	\$26.69

Customer Service Representative

Training Step	Min.	Max.
\$19.39	\$20.16	\$27.16

APPENDIX “A”

JOINTLY DEVELOPED POLICIES

Duty to Accommodate

Part-time Policy

Temporary Assignment of Higher Duties (TAHD)

Pressing Necessity (Recommendations only)

Maximizing Pool

In-Scope Classification Plan

Board of Trustees

Co-op University Grad Program

Representative Workforce

Employee and Family Assistance Program (EFAP)

Performance Improvement Policy

Occupational Health & Safety

No Harassment

The parties agree that other policies may be discovered or created and upon mutual agreement deleted from the list during the term of this agreement.

APPENDIX “B”

In-Scope Classification Plan – Maintenance Agreement

SLGA and SGEU are committed to the principle of equal pay for work of equal or comparable value job evaluation. The parties mutually commit to the following purposes, principles and values in relation to the maintenance of the joint equal pay for work of equal value job evaluation plan:

1. Purpose

- a) To provide equitable, non-discriminatory classification treatment within the SLGA bargaining unit;
- b) To evaluate jobs, not people, nor performance;
- c) To ensure compliance with relevant government legislation and policy.

2. Principles and Values

- a) Equal pay for work of equal or comparable value:
 - Job evaluation factors measure the criteria skill, effort, responsibility, and working conditions.
 - Factors measure all aspects of work and are applied to all jobs in the bargaining unit.
 - Level definitions in the factors measure significant differences in work.
 - Traditionally undervalued characteristics of work are measured by the factors and made visible through the comparative descriptions.
 - Persons evaluating jobs are trained in bias awareness and proper application of the plan, and do not have vested interests in the outcome.
 - In the event of significant changes in duties and responsibilities the employee has a right to know how their job is affected and a right to request a classification review of such changes.
- b) The right to due process:
 - Job evaluation factors and comparative descriptions will be available through Human Resources.
 - Debrief and reconsideration and formal appeal mechanisms shall exist to examine, substantiate, and adjudicate decisions and shall function in a manner that maintains the integrity of the job evaluation plan.

- Bias is addressed through consistent plan application, appropriate education of all those involved in the classification process including the Union Classification representatives, Human Resources and the independent appeals chairperson, removal of vested interest decision-making, maintaining up-to-date comparative descriptions and notes to raters, and through disclosure of rationale.

3. Definitions

Equal pay for work of equal value is deemed to be achieved when the employer adjusts its compensation practices so that all employees are assigned to a schedule of pay with the same maximum hourly rate of pay as other employees performing work of equal or comparable value.

“Equal or comparable value” means a range of points within a weighted point rating job evaluation plan that is determined, through a joint union management process, to be worth the same maximum hourly rate of pay.

Equal or comparable value is determined through the application of the factors in the plan which measure skill, effort, responsibility and working conditions. These factors are written such that their content does not incorporate gender, or other bias.

“Classification Plan” (or “Job Evaluation” Plan) shall mean the job evaluation plan for employees in the SLGA/SGEU Bargaining Unit

“Comparative Descriptions” (CDs) are practical examples of work which provide the standards for how the level definitions within each factor are to be interpreted and applied.

“Consensus” shall mean agreement of all committee members present at least to the point of being able to live with the decision. A group has reached a consensus decision when each member can honestly say they have been heard and supports the decision because it was arrived at openly and fairly.

“Employee” is defined as all persons covered by the SLGA/SGEU Collective Bargaining agreement and included as employees in that agreement.

“Parties” are defined as the SGEU and SLGA negotiating committees and their representative committees.

4. No Discrimination

In the application of the classification plan, there is no discrimination in pay where a pay difference is the result of:

- a) A temporary training or development assignment which is equally available to male and female employees and leads to career advancement for those involved in the program, or assignment.

- b) Any human resource practice where a job is downgraded and the incumbent retains a rate above the maximum of the newly assigned range.
- c) A skills shortage that is causing inflation in pay for an occupation because the employer is encountering difficulties in recruiting and/or retaining employees with the requisite skills.
- d) Changes or differences in job assignments.

5. Joint Union/Management Maintenance Committee and Sub Committees

The in-scope classification plan will be maintained by a joint union/management maintenance committee, which will operate by consensus. The committee will be composed of an equal number of representatives from union and management, with a minimum of fifty (50) percent female representation. There will be one Union and one Management Co-Chair.

The Maintenance Committee will meet as necessary.

The Maintenance Committee will have the responsibility for hearing appeals and dispute resolution.

Either party may engage advisors to assist its representatives on the Maintenance Committee. The Advisor will be entitled to voice but not vote.

- a) Maintenance Committee Composition and Authority
 - i) The Maintenance Committee will be composed of three (3) trained Union Classification members and three (3) Human Resource members. Quorum will be four (4) members. At no time shall there be less Union members than Human Resource members.
 - ii) The parties will each name their members to the committee.
 - iii) Members will act in a leadership capacity with respect to the Maintenance Committee and other committee roles, and NOT represent the vested interests of specific groups or occupations.
 - iv) Members of the committee will be trained in equal pay for work of equal or comparable value principles, and in the classification plan.
 - v) Role and Authority of the Maintenance Committee:
 - To ensure the classification plan and its processes and procedures are applied fairly and consistently;
 - To maintain the Notes to Raters through addition or deletion of notes;

- To maintain the Comparative Descriptions (CDs) through additions or deletions to the content of existing CDs, and the addition or deletion of entire CDs;
- To determine the education needs and deliver as required to employees, managers, new committee members, the independent appeals chairperson(s) and Human Resources regarding the principles of the plan, and how it is interpreted and applied;
- To develop any forms required;
- To approve any communications related to the classification plan;
- To establish and change the roles, processes and authority of the appeals and dispute resolution committees, as required. Such changes will be in accordance with the principles and values stated in this Maintenance Agreement;
- To recommend to the parties changes to factors;
- To reconsider the rating based on information submitted by the employee and Class Plan factors (including notes to raters) and the comparative descriptions;
- To ensure prompt handling of job content disputes, and for receiving and investigating complaints regarding fair process. If necessary, will engage external experts with the approval of the parties;
- To debrief an employee as per Article 16.

6. Evaluation of Jobs

Job evaluation reviews will be carried out by a Human Resources Consultant (HRC), who will be trained in the job evaluation plan and in equal pay for work of equal value principles. The HRC shall not be a member of the Maintenance Committee.

Human Resources will strive to review 1/3 of the positions each year. The review may be requested by the employee/supervisor or it may be requested by Human Resources/Union.

A review includes:

- 1) requests for classification reviews by incumbents or managers where there has been a significant change in duties;
- 2) evaluation of new jobs prior to posting for competition. Note: the evaluation of new jobs prior to posting will be treated as a priority;

- 3) consistency reviews of jobs selected by the Maintenance Committee for the purpose of ensuring that ratings remain up to date and consistent across SLGA. The SGEU Labour Relations Officer will be notified of the review.

The job evaluation review will include evaluation of the completed job questionnaire form and interviews with the employee and supervisor/manager. Evaluation decisions must be based on the consistent application of the job evaluation Factors and Notes to Raters as demonstrated in the Comparative Descriptions.

Upon completion of the job evaluation review, the HRC will notify the employee, the supervisor/manager, the Union and the SGEU Labour Relations Officer of the results. The results package will include rationale for each factor evaluation, applicable Comparative Descriptions, and changes, if any, to point total and pay level. The appeal registration form will also be provided in this package.

The evaluation decision of the HRC may be reconsidered or appealed. If an appeal is registered, a copy will be provided to the SGEU Labour Relations Officer. The HRC will attend the hearing in order to provide the rationale for the evaluation decision.

7. Timelines

- a) When a request for a job classification review is received by Human Resources, it will be date stamped. Human Resources will acknowledge the receipt in writing.
- b) Human Resources will review the job and provide a decision to the applicable employee, manager, the Union Classification Representatives and SGEU within sixty (60) days of receiving the request for a review.
- c) The Joint Maintenance Committee and Human Resources must receive a Notice of Appeal by the employee and/or manager within twenty (20) days of receipt of the job evaluation decision.
- d) The Appeal Panel in conjunction with the independent appeals chairperson will schedule an appeal hearing, the date of which must be within sixty (60) days of receipt of the notice of appeal.
- e) The Appeal Panel will render a decision and notify the employee, the Manager and Human Resources within seven (7) days of the hearing.

8. Conflict of Interest

Maintenance Committee members will exempt themselves from involvement in any decision of the Maintenance Committee or sub committee where the member may have a bias against or in favour of the person or job concerned, or where they could gain, or be perceived to gain, from their involvement in that decision.

9. Training

The parties will ensure that all Maintenance Committee members, HRC's performing evaluations and the independent appeals chairperson(s) will complete a training program. This will include theory in job evaluation, bias awareness, equal pay principles and practical application of the factors, notes to raters and comparative descriptions.

10. Policies

a) Factors:

- i) The *Notes to Raters* are to be applied when evaluating jobs. Classification decisions established contrary to the *Notes to Raters* are considered to be in error and shall be re-evaluated.
- ii) Errors in application of factors are not precedent setting.

b) Comparative Descriptions:

- i) Comparative descriptions may be deleted from the plan, added to the plan, or modified by the Maintenance Committee.
- ii) The ratings of comparative descriptions cannot be changed or adjusted, except by the Maintenance Committee.
- iii) Comparative descriptions are the only allowable position comparisons for appeal hearings.

11. Full Disclosure

The parties agree to share any materials with each other that are fundamental to the maintenance of the classification plan. The parties agree to open communication in their joint and separate activities related to the maintenance of the classification plan.

12. Costs

The parties shall endeavour to avoid overtime situations for joint union-management committees and agree to identify when any suggested meeting time will create an overtime situation for any committee member.

Any meeting of the maintenance, appeal or dispute resolution committee convened solely by union members of the joint committees will be treated as union leave.

Union and management participants in joint union/management committees will be treated as if at work.

APPENDIX “C”

MEDIATION OF GRIEVANCES OR DISPUTES

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

The Union and the Authority will approach each grievance (s) from the point of view of:

1. Determine all the facts and negotiate a resolution.
2. Failing resolution through negotiation, agree to a joint statement of facts.
3. Based on the joint statement of facts, determine the appropriate course of action to resolve the grievance either through a grievance mediation process or board of arbitration.

This process can be adjusted by mutual agreement of the parties:

Grievances Appropriate for Mediation

A grievance seeks individual settlement, (settlement applies to one employee) and would not result in a similar claim by another employee. The Authority and the Union may agree to a grievance mediation process for other kinds of grievances, e.g., group grievances.

Grievance mediation is appropriate where there are a range of possible solutions to the concerns raised by the grievance.

Grievance mediation is not normally appropriate for policy grievances, complex cases, or where other employees would have a similar claim resulting from settlement.

Role of the Mediator:

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

The mediator will be agreed to by the Authority and the Union, and the costs associated with the mediation process will be equally shared between the parties.

Provision of Information Prior to the Mediation:

The Authority will provide the mediator with a copy of the grievance, a copy of grievance replies and a copy of the collective agreement five (5) days prior to the mediation.

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 grievances.

Anything said or done at mediation will not be used against either the Authority, employee or the Union at any subsequent arbitration.

At any subsequent arbitration board 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.

The manager, the respondent, the grievor, the steward, a representative from Human Resources, spokespersons for the Authority and the Union may attend the mediation. Other persons may attend if agreed to by the parties to the mediation.

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 agreement, opportunities to comment, 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.

APPENDIX “D”

EXPEDITED ARBITRATION

Expedited Arbitration may be used, by mutual agreement, at any time after Step 2 of the grievance procedure.

The parties shall mutually agree upon a list of expedited arbitrators.

The parties shall meet semi-annually or as often as required to review outstanding grievances and determine which grievances, if any, may be suitable for Expedited Arbitration. Where the Authority and the Union agree to refer a grievance (s) to Expedited Arbitration an expedited arbitrator shall be appointed, and a date and location shall be set for the hearing. Where more than one grievance will be heard at same hearing, a schedule will be arranged in advance, based on a mutual assessment of the length of time needed to present each case. The parties or their representatives will try to agree upon an “Agreed Statement of Facts” to be presented to the expedited arbitrator.

Any grievance may be referred to Expedited Arbitration except a grievance involving a:

- a) dismissal;
- b) failure on probation;
- c) suspension of ten (10) work days or more;
- d) policy grievance;
- e) substantial interpretation of an article of the collective agreement; or
- f) procedural, technical or preliminary objection.

Only in exceptional circumstances would a grievance involving any of the above stated matters be considered for Expedited Arbitration.

Neither party will use legal counsel at the hearing. The Union will use elected representatives or staff representatives. The Authority will use Human Resources Branch employees.

Whenever possible the expedited arbitrator will attempt to mediate a settlement between the parties.

The expedited arbitrator shall hear the grievance (s) and render a decision within two (2) working days of such hearing. Written reasons for the decision shall not be provided beyond that which the expedited arbitrator deems necessary to convey a decision.

Decisions of the expedited arbitrator shall be of no precedent value and thereafter shall not be referred to by the parties in respect to any other matter. A settlement of an expedited arbitration case prior to hearing shall be without prejudice.

It is not the intention of either party to appeal a decision of an expedited arbitrator.

Except as herein provided, the expedited arbitrator shall have the same power and Authority as an arbitration board established in accordance with the provisions of the Collective Agreement.

The parties shall equally share the fees and expenses of the expedited arbitrator and the cost of the hearing room.

Procedure Guidelines

The Opening Statement: This should basically set out the case from each party's perspective. At this point the expedited arbitrator will aggressively seek to define the issue and determine what facts are agreed and what facts are not agreed.

The Hearing: Sufficient witnesses should be called to ensure the "story" is told. Where there is an issue of credibility or conflicting evidence, the key individuals must testify.

General rules of evidence will be waived except for the rule of "onus".

The Argument: The parties will not cite legal precedent but may refer to Brown and Beatty, Palmer, etc. However, it is imperative that the Collective Agreement is canvassed by the representatives to ensure that all relevant articles are put before the expedited arbitrator.

Mediation: Representatives must accept some responsibility at this stage to assist the expedited arbitrator in assessing the evidence before them. Specifically, if the representatives can assist in assessing credibility and/or contradictory evidence, they should do so.

APPENDIX “E”

CO-OP/SUMMER STUDENT EMPLOYMENT AND UNIVERSITY GRADUATE PROGRAM

(Revised: July 2013)

1. The duration of employment for students will not exceed the normal period between school years or a semester off and for graduates will not exceed two (2) years. By mutual agreement between the Union and Authority the duration of employment for graduates may be extended for a further six (6) months.
2. Students/graduates shall not cause a reduction of work for employees of the bargaining unit.
3. Positions staffed by students/graduates are not subject to normal staffing procedures.
4. Students/graduates will be union members as per Article 2.2.

Students/graduates will accrue, for the duration of employment under this appendix, seniority for competition purposes only.

Students/graduates shall be eligible to bid on competitions.

Once all internal applicants have been considered, students/grads may have the opportunity to be considered prior to considering external applicants. Normal staffing provisions will apply.

Upon request, the Authority will allow students/graduates access to the corporate intranet for one (1) year following completion of employment for the purpose of accessing job postings.

5. Students/graduates will be hired through the Human Resources Branch.
6. The Authority will provide the following information to the Union:
 - a) number and names of students/graduates hired;
 - b) occupations and pay levels of positions staffed by students/graduates;
 - c) duration of student/graduate employment.

APPENDIX “F”

HEALTH PLAN

The Authority shall contribute an amount equal to 2.25% of straight time earnings to the Authority/SGEU Extended Health Plan Fund on a monthly basis (or at such other time as when the employee benefit plan premiums/contributions are made). In addition, effective the first business day following January 1 each year, the Authority shall make a lump sum payment into this fund of \$20,000.00 in recognition of the savings generated by changing the averaging formula for designated holidays for part-time staff.

APPENDIX “G”

ENHANCED DENTAL PLAN

The Authority shall contribute an amount equal to .60% of straight time earnings to the Authority/SGEU Enhanced Dental Plan Fund.

LETTER OF UNDERSTANDING #1

Re: Representative Workforce Program

December 15, 1999

(Revised: May 2010)

The parties agree to cooperate in implementing the jointly developed SLGA Representative Workforce Program in accordance with the following agreed Statement of Principles.

JOINT REPRESENTATIVE WORKFORCE PROGRAM

STATEMENT OF PRINCIPLES

The parties are committed to the concept of representative workforce and the ongoing implementation of the jointly developed representative workforce program.

We agree to enhance employment opportunities and equitable treatment for the four (4) equity groups: Aboriginals, visible minorities, persons with disabilities, and women in under-represented occupations.

The jointly developed program deals with the identification, elimination, and prevention of discriminatory policies, practices, and barriers, and introduces measures to address the effects of discriminatory practices and to accelerate proportional representation of the equity groups throughout the Saskatchewan Liquor and Gaming Authority.

The program identifies specific strategies to deal with the under representation of aboriginals, visible minorities, and persons with disabilities and of women in under-represented occupations including management throughout the Saskatchewan Liquor and Gaming Authority. Both parties commit to the principles of positive action and the involvement of equity groups.

The representative workforce program and the initiatives therein and any amendments shall be consistent with *The Saskatchewan Human Rights Code*, *The Alcohol and Gaming Regulation Act* and the Collective Agreement between the parties. Any future representative workforce initiative that requires change(s) to the Collective Bargaining Agreement shall be recommended by the Joint Representative Workforce Committee to both parties for negotiation and implementation. In lieu of Collective Bargaining Agreement language, a Letter of Understanding shall be negotiated to speed up the implementation of Representative Workforce initiatives.

JOINT REPRESENTATIVE WORKFORCE COMMITTEE

The parties agree to maintain a Joint Committee consisting of four (4) employees from each party.

The parties will endeavour to achieve equitable representation from the four (4) equity groups and to select Committee members who are not also members of Bargaining Committees.

Any changes to the Terms of Reference for the Committee shall be jointly approved by the parties.

The Committee must obtain approval of any amendments to the program by the respective parties.

The Saskatchewan Liquor and Gaming Authority commits to the necessary expenditures required for the delivery of the Representative Workforce Program.

LETTER OF UNDERSTANDING #2

Re: Job Sharing
(Revised: July 2013)

The parties agree to the following principles:

1.1 Job Share Arrangement

- 1.1.1 Job sharing is the voluntary sharing of a full-time position in a structured manner by two (2) people, one of whom is the incumbent of the full-time position.
- 1.1.2 A Job Share work arrangement is intended to maintain the regular workload of a full-time position while providing full-time employees with an opportunity to balance hours of work with personal needs.

1.2 Initiation and Approval Process

- 1.2.1 Employees on probation are not eligible to apply for job sharing.
- 1.2.2 The incumbent of a full-time position may request a job sharing arrangement, to work a minimum of fifty (50) percent, by submitting a written request to the Authority (employee's immediate supervisor).
- 1.2.3 The Authority will review the feasibility of the request against operational needs, including impact on client service delivery and workloads of other employees in the workplace. Approval of job share requests will not be unreasonably denied.

1.3 Duration, Renewal and Termination of Job Share Arrangements

- 1.3.1 The first term of a job share will be in place for no less than three (3) months, and will not exceed twelve (12) months. The full-time incumbent of the position will commence the approved job share on the first working day of pay period.
- 1.3.2 If the employee wishes to continue the job share past the approved period, they will provide notice, in writing, to the Authority four (4) weeks prior to the end of the job share. Notice to continue a job share arrangement shall specify the length of the renewal term, not to exceed twelve (12) months.
- 1.3.3 If there is no notice of request to extend, the job share arrangement will automatically end. The full-time incumbent, or the Authority, on four (4) weeks written notice may terminate the job share arrangement. Notice to terminate will be concurrently provided to the employee backfilling the job share position (if applicable) and the Union. By mutual agreement of the parties, the notice period may be shortened.
- 1.3.4 Notice to extend or notice to terminate the job share will also be given to the employee backfilling the job share position.

1.4 Staffing the Job Share Arrangement

1.4.1 The staffing of a job share arrangement will be filled on a temporary basis as per Article 4. If the successful candidate is another full-time employee they will apply and be approved for a definite leave of absence from their permanent position for the duration of the Job Share. They will earn benefits in accordance with Article 1.6 of this Letter of Understanding. If the successful candidate is a part-time employee, they may be able to maintain their part-time position provided, in the opinion of the Authority, there is no conflict in work schedules. If the successful candidate is a part-time employee in stores, they will be able to maximize hours in the work unit of their part-time position, if in the opinion of the Authority, there is no conflict in work schedules and this Collective Agreement.

1.4.2 If the employee backfilling the job share terminates their employment prior to the end of the job share arrangement, the full-time incumbent may be required to resume working full-time hours. Staffing for the position will begin as quickly as possible, and may be filled by a part-time employee for no longer than six (6) consecutive weeks. Consideration will be given to the full-time employee's needs to allow the employee time to make arrangements prior to returning to their full-time hours.

1.5 Reversion Rights

When the job share arrangement is terminated, the employee initiating the arrangement will revert to full-time hours for their position. The employee backfilling the position will revert to their former position with the seniority earned while in the job share position. If the employee backfilling the position does not have a former position to revert to, their employment will be terminated.

1.6 Benefits While Job Sharing

Full-time employees will retain all benefits accumulated prior to the commencement of the job share arrangement. Benefit accumulation upon commencement of the job share arrangement shall be as follows:

- a) Rate of Pay shall be on an hourly basis for hours worked;
- b) Sick leave and seniority will be earned on a pro rata basis;
- c) Increments, in accordance with Article 17.3.3;
- d) Designated Holidays in accordance with Article 14.7;
- e) Vacation leave in accordance with Article 15.4.

1.7 Opportunity to Work Excess Hours

Excess hours will first be offered to the available incumbent. Excess hours in a job share are hours resulting from leave taken by either incumbent in the job share. These excess hours would be voluntary and at regular rates of pay.

If the available incumbent declines the excess hours the excess hours may then be offered to other qualified staff on a seniority basis.

Any hours over and above the hours as defined in Article 12.1 shall be offered to qualified staff on a seniority basis.

Either party may give sixty (60) days notice to renegotiate this Letter of Understanding

LETTER OF UNDERSTANDING #3

RE: Representative Workforce Staffing
(Effective September 1, 2013)

The parties are committed to achieving a workforce which is representative of the working age population and the communities in which we do business. This is a joint initiative that requires both the Authority and the Union to provide permanent opportunities within all levels of the organization. In order for the Authority to achieve equitable representation from the four (4) equity groups as determined by the Saskatchewan Human Rights Commission, the parties agree to the following principles.

The Authority will post all external positions as designated positions; identified within the Representative Workforce Program. The Authority may identify one or all of the equity groups in the posting. The Authority shall award firstly to the qualified applicant who self declares as belonging to the equity group(s) identified within the external posting.

The parties agree to post ten percent (10%) of all internal permanent competitions as designated; identified within the Representative Workforce Program. The ten percent (10%) will be based on the previous calendar year permanent postings. Of the total ten percent (10%), seventy five percent (75%) will be posted as designated positions in the liquor store/Distribution Centre and twenty-five percent (25%) for all other positions. The Authority may identify one or all of the equity groups in the posting. The order of awarding a designated internal position shall be:

First: Senior qualified internal designated group applicant

Second: Qualified external designated group applicant

Third: Senior qualified internal applicant

Fourth: Qualified external applicant

The Joint Representative Workforce Committee shall be involved as determined by the Parties.

The Authority agrees to provide full disclosure to the Union as requested for external competitions where no appointment has been made from one of the equity groups identified within the posting.

The Authority shall provide quarterly reports to the Union identifying the most up-to-date representation from each of the equity groups.

The parties shall meet at least semi-annually to review the progress in this initiative.

Either party may give sixty (60) days notice to renegotiate or terminate this Letter of Understanding.

LETTER OF UNDERSTANDING #4

Re: Part-time Hours of Work – Part-time Distribution Centre and Liquor Store Employees

(Revised: August 30, 2018)

The parties agree to the following principles for Part-time Hours of Work for part-time employees in the Distribution Centre and all Liquor Stores.

1. All unassigned hours are posted and claimed by employees in order of seniority.
2. When there is more than one shift in the stores or Distribution Centre, employees shall be grouped according to seniority in such way that senior employees are available on each shift. Employees shall rotate between shifts.
3. If employees do not volunteer to work unassigned hours, the Authority shall have the right to assign hours on a rotational basis giving adequate notice, provided the employee is qualified to perform the work required

The parties to this Letter of Understanding further agree that the specific operating guidelines for permanent part-time and part-time scheduling shall be contained in the Authority's Policy Manual as developed between the Authority and the Union.

Either party may give sixty (60) days notice to renegotiate this Letter of Understanding.

LETTER OF UNDERSTANDING #5

Re: Duty to Accommodate
March 20, 2002
(Revised: August 30, 2018)

The parties to this Letter of Understanding agree that the specific guidelines for Duty to Accommodate, as jointly developed between the Authority and the Union, shall be contained in the Authority's Policy Manual.

The parties further agree that there are provisions contained within this Letter of Understanding that may supersede the Collective Bargaining Agreement, specifically:

- Article 3, Seniority
- Article 4, Vacancies

Agreement between the Parties is required on a case by case basis in order to supersede the collective agreement as outlined above. In addition, a Duty to Accommodate Re-Employment list shall be created as prescribed in the Duty to Accommodate Policy.

Either party may give sixty (60) days notice to renegotiate this Letter of Understanding.

LETTER OF UNDERSTANDING #6

Re: Merit Hiring

(Revised Date, September 11, 2020)

The parties agree that for formal supervisory positions within the Authority (with full recognition of supervisory duties under the class plan) candidates will be assessed based on the following criteria:

Merit – as described in Article 4.8.3

Seniority – as defined in Article 3.

Merit

Matters to be considered in determining merit shall include the candidate's education, knowledge, skills, experience, past work performance, and personal suitability.

A candidate's education, knowledge, skills and experience may be determined through various assessment methods (not an all-inclusive list) such as: pre-qualification skills testing, oral/written knowledge examination, oral presentation, situational assessment, aptitude assessment, behavioural/competency based interview, etc.

The following areas may be reviewed and assessed to determine a candidate's personal suitability:

- Active disciplinary record at time of staffing (multiple and serious infractions)
- **Active performance improvement plan (provided it is relatable to position being applied for)**

Each position posting provides a summary of the role and the required competencies of the position.

Merit and seniority shall bear equal weight within the scoring process, each one holding one-half ($\frac{1}{2}$) value to determine the overall score of candidates.

If the candidate with the highest passing score has 6 points or more than the second highest passing score candidate, the highest scoring candidate will be awarded the position.

If the top candidates with the highest overall passing scores are within less than 6 points, the candidate with the most seniority will be awarded the position.

Any changes to the process, defined weighting and/or the parameters of relatively equal, shall be negotiated between the parties.

Either party may give sixty (60) days' notice to renegotiate this Letter of Understanding.

LETTER OF UNDERSTANDING #7

Re: Joint Union Management Retail Meetings
(Effective August 30, 2018)

In recognition of the new environment for our Retail stores the parties agree to engage in regular scheduled discussions. The purpose of these discussions is to create a forum in which either party can raise concerns and present ideas.

The parties shall meet at least semi-annually, either party may request additional meetings. The Authority shall ensure that there are representatives from Retail Operations.

Either party may give sixty (60) days' notice to renegotiate this Letter of Understanding.

LETTER OF UNDERSTANDING # 8

Re: Market Salary Supplement MSS (IT Group):
(Effective: September 11, 2020)

The parties agree that a market salary supplement (MSS) will continue for the specific positions in the occupational code TECH. The specific adjustments are:

Technical Analyst (TECH07)	10.0%
Systems Analyst (TECH07)	10.0%
Programmer Analyst (TECH07)	10.0%
Business Systems Analyst (TECH08)	10.0%
Database Administrator (TECH09)	10.0%
Systems/Application/Technical Lead (TECH09)	10.0%
Supervisor (TECH11)	10.0%

Effective date of ratification, all employees occupying the position of Service Desk Analyst (TECH07) and Service Desk Team Lead (TECH09) will continue to receive a 6.5% MSS as long as they occupy the position, or upon introduction of a MSS for these positions greater than 6.5% at which time they will be eligible to receive the higher MSS percentage.

The MSS will be separate from any subsequent movement negotiated between the parties and will be reviewed annually with any changes to the MSS retroactive to April 1.

Either party may give sixty (60) days' notice to renegotiate this Letter of Understanding.

LETTER OF UNDERSTANDING # 9

Re: Authority/SGEU Extended Health Fund Employee Contribution
(Effective: September 11, 2020)

The purpose of this LOU is to ensure sustainability of the Authority/SGEU Extended Health Fund. Currently employees have the ability to select additional coverage for dependents and spouse fully funded by the Authority. Authority contributions are insufficient on covering the full in-scope premium costs and we are currently required to access the surplus. Therefore, employees selecting coverage other than single are required to contribute as a deduction from their regular pay in order to offset the premium costs.

The formula for the contribution rate will be based on the Authority's overall monthly contribution rate of 2.25% and what amount if any could be accessed from the Authority/SGEU Extended Health Fund balance minus the overall monthly premium charges; the difference will then be divided proportionally by those employees that select coverage over single coverage to determine the employee contribution rate. The amount of employee contribution will be visited at least annually or when the Health Fund balance is at risk.

The Parties agree that the Authority/SGEU Extended Health Fund will maintain at least the equivalent to three months of premiums. Should the annual projection change due to increased uptake of the coverage above single or premium increases that would negatively impact the Authority/SGEU Extended Health Fund balance, the Parties will review with the intent to set a new contribution amount.

Either party may give sixty (60) days' notice to renegotiate this Letter of Understanding.

LETTER OF UNDERSTANDING # 10

**Re: Innovative Work Practices
(Effective: September 11, 2020)**

The parties to this Agreement agree to joint discussion on any detailed proposal from employees that would result in mutual advantage for the Authority and the employees affected. Such proposals may include modified hours of work, telecommuting, etc.

In all such requests, employees must present the proposal in such a manner so as to illustrate the advantages to the Authority and the employee, including the requirements to meet program objectives including productivity levels, customer service, cost savings and any other related requirements. A copy of all requests/proposals shall be forwarded to the Union by the employee.

The Authority may consider a pilot project where employees can demonstrate a mutual advantage to the Employer and Employee.

Approval of the request as presented in the proposal shall reside with the Authority; such an approval will be subject to the feasibility of accommodating the request to operating requirements. Once approved by the Authority, such a request must also be approved by the Union.

Each innovative work practice agreement will be developed into a letter of understanding between the parties.

This Letter of Understanding will expire March 31, 2023.

SIGNING PAGE

THE SASKATCHEWAN GOVERNMENT AND GENERAL EMPLOYEES' UNION and SASKATCHEWAN LIQUOR AND GAMING AUTHORITY 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 _____ day of _____, 2020.

Signed on behalf of:
Saskatchewan Government
and General Employees' Union

Signed on behalf of:
Saskatchewan Liquor and Gaming
Authority

Sharon Friess
Chair of the Bargaining Unit

Clare Isman
President & CEO

Bob Stadnichuk
Vice- Chair, Bargaining Committee

Leeann Pillipow Kautz,
Director Human Resources Branch

Patty Weber
Bargaining Committee Member

Jason Moran
Manager, Distribution Centre

Ralph Rathgeber
Bargaining Committee Member

Dan Esch
Application Manager

Susan Wasnik
Bargaining Committee Member

Corey Huber
Director Client Services

Hannah Gasper
Labour Relations Officer

Jason Schneider
Regional Director

Brad Harnett
Store Manager

Melanie Muckelt
Manager Human Resources