

**ARTICLE 1
DEFINITIONS**

The Government proposes to maintain current agreement language

**ARTICLE 14
ACTING INCUMBENCY**

Agreed in Principle to move to current with the Union and GOA withdrawing ingoing proposals. (not signed off by the Parties)

**ARTICLE 17
OVERTIME**

Agreed in Principle to move to current with the Union and GOA withdrawing ingoing proposals. (not signed off by the Parties)

**ARTICLE 18
SHIFT DIFFERENTIAL**

Proposal:
The Employer proposes to adjust shift differential, bringing the premium rates in line with comparators.

Federal, Ontario-West Provincial rates:

Comparator	Shift Premium
Federal Government	\$2.00 for all hours worked during a night/evening shift. No additional premium for hours worked at night.
Ontario	\$0.98 for all hours worked evening/night shift if more than 50% of hours fall within that period.
Saskatchewan SGEU	\$1.90 for all hours worked evening/night shift. No minimum number of hours required to receive premium.
Saskatchewan CUPE	\$1.75 for all hours worked evening/night shift. No minimum number of hours required to receive premium.
Manitoba	Flat rate - \$12.80 if 50% or more of hours worked in time period. Flat rate (Trades, Operations, Services who work 12 hour shifts) - \$19.20
BC	\$1.40 afternoon shift for all hours worked. No minimum number of hours required to receive premium. \$1.50 night shift for all hours worked. No minimum number of hours required to receive premium.

- 18.01 **Where, because of operational requirements, an Employee is scheduled by the Employer to work shifts, that Employee shall receive one dollar and sixty cents (\$1.60) per hour for each hour worked between 7:00 p.m. and 7:00 a.m., provided that greater than two (2) hours are worked between 7:00 p.m. and 7:00 a.m.**
- (a) ~~Where, because of operational requirements, an Employee is scheduled by the Employer to work shifts, that Employee shall receive two dollars and seventy-five (\$2.75) cents per hour for working a shift where at least one-half of the hours in such shift fall between 3:00 p.m. and 11:00 p.m.~~
 - (b) ~~Where, because of operational requirements, an Employee is scheduled by the Employer to work shifts, that Employee shall receive five dollars (\$5.00)~~

per hour for working a shift where at least one-half of the hours in such shift fall between 11:00 p.m. and 7:00 a.m.

- 18.02 For the purposes of this Article, a shift refers to the daily equivalent of the normal hours of work as set out in Clause 16.01. A wage or part-time Employee who works less than the daily equivalent of the normal hours of work shall be paid shift differential if the Employee works a minimum of four (4) hours within the periods identified in Article 18.01 (a) and (b).
- 18.03 At no time shall shift differential be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits.
- 18.04 Shift differential shall not be paid on any hours for which an Employee receives overtime compensation.

ARTICLE 18A WEEKEND PREMIUM

Proposal:

The Employer proposes to adjust weekend premium, bringing the rate in line with comparators.

Federal/Ontario-West Provincial rates:

Comparator	Shift Premium
Federal Government	\$2.00 per hour
Ontario	\$0.85/hour (Corrections Only)
Saskatchewan SGEU	\$1.15 per hour
Saskatchewan CUPE	\$0.85 per hour in addition to any other shift differential.
Manitoba	\$1.25 per hour
BC	-

- 18A.01 An Employee who works Saturdays or Sundays as part of the Employee's regularly scheduled work week, shall receive a weekend premium of ~~three dollars and twenty-five (\$3.25) cents~~ **one dollar and ten cents (\$1.10)** for each hour worked from ~~Friday at 3:00 p.m. to Monday at 7:00 a.m.~~ **Saturday at 12:01 a.m. to Sunday at 11:59 p.m.** The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.
- 18A.02 At no time shall weekend premium be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits.

ARTICLE 34 HEALTH PLAN BENEFITS

Proposal:

The Employer proposes to adjust the premium cost-share for Dental benefits.

Further, as the Employer has advised AUPE, following ratification it intends to begin applying the provisions of the current collective agreement regarding the termination of benefits upon employees failing to pay premiums during unpaid leaves (as addressed in Clauses 34.05, 35.01(h), 40.04, 40A.10, 46.03, and 55.05-06).

- 34.01 Subject to Article 4, the Employer and Employee shall share the premium cost of the Government Employees' Group MyCHOICE Extended Medical Benefits Plan, and the

MyCHOICE Prescription Drug Plan **and the MyCHOICE Dental Plan** for participating Employees as follows:

- (a) one-half (1/2) the cost of the family premium for the MyCHOICE Core coverage, where the Employee and dependents are covered under ~~either or~~ **both any or all** Plans; or
- (b) one-half (1/2) the cost of the single premium for the MyCHOICE Core coverage, where only the Employee is covered under ~~either or~~ **both any or all** Plans; or
- (c) if the Employee selects the MyCHOICE Enhanced coverage for ~~either or~~ **both any or all** Plans, the Employer's contribution towards the cost of the single or family premium under the MyCHOICE Enhanced coverage shall be the same as the Employer's contribution towards the cost of the single or family premium under the MyCHOICE Core coverage, with the Employee paying 100% of the additional premium cost between the MyCHOICE Core and Enhanced coverage.

34.02 Employees shall participate in the MyCHOICE group benefit plans for Government of Alberta Employees in the Bargaining Unit in accordance with the terms and conditions contained in the Appendix to the Agreement Establishing the Government of Alberta Employees' Group Extended Medical Benefits Plan Trust. The terms and conditions shall not be considered as incorporated in this Collective Agreement by reference or necessary intendment. Differences respecting any matters related to the administration and application of the MyCHOICE group Extended Medical Benefits and/or Prescription Drug plans are not subject to the grievance and arbitration provisions of this Collective Agreement. The Union shall be provided with a copy of the benefit plans.

~~34.03 The MyCHOICE Dental Plan will be totally funded by the Employer for participating Employees who elect the MyCHOICE Core coverage. The Employer's contribution towards the cost of the single or family premium under the MyCHOICE Enhanced coverage shall be the same as the Employer's contribution towards the cost of the premium under the MyCHOICE Core coverage, with the Employee paying 100% of the additional premium cost between the MyCHOICE Core and MyCHOICE Enhanced coverage.~~

34.05 Employees shall participate in the MyCHOICE group dental plan for Government of Alberta Employees in the Bargaining Unit in accordance with the terms and conditions contained in the Appendix to the Agreement Establishing the Government of Alberta Employees' Group Dental Plan Trust. The terms and conditions shall not be considered as incorporated in this Collective Agreement by reference or necessary intendment. Differences respecting any matters related to the administration and application of the MyCHOICE dental plan are not subject to the grievance and arbitration provisions of this Collective Agreement. The Union shall be provided with a copy of the dental plan.

34.06 In order to ensure continued coverage, Employees are responsible for paying their premium costs, including during periods of leave without pay. Failure by the Employee to remit premiums when due will result in the termination of the benefit coverage for the Employee and all enrolled dependents. The Employer shall provide an Employee with a minimum of two (2) weeks written notice prior to terminating benefit coverage. The Employer retains the right to recover from the Employee's pay any benefit premium arrears that the Employee has not paid.

ARTICLE 36A CHRISTMAS CLOSURE

Proposal:

The Employer proposes to remove provisions regarding Christmas Closure; upon review, no public service collective agreement in Ontario-West provides for a similar paid closure.

- 36A.01 ~~It is understood that Christmas Closure will result in closure of government offices and non-essential operations as outlined below:~~
- ~~(a) When Christmas Day falls on a Sunday, the Christmas closure will occur on December 29, and 30;~~
 - ~~(b) When Christmas Day falls on a Monday, the Christmas closure will occur on December 28, and 29;~~
 - ~~(c) When Christmas Day falls on a Tuesday, the Christmas closure will occur on December 27, 28, and 31;~~
 - ~~(d) When Christmas Day falls on a Wednesday, the Christmas closure will occur on December 24, 30, and 31;~~
 - ~~(e) When Christmas Day falls on a Thursday, the Christmas closure will occur on December 29, 30 and 31;~~
 - ~~(f) When Christmas Day falls on a Friday, the Christmas closure will occur on December 29, 30 and 31;~~
 - ~~(g) When Christmas Day falls on a Saturday, the Christmas closure will occur on December 29, 30 and 31.~~
- 36A.02 ~~Christmas Closure days are not to be treated as vacation or paid holidays days. Employees are required to take the number of days allotted to them as per Clause 36A.01.~~
- 36A.03 ~~When an Employee is required to work on one of the paid days off listed in Clause 36A.01, or is employed in a continuous operation, the paid days off or required period of time worked, shall be taken at the Employee's discretion by the end of the next calendar year, subject to operational requirements.~~

ARTICLE 43

SAFETY AND HEALTH

- 43.01 **The philosophy of the Government of Alberta and the Alberta Union of Provincial Employees is that injuries and occupational illnesses can be prevented. An effective occupational health and safety program will result in a safer and healthier work environment for all Employees, a reduction in injuries and a reduction in loss and damage to materials, equipment, facilities and property.**
- 43.02 ~~The Employer and the Union agree to participate in the Government of Alberta Occupational Health and Safety **Wellness, Health and Safety** Program and no procedure, rule, regulation, standard or any other provisions contained in that document limits an individual's rights and responsibilities under the *Occupational Health and Safety Act* and the regulations thereto.~~
- 43.03 **The Wellness, Health and Safety Program Steering committee will meet regularly to ensure ongoing effectiveness of the program in maintaining healthy and safe workplaces. The Wellness, Health and Safety Program Steering Committee will include a Union representative.**
- 43.04 ~~The success of the Government of Alberta Occupational **Wellness, Health and Safety** Program depends on the active participation of everyone. If any concerns arise with respect to the Government of Alberta Occupational **Wellness, Health and Safety** Program or the operation of this Article, the matter shall be referred to the appropriate **worksite and/or departmental Occupational Health and Safety** Committee for resolution and not by way of the grievance procedure.~~
- 43.05 ~~The Employer shall require all new Employees to complete the **Wellness, Health and Safety** Fundamentals in Occupational Health and Safety training course. Each Employee and each Supervisor shall take reasonable care for the protection of public and Employee health and safety in the operation of equipment and the storage or handling of materials and substances, as required by the *Occupational Health and Safety Act*.~~

- 43.06 An Employee shall immediately notify the Employee's Supervisor when the Employee has an accident at a work site that results in injury or that had the potential of causing serious injury. An Employee who becomes aware of a health and safety concern at the Employee's work site shall immediately notify the Employee's Supervisor.
- 43.07 The Employer shall notify the President of the Union or the President's designate immediately after the Employer is made aware of the occurrence of a serious injury or an accident that had the potential of causing serious injury to an Employee at a work site.
- 43.08 The Employer shall have in place a policy to support a working alone safety plan which adheres to Occupational Health and Safety legislation.
- 43.09 The Employer shall provide the Union, through its representatives on the ~~Government Occupational Health and Safety~~ **Wellness, Health and Safety Program Steering Committee**, with statistical information regarding occupational injuries and illnesses sustained by Employees as reported to and accepted by the Workers' Compensation Board.

**ARTICLE 47
TERM AND EFFECTIVE DATE**

- 47.01 This Agreement shall be effective from the first day of the bi-weekly period following the date of signing until March 31, ~~2024~~ **2020**, and shall remain in effect thereafter until a replacement agreement is established.

**ARTICLE 50
HARASSMENT AND DISCRIMINATION**

- 50.01 The Employer, Union and Employees are committed to having a safe and respectful workplace where discrimination, harassment and bullying will not be tolerated.
- AMD** 50.02 There shall be no discrimination, harassment, coercion or interference by either party in respect of an Employee by reason of race, religious beliefs, color, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, sexual orientation, or political affiliation of that Employee **or any other protected ground of discrimination included in the Alberta Human Rights Act.**
- AMD** 50.03 Workplace Harassment, ~~Workplace Bullying~~ **Sexual Harassment** and Workplace Violence are defined in the Employer's Respectful Workplace Policy as follows:
- (a) ~~Workplace Harassment is any unwelcome conduct by an individual or group of individuals that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonable to have known would cause offence or harm.~~
- Workplace harassment is objectionable or unwelcome conduct by an employee, that the employee knew or ought reasonably to have known would harm or cause offence, humiliation, degradation, or embarrassment, or which generally causes a hostile, intimidating, or abusive work environment or otherwise adversely affects the health and safety of an Employee. Workplace harassment includes bullying, which is a form of harassment.**
- Harassment can also be a form of discrimination when it relates to a person's race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, sexual orientation or political affiliation, or any other protected ground of discrimination included in the Alberta Human Rights Act or Collective Agreement.*

While harassment often involves a pattern of behavior, in some circumstances, a single incident may be severe enough to constitute harassment.

Reasonable conduct and feedback by supervisors and managers relating to the management and performance of employees is not workplace harassment.

- (b) ~~Workplace Bullying is a repeated pattern of negative behavior aimed at a specific person or group.~~

Sexual harassment means any single or repeated incidents of objectionable or unwelcome conduct of a sexual nature, that an employee knows or ought reasonably to know would cause offence, humiliation, degradation, embarrassment or would reasonably be understood to place a condition of a sexual nature on the employment relationship. Sexual harassment is a form of sex-based discrimination.

While Sexual harassment often involves a pattern of behavior, in some circumstances, a single incident may be severe enough to constitute harassment.

- (c) Workplace Violence is threatened, attempted, or actual conduct of a person that causes or is likely to cause physical **or psychological injury or harm and includes domestic or sexual violence.**

AMD 50.04

~~A complaint of Discrimination~~ **discrimination, Workplace Harassment, *Workplace Bullying Sexual Harassment* or Workplace Violence shall be submitted in writing to the Employer. The Employer will acknowledge receipt of the complaint. Bargaining Unit Employees can seek the support and advice of a Union Representative in relation to a complaint under the Respectful Workplace Policy. The Employer shall notify Bargaining Unit Employees of their right to Union representation if they are required to answer questions in an investigation, whether they are the complainant, the respondent, or a witness.**

~~The Employer shall conduct~~ **initiate** an investigation in accordance with the Respectful Workplace Policy **within twenty-one (21) days of receiving the complaint.** and Employees are required to cooperate with the investigation. All complaints will be dealt with promptly and in a confidential manner.

Investigations will be concluded within ninety (90) days from the date of the complaint unless documented circumstances warrant an extension and agreement from the Union is received. **Notwithstanding the foregoing, when either the complainant or respondent to an investigation is absent for a period of paid or unpaid leave or is otherwise unable/unavailable to participate in the investigation, the period of ninety (90) days shall be extended by the equivalent length of the leave or period until the complainant or respondent are medically able/available to participate in the investigation. Where a delay occurs, the Employer will notify all affected parties to the investigation.**

50.05 Notwithstanding Clause 50.04, should an Employee have reasonable rationale not to use the Respectful Workplace Policy to file a complaint, an Employee shall have access to Article 29 to resolve their issue.

50.06 If natural justice of procedural fairness has not been followed or if the outcome for the complainant under the Respectful Workplace Policy was not reasonable, an Employee shall have access to Article 29 to resolve the issue.

50.07 This Article does not affect the operation of a bona fide pension plan or terms or conditions of a bona fide group insurance plan. Further this Article also does not apply with respect to refusal, limitation, specification or preference based on a bona fide occupational requirement.

50.08 The Employer will not tolerate any form of retaliation against an Employee who, in good faith, makes a complaint of harassment or discrimination. Frivolous complaints or false allegations maybe dealt with according to the Respectful Workplace Policy.

- 50.09 Nothing in this Article prevents Employees who believe they are being harassed or discriminated against from filing a complaint under the *Alberta Human Rights Act*.

ARTICLE 53 CONTRACTING OUT

Proposal:

The Employer proposes that both AUPE and Employer withdraws Article 53 proposals, and maintain current language. In the event that AUPE sustains their proposal, the Employer sustains its ongoing proposal as well.

Ingoing Proposal: The Employer proposes to transition to a notification process and eliminate the specific timeline from the contracting out article.

- ~~53.01~~ The Employer will not contract out services that will result in the loss of Permanent encumbered Bargaining Unit positions without meaningful consultation and discussion with the Union.
- 53.02-01 The Union shall be provided at least ninety (90) days' notice prior to **contracting out services that will result in the loss of Permanent encumbered Bargaining Unit positions.** when the final decision is required. Lesser notice may be provided when urgent issues rapidly emerge.
- ~~53.03-02~~ The Employer agrees that it will disclose to the Union the nature of and rationale for the initiative, scope and potential impacts on Employees and any anticipated timeframe for the initiative.
- ~~53.04-03~~ During the **consultation notice period**, the Parties shall discuss the reasons for and possible alternatives to the contracting out initiative including efforts to maximize the use of Bargaining Unit Employees by examining potential retraining and redeployment opportunities.
- ~~53.05-04~~ The Union may at any point ask to discuss with the Employer, services that are currently contracted out for specified work. Upon such a request the Employer agrees to entertain and give serious consideration to submissions and rationale from the Union based on an identified interest for specific work where the Union feels the Bargaining Unit may be better able to perform those services.
- ~~53.06-05~~ The application of the processes in this Article are subject to the Grievance Procedure in Article 29. The outcome of the process in this Article is not subject to the Grievance Procedure.

(NEW) ARTICLE 56 PENSION

The Government has no interest in adding pension language to the collective agreement.

LETTER OF UNDERSTANDING # 7 HEALTH FLEXIBLE SPENDING ACCOUNT

Proposal:

Revise the letter of understanding bringing the spending account in line with comparators, prorating entitlements for employees who start in the bargaining unit after April 1st and administrative updates.

1. ~~Effective April 1, 2019 a sum of \$900 shall be allocated by the Employer to the eligible Employee's Health Spending Account (HSA). Eligible Employees who commence employment after April 1 shall be entitled to claim HSA expenses from their date of commencement.~~
2. ~~The HSA year is from April 1 to March 31. Any unused allocation in an Employee's HSA at the end of the HSA year will be carried forward to the next HSA year. The unused allocation cannot be carried forward beyond one (1) HSA year. Any unused funds after the second year are forfeited back to the Employer in accordance with the *Income Tax Act*. Outstanding expenses which exceed the annual HSA allocation shall not be carried forward to the next HSA year.~~
 - (a) ~~Any unused allocation in an Employee's Health Spending Account as of March 31, 2020 may be carried forward for a maximum of one (1) fiscal year, however must remain as a Health Spending Account.~~
3. ~~The HSA may be utilized by Employees for the purpose of receiving reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act*.~~
4. ~~If the Employer contracts with a service provider for the administration of the HSA, the administration of the HSA shall be subject to and governed by the terms and conditions of the applicable contract for services.~~
5. ~~The HSA shall be implemented and administered in accordance with the *Income Tax Act* and all applicable regulations and guidelines.~~
6. ~~Effective March 31, 2020, the Employer will broaden the current Health Spending Account (HSA) to a Flexible Spending Account (FSA) as described below.~~

Flexible Spending Account (FSA)

1.
 - (a) ~~A FSA shall be implemented for all Employees eligible for the current HSA.~~
 - (b) ~~The Employer shall allocate a sum of nine hundred dollars (\$900.00) **eight hundred and fifty dollars (\$850.00)** per eligible Employee to a FSA effective April 1st of each year, beginning April 1, 2020. Eligible Employees who commence employment after April 1, 2020 **April 1st of the plan year, shall have their allotment prorated based on the number of full months remaining in the plan year; however,** shall be entitled to claim FSA expenses from their date of commencement.~~
2. Utilization
The FSA may be used for the following purposes:
 - (a) Reimbursement for expenses associated with professional development including:
 - (i) tuition costs or course registration fees;
 - (ii) travel costs associated with course attendance;
 - (iii) professional journals;
 - (iv) books or publications; and
 - (v) software.
 - (b) Reimbursement for the cost of professional registration or voluntary association fees related to the Employee's discipline.
 - (c) Reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act* and are not covered by the benefit plans.
 - (d) Contribution to a self-directed Registered Retirement Savings Plan or Tax Free Savings Account.
 - (e) Wellness expenses, include fitness and sports activities but exclude fitness and sports equipment and apparel.

- (f) Family care including day care and elder care.
3. Allocation
- (a) An allocation date will be determined in conjunction with the benefit provider. By that date each year, Employees who are eligible for the FSA will make an allocation for utilization of their FSA for the subsequent fiscal year. If an Employee chooses to split allocations between taxable and non-taxable accounts, there shall be a minimum allocation of \$100 to either account.
 - (b) Any unused allocation in an Employee's FSA as of March 31st of each year may be carried forward for a maximum of one (1) fiscal year.
 - (c) Employees who are laid off or abolished after April 1st in the year in which the funds are available, shall maintain access to the fund for two months following the date of the layoff or abolishment.
 - (d) Eligible expenses will be reimbursed upon submission of required claim information.
4. Implementation
- (a) Where the Employer is the administrator of the account, it shall determine the terms and conditions governing the FSA. A copy of these terms and conditions shall be provided to the Union.
 - (b) Where the Employer chooses to contract with an insurer for the administration of the FSA, the administration of the Account shall be subject to and governed by the terms and conditions of the applicable contract.
 - (c) The FSA shall be implemented and administered in accordance with the *Income Tax Act* and applicable Regulations in effect at the time of implementation and during the course of operation of the FSA.

**LETTER OF UNDERSTANDING # 17
EMPLOYMENT SECURITY**

BETWEEN:

**THE CROWN IN RIGHT OF ALBERTA
(The Employer)**

- and -

**THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(The Union)**

The Government has express no interest in renewing the Employment Security LOU but did remind us the old one had expired on Oct 15, 2020.

(NEW) LETTER OF UNDERSTANDING # ??

RURAL ALBERTA PROVINCIAL INTERGRATED DEFENCE (RAPID) FORCE

BETWEEN:

**THE CROWN IN RIGHT OF ALBERTA
(The Employer)**

- and -

**THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(The Union)**

Government has not responded to the Union Feb 02,2021 proposal at this time.

Subsidiary 003, 005 & 012 ARTICLE 4

The Employer has agreed to the Union's ongoing proposal on Nov 5, 2020 but has not signed off.

Sub #003 ARTICLE 4 - PROTECTIVE CLOTHING

- 4.01 Uniforms or work clothing shall be supplied to Employees and replaced, as needed, where it is required by the Employer that such uniforms or work clothing be worn during working hours.
- 4.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the *Occupational Health and Safety Act* and any regulation thereto.
- 4.03 ~~An annual shoe allowance of one hundred and twenty dollars (\$120.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.~~
Employees who are required to wear a uniform shall be eligible for a shoe allowance of two hundred and forty dollars(\$240.00) every two years, when shoes or boots are not provided as part of the uniform.
- 4.04 All Employees covered by this Agreement who are required to wear a uniform shall be provided an annual cleaning allowance of one hundred and fifty dollars (\$150.00).

Sub #005 ARTICLE 4 - PROTECTIVE CLOTHING

- 4.01 Where the Employer determines that uniforms, coveralls, smocks, or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided and replaced upon approval by the Employer.
- 4.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the *Occupational Health and Safety Act*, the *Radiation Protection Act* and any regulations thereto.
- 4.03 Notwithstanding the generality of Clause 4.01 above, where the Employer determines that an Employee is required to wear boots or shoes as part of the dress uniform, the Employer shall not be required to provide or replace the boots or shoes. Where the Employer does not provide or replace the boots or shoes as part of the dress uniform, the Employee shall be entitled to an **allowance of two hundred and forty dollars (\$240) every two years.** ~~annual allowance of one hundred and twenty (\$120) dollars.~~
- 4.04 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred (\$300.00) dollars every two years.

Sub #012 ARTICLE 4 - UNIFORMS AND PROTECTIVE CLOTHING

- 4.01 Where the Employer determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Employer.
- 4.02 Protective clothing and safety equipment shall be provided in accordance with the *Occupational Health and Safety Act*, the *Radiation Protection Act* and any regulations thereto.
- 4.03 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred (\$300.00) dollars every two years.

4.04 ~~An annual shoe allowance of one hundred and twenty dollars (\$120.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.~~

Employees who are required to wear a uniform shall be eligible for a shoe allowance of two hundred and forty dollars (\$240.00) every two years, when shoes or boots are not provided as part of the uniform

WAGE INCREASES AND SALARY SCHEDULES

Proposal:

Previously, government proposed financial parameters that returned salary spending levels to 2018/19 levels (-1% effective April 1, 2020). Government is now seeking (Nov 5th, 2020) an additional reduction of 3%, effective April 1, 2020 for a total of a 4% reduction.

April 1, 2020: -4%

April 1, 2021: 0%

April 1, 2022: 0%

April 1, 2023: 0%

The proposed salary levels would be applicable to all Subsidiary Agreement salary schedules

In addition to the salary proposal the Employer proposes to implement market adjustments to bring classifications below in line with the comparator Federal and Ontario-West (i.e. Ontario, Manitoba, Saskatchewan, Alberta, British Columbia) market, requiring subsequent adjustment to Pay Grades within specific schedules of subsidiary agreements as follows:

Classification	Current Pay Grade	Proposed Pay Grade (adjusted by)	Proposed Market Adjustment
Subsidiary 002			
Program Services 3	67	66 (1)	-2.17%
Program Services 4	70	68 (2)	-4.78%
Subsidiary 005			
Natural Resources 9	73	72 (1)	-2.20%