

This is a summary of the changes that are in the employer's current proposal. Improvements listed here are not at risk if we vote against the current proposal.

SUMMARY OF AGREED ITEMS

Article 1 - Definitions - making the agreement gender neutral, adding a lead hand definition

Article 4 - Union Dues Checkoff - Employer will provide start date and gross earnings along with dues remittance

Article 5 - Employer - Union Relations - housekeeping (adding the word "elected" to union officers)

Article 6 - Employer - Employee Relations - 30 mins paid time for new employees to receive a union orientation

Article 9 - Disciplinary Action - 24 hours' notice for disciplinary meetings, to allow Union rep to be scheduled to attend; disciplinary records removed after 24 months (without making a request) provided no further discipline received

Article 11 - Harassment and Discrimination - 90-day timeline for employer to investigate and resolve complaints

Article 14 - Hours of Work - Clarifying that meal breaks are paid if Employee required to remain at the worksite during the break; adding Landfill/Waste Transfer (housekeeping). The Union proposal regarding compensation for late notice schedule changes remains outstanding (14.02 (c) (i))

Article 15 - Reporting for work - Minimum 3 hours (up from 2) reporting pay (in line with Employment Standards)

Article 20 - Sick Leave - increase limit for reimbursement of sick notes from \$20 to \$50 and requirement that Employer requests proof of illness prior to the Employee returning to work

Article 21 - Maternity - Parental - Adoption Leave - adding leave for late term miscarriages/stillbirths (Employment Standards)

Article 22 - Bereavement/Caregiver Leaves - expanding from "terminal" to "critical" caregiver leave (Employment Standards)

Article 23 - Leave of Absence - adding provisions for leaves if a member is elected to a full-time position or covering off AUPE staff; adding 5 days paid domestic violence leave; 1/2 paid citizenship ceremony leave and, unpaid military reservist leave

Article 27 - Pay Days - Overpayment shall be repaid on mutually agreed schedule, or limited to 10% of gross earnings per pay no agreed schedule

Article 29 - On-call/Standby - Housekeeping (changing Director to Manager)

Article 36 - Negotiating Conditions - updating provisions for providing notice to bargain; clarifying that AUPE will print the agreements and both sides split the cost

Article 37 - Labour Management Conditions - adding requirement that meetings are held at least every 6 months

Article 39 - Classifications - retitling (currently New Positions) - adding requirement for the Employer to provide job descriptions upon hire/request; notice to the union if significantly altering a position (instead of just creating a new one), adding provisions to protect wage rates if classifications are changed

NEW ARTICLE - Occupational Health and Safety - commitment to safe workplace, provisions for joint OHS committee

NEW ARTICLE - Workload Review - new process for employees to have workload concerns reviewed up to the CAO level

NEW ARTICLE - Continuing Education - Updated expense amounts and moving the provisions from Schedule B

NEW LETTER OF UNDERSTANDING - Job Description Review - All JDs updated within 1 year and Employees with concerns can follow up via the Union

ITEMS AGREED AS CURRENT LANGUAGE/NO CHANGES

Article 2 - Management Rights

Article 7 - No Strikes/No Lockouts

Article 8 - Grievance Procedure

Article 10 - Termination of Employment

Article 12 - Seniority

Article 16 - Overtime

Article 18 - Banked Overtime

Article 24 - Jury Duty and Court Service

Article 26 - Additional Employment

Article 28 - Assuming Another Classification

Article 31 - Sub-contracting

Article 32 - Workers Compensation

Article 33 - Loss of License/Security Clearance

Article 35 - Work by a Supervisor/Volunteer

Letter of Understanding #1 - Labour Management Committee