

STRIKETHROUGH denotes deletion

**BOLD** denotes new

Article #	Title	Sign Date	Off	Old Language	New Language
1	Definitions	Sept. 11, 2019	1.01	<p>(a) A word used in the masculine gender may also apply in the feminine;</p> <p>(b) A word used in the singular may also apply in the plural;</p> <p>(c) "Employer" means the Special Areas Board, Hanna, as defined in the Special Areas Act, and in the amendments thereto;</p> <p>(d) "Chair" means the Chair, Special Areas Board, Hanna;</p> <p>(e) "Union" means the Certified Bargaining Agent, Alberta Union of Provincial Employees, which is a party to this Collective Agreement;</p> <p>(f) "Employee" means a person hired pursuant to Section 28(3) of the Special Areas Act and who is employed in one of the two following categories:</p> <p>(A) Salaried service, which consists of an Employee paid on a monthly basis, and assigned to a position in a classification set out in Schedule "A" and designated by the Employer as either a Full-time regular, a Part-time regular or a Temporary Employee;</p> <p>(i) "Full-time Regular</p>	<p>1.01</p> <p>(a) A word used in the masculine gender may also apply in the feminine;</p> <p>(b) A word used in the singular may also apply in the plural;</p> <p>(c) "Employer" means the Special Areas Board, Hanna, as defined in the Special Areas Act, and in the amendments thereto;</p> <p>(d) "Chair" means the Chair, Special Areas Board, Hanna;</p> <p>(e) "Union" means the Certified Bargaining Agent, Alberta Union of Provincial Employees, which is a party to this Collective Agreement;</p> <p>(f) "Employee" means a person hired pursuant to Section 28(3) of the Special Areas Act and who is employed in one of the two following categories:</p> <p>(A) Salaried service, which consists of an Employee paid on a monthly basis, and assigned to a position in a classification set out in Schedule "A" and designated by the Employer as either a Full-time regular, a Part-time regular or a Temporary Employee;</p> <p>(i) "Full-time Regular</p>

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				Employee" means a person who is normally required to work the full annual normal hours of work year round as specified in the hours of work Article,	Employee" means a person who is normally required to work the full annual normal hours of work year round as specified in the hours of work Article,
			(ii)	"Part-time Regular Employee" means a person who may be required to work year round but who is regularly scheduled to work less than the normal full annual hours of work as set out in the hours of work Article,	(ii) "Part-time Regular Employee" means a person who may be required to work year round but who is regularly scheduled to work less than the normal full annual hours of work as set out in the hours of work Article,
			(iii)	"Temporary Employee" means a person who is required to work on a continuous full time basis for a limited period and hired as such.	(iii) "Temporary Employee" means a person who is required to work on a continuous full time basis for a limited period and hired as such.
			(B)	"Wage Service" means	(B) "Wage Service" means

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				an Employee hired for Full or Part time employment and paid at an hourly rate on a time certificate but who is not assigned to a position in a classification set out in Schedule "A".	an Employee hired for Full or Part time employment and paid at an hourly rate on a time certificate but who is not assigned to a position in a classification set out in Schedule "A".
			(g)	"Probationary Employee" means a person who is serving a probationary period as defined in Article 22 of this Agreement;	(g) "Probationary Employee" means a person who is serving a probationary period as defined in Article 22 of this Agreement;
			(h)	"Monthly Salary" means the annual salary as set out in Schedule "A" divided by twelve (12);	(h) "Monthly Salary" means the annual salary as set out in Schedule "A" divided by twelve (12);
			(i)	"Union Representative" means a person authorized by the Union to act on behalf of an Employee;	(i) "Union Representative" means a person authorized by the Union to act on behalf of an Employee;
			(j)	"Work Day" means any day in which an Employee is normally required to be at his place of work;	(j) "Work Day" means any day in which an Employee is normally required to be at his place of work;
			(k)	"AUPE" means the Alberta Union of Provincial Employees with its head office located in Edmonton;	(k) "AUPE" means the Alberta Union of Provincial Employees with its head office located in Edmonton;
			(l)	"Minimum Salary" means the lowest period of the salary range assigned to a class;	(l) "Minimum Salary" means the lowest period of the salary range assigned to a class;
			(m)	"Period" means a single salary rate within a salary range;	(m) "Period" means a single salary rate within a salary range;
			(n)	"Increment" means the difference between one (1) period and the next period	(n) "Increment" means the difference between one (1) period and the next period

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				<p>within the same salary range;</p> <p>(o) "Maximum Salary" means:</p> <p>(i) the highest period in the Employees pay range below the L.S.I. period; or</p> <p>(ii) <del>the L.S.I. period for a class provided an Employee had at some time during his current term of employment earned the long service increment; or,</del></p> <p>(iii) the job rate where no salary range has been assigned a class;</p> <p>(p) "Apprentice" means a person as defined within the Manpower Development Act who is serving a special training period;</p> <p>(q) "Anniversary Date" shall mean, for the purpose of a promotion or reclassification, the 1st day of the month in which the appointment or reclassification becomes effective, unless it occurs after the 15th of the month, in which case the anniversary date shall be the 1st day of the following month.</p>	<p>within the same salary range;</p> <p>(o) "Maximum Salary" means:</p> <p>(i) the highest period in the Employees pay range below the L.S.I. period; or</p> <p>(ii) the job rate where no salary range has been assigned a class;</p> <p>(p) "Apprentice" means a person as defined within the Manpower Development Act who is serving a special training period;</p> <p>(q) "Anniversary Date" shall mean, for the purpose of a promotion or reclassification, the 1st day of the month in which the appointment or reclassification becomes effective, unless it occurs after the 15th of the month, in which case the anniversary date shall be the 1st day of the following month.</p>
2	Employer Recognition	Sept. 11, 2019			Current
3	Union Recognition	???			
4	Application				

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5	Union Membership and Dues Deduction	Sept. 10, 2019	5.01	All Employees covered by this Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such Employee shall continue to pay Union dues.	5.01 All Employees covered by this Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such Employee shall continue to pay Union dues.
			5.02	All Employees covered by this Agreement shall be required to pay Union dues as a condition of employment. The Employer shall, therefore, deduct Union dues from the pay of all Employees covered by this Agreement. The AUPE shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Agreement. Such notice shall be communicated to the Employer at least thirty (30) days prior to the effective date of the change.	5.02 All Employees covered by this Agreement shall be required to pay Union dues as a condition of employment. The Employer shall, therefore, deduct Union dues from the pay of all Employees covered by this Agreement. The AUPE shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Agreement. Such notice shall be communicated to the Employer at least thirty (30) days prior to the effective date of the change.
			5.03	(a) The Employer shall remit Union dues deducted from the pay of all Employees to the AUPE by the first working day after the fifteenth (15 <sup>th</sup> ) calendar day in the following month. The deductions remitted shall be accompanied by particulars identifying each Employee showing starting date, Employee number, salary,	5.03 (a) The Employer shall remit Union dues deducted from the pay of all Employees to the AUPE by the first working day after the fifteenth (15 <sup>th</sup> ) calendar day in the following month. The deductions remitted shall <b>include a list of each Employee's name, last known address, date of hire, Employee number, monthly salary or</b>

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				<p>classification, amount of Union Dues deducted, if an Employee is in receipt of Long Term Disability Insurance Benefits, if an Employee is in receipt of Workers' Compensation Benefits, name and last known address.</p> <p>(b) Notwithstanding the provision of Sub-clause 5.03(a) above, the Employer shall provide the Union with the name and classification of each Employee on a monthly basis. This Sub-clause does not apply to Wage Service Employees as defined in Sub-clause 1.01(f).</p>	<p>hourly wages, classification as per Schedule "A", and the amount of Union dues deducted.</p> <p>(b) <b>The Employer shall include the names of Employees in receipt of Long-Term Disability or Workers Compensation Benefits for the month in which these benefits became effective and for the month in which these benefits are discontinued and the Employee returns to work.</b></p> <p>The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.</p>
			5.04	The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.	5.04
6	Employer-Union Relations	Sept. 11, 2019			Current
7	Employer-Employee Relations				
8	Prohibition Against Discrimination and Sexual Harassment				
9	Time off for Union Business	Sept. 11, 2019			Current
10	Attendance	Sept. 11, 2019			Current
11	Acting				

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	Incumbent or Temporary Promotions				
12	Layoff	Sept. 11, 2019			Current
13	Severance				
14	Seniority				
15	Hours of Work				
	Appendix "A"				
16	Overtime				
17	Call Out Pay	Sept. 11, 2019			Current
18	Reporting Pay	Sept. 11, 2019			Current
19	Standby Pay	Sept. 11, 2019			Current
20	Weekend Premiums				
21	Workers' Compensation Supplement	Sept. 11, 2019			Current
22	Probationary Employee and Period	Sept. 11, 2019			Current
23	Disciplinary Action	Sept. 11, 2019			Current
24	Grievance Procedure				
25	Casual Illness	Sept. 11, 2019			Current
26	General Illness	Sept. 11, 2019			Current
27	Proof of Illness	Sept. 11, 2019			Current
28	Health Plan Benefits				
29	Paid Holidays	Sept. 11, 2019			Current
30	Annual Vacation	Sept. 11, 2019			Current

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31	Special Leave				
32	Maternity/P arental/Ado ption Leave and Compassion ate Care Benefits	Sept. 11, 2019			Current
33	Court Leave	Sept. 11, 2019			
			33.01	When an Employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Employer records, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer.	33.01 When an Employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Employer records, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer.
			33.02	When an Employee is subpoenaed as a witness in his private capacity or summoned as a juror: (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer; (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any fees receivable by him shall be paid to the Employer.	33.02 When an Employee is subpoenaed as a witness in his private capacity or summoned as a juror: (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any fees receivable by him shall be paid to the Employer; (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any fees receivable by him shall be paid to the Employer.
					33.03 <b>When an Employee is required to attend court or to deal with legal</b>



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					matters relative to personal matters the Employee shall request time off without pay in advance of the required time off. Alternatively, the Employee can request Annual Vacation Leave. Such request shall not be unreasonably denied.
34	Occupational Health and Safety				
35	Statement of Job Duties	Sept. 11, 2019			Current
36	Tools				
37	Rates of Pay	Sept. 11, 2019			Current
38	Travel and Subsistence	Sept. 11, 2019			Current
39	Printing of Agreements	Sept. 11, 2019			Current
40	Notice of Delivery	Sept. 11, 2019			Current
41	Term and Effective Date				
	Schedule "A" Pay Schedule – 2019 to 2024				January 1, 2019 - 0%; January 1, 2020 – 0% January 1, 2021 – 0%; <ul style="list-style-type: none"> <li>Four percent (4.0%) Market Adjustment for the Mechanics and for the Administrative Support Classifications, effective January 1, 2021 and retroactive based upon individual anniversary date.</li> </ul> January 1, 2022 – 0% an increase of \$150.00 to the Flex Spending account (\$750 - \$900). <ul style="list-style-type: none"> <li>Following ratification a twelve hundred and fifty dollar (\$1250) lump sum payment for all Full-time and</li> </ul>

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					<p>Part-time Employees and a five hundred dollar (\$500.00) lump sum payment for all Seasonal Employees employed on June 1, 2022.</p> <p>January 1, 2023 – 1.25%  September 1, 2023, 1.50% plus an additional .5% subject to the following Gain Sharing Formula:  Alberta’s 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the “Average of All Private Forecasts for Alberta’s Real GDP” for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-24 Fiscal Year.</p>

LOU #	Title	Sign Off Date	Old Language	New Language
1	Separation Payment	Sept. 11, 2019		Current
2	Exclusion of High School Students from Bargaining Unit	Sept. 11, 2019		Current