

AUPE/Mackenzie County Local 118 Chapter 008
Summary of Tentative Agreement
February 1, 2023

Article	Clause	Description of change
Article 2 Definitions	2.01	Temporary Employees will now be for a period of 6 months (currently 4 months).
	2.01(n)	Summer Students added to collective agreement.
Article 3 Scope and Recognition	3.02	Add Gender Identity to protected grounds from discrimination.
	3.03	Remove the requirement to have the CAO approve Union bulletin board postings.
Article 10 Job Vacancies	10.01	New language providing criteria for selecting applicants - qualifications, job-related skills, training, knowledge, years of service with the Employer, and other relevant attributes.
Article 11 Hours of Work	11.01	All Employees will work 8 – 4:30 Monday – Friday. Public Works, Agricultural Field Employees, and Enforcement Services Employees are no longer separated in agreement.
	11.03	Meal breaks for all Employees will only be 30 minutes.
Article 13 Standby	13.01(a)	Increase Monday – Friday Standby rate to \$40 (from \$30).
	13.01(b)	Increase Saturday and Sunday Standby rate to \$50 (from \$40).
Article 15 Annual Vacation Leave	15.10	Vacation carry-over language clarified – no change to practice.
Article 16 Special Leave	16.06	Compassionate Care Leave updated to 27 weeks of leave from current 6 weeks of leave.
Article 17 Sick Leave	17.05	Unused Sick Leave credits will be paid out at 100% but cannot be banked as time in lieu.
	17.07	Sick notes may be requested if you take 2 sick days, then return for a 24 hour period, and go off sick again. Employer will pay for medical notes provided by physicians.
Article 18 Benefits	18.01(c)(iv)	Vision care increased to \$600.00 (from \$300).
	18.01(d)(i), (iv)	Orthodontic for adults and children increased to \$5000.00 per lifetime (from \$2500).
	18.01(e)	Short-Term Disability will be provided by the Employer instead of being provided by Group Source. The rate of pay while on STD will be 90% (from 66 2/3% and Employees will no longer pay premiums).

AUPE/Mackenzie County Local 118 Chapter 008
Summary of Tentative Agreement
February 1, 2023

	18.01(i) NEW	Employees on Leaves of Absence (other than those referenced in Article 22 Leave of Absence) will pay 50% of the benefits premiums after 3 months of leave.
	18.04	Current Health Spending Account will be converted into a Flexible Spending Account and raised to \$1500 (from \$500).
Article 24 Layoff and Recall	24.01	Language clarification.
	24.03(b)	Names will not be removed from the recall list if they refuse a recall to work.
	24.04	No new Employees will be hired if there are Employees on the recall list.
	24.06	Language clarification.
	24.07	Employees stay on recall list until they are “whole” to their pre-layoff position or until 6 months of being on layoff, at which point, the position is abolished and severance applies.
Article 27 Disciplinary Action	27.02	Discipline will be given within 10 days of the Employer becoming aware of the act that is leading to discipline.
	27.03	Employees who are being investigated will have the right to have a union rep present for the investigation, in addition to the actual discipline meeting.
	27.04	All Employee discipline will be copied to the Union.
Article 29 General	29.04	Increase reimbursement of Mechanics tools to \$1000 (from \$500).
Article 33 Isolation Pay for Employees working in Zama City, Alberta	33.02	Increase to \$4.00/hour (from \$3.00/hour), but Employees must be required to stay overnight to receive the additional pay.
Article 34 Term of Agreement		4 year term January 31, 2023 – December 31, 2026
Schedule B		January 1, 2023 – 2% January 1, 2024 – 2% January 1, 2025 – 2% January 1, 2026 – 2% Effective January 1, 2023, increase the General Maintenance Labourer by \$2.00/hour.

AUPE/Mackenzie County Local 118 Chapter 008
Summary of Tentative Agreement
February 1, 2023

		<p>Effective January 1, 2023, move the Administrative Support wage scale to the same wage scale as General Maintenance Labourer.</p> <p>Effective January 1, 2023, move the GIS Coordinator to the same wage scale as Information Services Technologist.</p> <p>Summer Students GML wage steps 1 – 4 only, with grid movement available each year for returning summer employees.</p> <p>Language providing for Equipment Operator 1 to move into Equipment Operator 2.</p> <p>Remove Special Constable.</p> <p>Add Weed Inspector to the Assistant Agricultural Fieldman position.</p>
--	--	---