

COLLECTIVE AGREEMENT

BETWEEN

**ELK ISLAND CATHOLIC SEPARATE SCHOOL
DIVISION**

AND



unifor
theUnion | lesyndicat

UNIFOR, THE UNION, LOCAL 71

SEPTEMBER 1, 2021 - AUGUST 31, 2024

ELK ISLAND CATHOLIC SEPARATE
SCHOOL DIVISION
COLLECTIVE AGREEMENT

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THIS AGREEMENT is made on the 14th day of December A.D., 2022 Pursuant to Labour Relations Code, as amended or any future renewal of Labour Relations Code.

BETWEEN:

The Elk Island Catholic Separate School Division
hereinafter called "The Employer"

OF THE FIRST PART

AND:

Unifor, the union, Local 71, hereinafter called "The Union" acting on behalf of the School Support Staff employed by this Employer.

OF THE SECOND PART

WHEREAS, the Employer recognizes the Union as the sole bargaining agent for the School Support Staff employed by this Employer, and whereas the purpose of the Elk Island Catholic Separate School Division is to:

- (a) provide students with a sound education, in a Christian atmosphere, based on the traditions of the Catholic church;
- (b) to provide services and programs for the benefit of students, parents and the community;
- (c) to promote the well-being of its employees to the end that the people of the community will be better served; and
- (d) to follow the Charter for Success established by the Employer.

AND WHEREAS this Agreement sets forth certain terms and working conditions, including, but not limited to, remuneration and hours of work, and provides a means of settling grievances.

WHEREAS, the terms and conditions of employment and salaries have been subject of negotiations between the parties, and whereas, the parties desire that these matters be set forth in an agreement to govern terms of employment of the School Support Staff, as described by the Alberta Department of Labour.

WITNESSETH THAT the parties have agreed as follows:

ARTICLE 1 – DEFINITIONS

- (1) A "twelve-month continuous employee" is one who is employed upon an annual basis.
- (2) A "ten-month continuous employee" is one who occupies a position on a continuous basis established by the Employer which requires services which coincide with the school year. These employees may be required to work during periods which schools are not in session and shall be paid in accordance with the salary grid.
- (3) A "part-time continuous employee" shall mean one who is hired for regularly scheduled shifts, whose hours of work are less than those specified in Hours of Work.
- (4) A "probationary employee" shall mean and include any full-time or part-time employee in his/her probationary period.
- (5) A "casual employee" is an employee who is employed by the Employer, is paid hourly and is employed on an "on-call, as-needed" basis or a periodic basis not exceeding three (3) months in duration. A casual employee shall not earn seniority and shall not have rights to promotion, transfer, layoff or recall.
- (6)
 - (a) A "temporary employee" is one who is paid hourly and is employed on a specific project or to replace a permanent employee on leave for three (3) months or greater but not exceeding one (1) year and a termination date has been determined. A temporary employee shall not earn seniority and shall not have rights to promotion, transfer, pension, layoff or recall. The employment of a temporary employee shall terminate at the end of the project or on the return to work of the employee being replaced.
 - (b) Upon a temporary employee attaining a permanent position, previous experience in the last two (2) school years shall be recognized for seniority purposes. No seniority is recognized until a permanent position is attained.
- (7) An assignment has a specified FTE that includes hours of work at a specified location.
- (8) A position is made up of one (1) or more assignments.
- (9) Zones are defined as one of three geographic areas in which schools are classified:
Vegreville
Camrose
Fort Saskatchewan/Strathcona County/Sherwood Park

ARTICLE 2 - UNION RECOGNITION AND SECURITY

- (1) The Employer recognizes the Union as the sole bargaining agent for the employees, covered by this Agreement, as described in the Certificate of the Labour Relations Board No. C2104-2022, and amendments thereto.
- (2) Union business shall not take place during an employee's working hours and/or on any of the Employer's premises without prior or subsequent permission by the Employer.
- (3) There shall be no discrimination or coercion by the Employer or the Union as to whether an employee is, or is not, a member of the Union.
- (4) No employee shall be required or permitted to make a written or verbal agreement with the employer or his representative which may conflict with the terms of the Collective Agreement.

ARTICLE 3 - MEMBERSHIP AND DUES DEDUCTIONS

- (1) Membership in the Union is voluntary.
- (2)
 - (a) As a condition of employment, the Employer shall deduct regular Union dues from all employees covered by this Agreement.
 - (b) Except as hereinafter provided, the above dues shall not accumulate, and will be deducted only as long as an employee is receiving salary from the Employer.
- (3) Dues shall be deducted on a pay period basis, and the amount deducted shall be remitted to the Union not later than the tenth (10th) of the following month.

ARTICLE 4 - MANAGEMENT RIGHTS AND RESERVATIONS

- (1) The management of the school district, and the direction of working force are vested solely with the Employer, and subject to the terms of this Collective Agreement. The Employer retains the historical, traditional and residual rights not specifically limited by the terms of this Agreement.

ARTICLE 5 - STAFFING, LAYOFF AND RECALL

STAFFING

- (1) Assignments for all 10-month employees will be determined by the Employer and managed by an annual staffing cycle.
 - (a) Educational Assistants must apply by email to the Educational Assistant III pool on an annual basis by the date established annually by Human Resources.

- (b) The Employer shall provide Education Assistants who are declined access to the Education Assistant III pool the rationale in writing.
 - (c) The Employer shall request preference forms from employees prior to the recall process and consider this information during the recall process.
- (2) The first round of the staffing cycle will be completed on or about June 15th. Any ten-month employee whose full-time equivalent (FTE) is scheduled to be reduced by more than 0.1 FTE will be declared eligible for reassignment. An employee may choose not to be declared as requiring reassignment and may accept the assignment with the reduced FTE.
- (3) No employee is allowed to work more than one assignment unless pre-approved by the Employer.

LAYOFF

- (4) (a) The Employer will notify 10-month employees who are to be laid-off at the end of the operational school year, ten (10) working days prior to the lay-off period, or grant ten (10) days' pay in lieu of notice.
- (b) In the event of a lay-off at a time other than at the end of the operational school year, 10-month and 12-month employees shall be laid off in the reverse order of seniority provided the remaining employees have the qualifications and ability to perform the work available. Where required, remaining employees will be given a three-month trial period to determine if they are able to fulfill the expectations of the assignment unless the move is a lateral move.
- (c) A continuous employee whose employment is lost or whose FTE is reduced by more than 0.1 FTE in their position, may exercise seniority rights to "bump" the most junior employee whose position is within 0.1 FTE; if there is no junior employee with an FTE within 0.1 FTE, the senior employee may bump the junior employee whose FTE is closest to their own. "Bumping" can only take place within an employee's current classification provided they have the required qualifications, skills, training, knowledge, experience and efficiency to do the assignment(s).

RECALL

- (5) Recall decisions will be at the Employer's discretion according to the terms of the collective agreement at a staffing meeting. The Union will be informed of the date, time and location of the meeting with fourteen (14) days' notice and up to two (2) union members may attend the meeting in a consultative role. Management will have the final say on staffing decisions; staffing, assigning student supports and the levelling of students is a management right.

- (6) Recall electronic written notices will be distributed to all employees and principals or designates shall be available to discuss the position and hours of work. Employees will have forty-eight (48) hours from the point of the notice being sent to accept or decline the position offered (not notifying will be considered a refusal).
 - (a) The Employee accepts the recall position.
 - (b) The Employee declines the recall position and is placed on the Layoff/Recall list in order of seniority.
 - (c) Educational Assistants from the Educational Assistant III pool not placed in an Educational Assistant III position will be considered for any future Educational Assistant III positions that may come up during the year according to their skills and ability.
 - (d) Educational Assistants who have held an Educational Assistant III designation for the last three consecutive years and are reduced to an Educational II position will be “red circled” at their current pay rate for the next school year provided they do not decline an Educational Assistant III position.
- (7) All vacant positions, after the recall process, will be offered to employees on the recall list.
 - (a) In order to meet the needs of the student, the Employer will fill the positions according to their seniority, skills and ability.
- (8) Positions or additional hours that become available throughout the school year may be assigned to existing part-time employees in the building according to their seniority, skills and ability.
- (9) Employees shall be recalled, when work becomes available, in the order of seniority, provided they have the qualifications and ability to do the work available. Where required, remaining employees will be given a three-month trial period to determine if they are able to fulfill the expectations of the assignment. Recall rights shall continue for a period of one year from the last day worked.
 - (a) The Employer will provide a written notice to those not recalled, stating their rights for further employment with the Employer.
- (10) Employees that have not applied for or accepted a position within one school year will be deemed to have resigned.

ARTICLE 6 - PROMOTIONS, TRANSFERS & APPOINTMENTS AND JOB POSTINGS

- (1) An employee who is promoted shall serve a six (6) month trial period. A three (3) month mid-term appraisal and a six (6) month final appraisal will be completed. In the event that during any time of the trial period the promoted employee is for any reason unsatisfactory in the position, he/she shall be returned to his/her former position, and former salary without loss of seniority. An employee shall, only during the trial period, have the right if he/she wishes, to return to his/her former position and former salary without loss of seniority. Any other employee promoted or transferred because of this rearrangement shall be returned to his/her former position and former salary without loss of seniority. Any newly hired employee because of this arrangement shall be released from the employ of the Employer.
- (2) Notwithstanding (1) above, an employee during the trial period who is for any reason absent from a scheduled work period may have his/her trial period extended by a period equal to the number of absenteeism days.
- (3) All applications for employment, permanent transfer, or promotion, shall be made to the Superintendent or designate.
- (4) A transfer means a lateral permanent move to a similar position in another department for those classifications contained in this Agreement.
- (5) A promotion means a vertical move to a higher paid classification contained in this Agreement which will result in an increase in salary and similarly a demotion means a vertical move to a lower paid classification contained in this Agreement.
- (6) The Employer may transfer employees from one area to another or from one job to another on a temporary basis. Transfers may occur between Fort Saskatchewan and Sherwood Park worksites, but no transfer will occur between Fort Saskatchewan/Sherwood Park and Camrose/Vegreville or Camrose and Vegreville worksites without the consent of the employee.

JOB POSTINGS

- (7) Upon completion of recall for the staffing cycle, vacancies for established positions covered by this Agreement shall be internally posted for a period of five (5) working days. The Local will be notified who was the successful applicant for each posted position.
- (8) The posting shall be sent electronically by email to all Unifor members.
 - (a) Such postings shall contain the following information:

Nature of position, qualifications, required knowledge and education, skills, shift, hours of work, wage or salary rate or range, and location.

- (9) In staffing, recruiting to job postings, making promotions, permanent transfers and demotions, the determining factors shall be seniority, relevant skill, training, knowledge, efficiency and other related abilities.
- (10) A continuous employee may apply for a temporary posting of three (3) months or greater, if it is an increase in salary or an increase of 0.1 FTE or greater. Upon completion of the temporary position, the continuous employee will be placed in a position in the same city or town, equal to the classification, level and FTE they held prior to the temporary position. The continuous employee will continue to accrue seniority during the term of the position.
- (11) Should an internally posted position not be filled by an internal employee, it shall be posted externally and shall be opened to any candidate(s).

ARTICLE 7 - NEW CLASSIFICATIONS

- (1) The employer agrees to draw up and maintain job descriptions for all positions for which the Local is the bargaining agent. These descriptions shall be presented to the Local.
- (2) Upon establishing a new position or significantly amending a job description of an existing position covered by this agreement, these descriptions shall be presented to the Local and the employer will listen and acknowledge the feedback or concerns.
- (3) Any new or revised salary structure resulting from the review as outlined in Article 6(2) shall become effective the first of the month following implementation of the new position. Back pay incurred as a result of the revised salary structure shall be paid within ninety (90) days of the implementation date unless mutually agreed upon.
- (4) Failing a satisfactory resolution, either party may issue notice to proceed to the Grievance Procedure Article 24(4) Step 2.

ARTICLE 8 - PROBATIONARY PERIOD

- (1)
 - (a) Any new employee shall serve a probationary period of six (6) continuous months from the date of commencement of service. A probationary employee who is, for any reason, absent from a scheduled work period may have his/her probationary period extended by a period equal to the number of absenteeism days. The Employer and the Local may mutually agree to extend the probation up to a maximum of three (3) additional months.
 - (b) Notwithstanding anything contained elsewhere in this Agreement, if a new employee is unsatisfactory in the opinion of the Employer, he/she may be discharged at any time during his/her probationary period, and such discharge shall not have recourse to the grievance procedure.

- (2) If a probationary employee is transferred in lieu of discharge, the probationary period will be extended up to a maximum of three continuous months in the position to which he/she is transferred. Absenteeism for any reason may extend the probationary period in the same manner as in subsection 8 (1) (a).

ARTICLE 9 - TERMINATION OF EMPLOYMENT

- (1) Excepting in cases of discharge for cause, the employee and employer shall give at least fourteen (14) calendar days' notice of termination of employment.
- (2) An employee who is discharged, shall receive his/her termination pay and vacation pay at the time he/she leaves the employ of the Employer.
- (3) An employee shall be considered to be terminated when:
 - (a) The employee is absent from work for five (5) working days without good and proper reason and/or without notifying the Employer.
 - (b) The employee does not return from leave of absence or vacation as scheduled without receiving the approval of the Employer.
 - (c) The employee does not return from lay-off as required.
 - (d) The employee has resigned.
 - (e) The employee has been laid off and not recalled to work for a period of twelve months from the date that the employee last worked.
- (4) In the event that an employee is laid off as the result of the permanent elimination of their job classification and they are not then recalled in another position of equal classification level and FTE, the employee shall be considered terminated and the employer will provide to the employee one (1) weeks salary as noted in the salary grid, for each full year of service of the employee to a maximum of thirty-nine (39) weeks, based on current FTE.

ARTICLE 10 - SENIORITY

- (1) Seniority is an earned right that protects the FTE of all members. Seniority ensures a job within a zone, not within specific schools.
- (2) After successful completion of the initial probationary period of employment in an established position, a new employee's seniority shall be calculated from the date of hire as a permanent employee, and shall cease upon termination of employment with the Employer.
 - (a) Upon hire as a permanent employee, after successful completion of the initial probationary period, employees who were temporary prior to their hire shall have their seniority calculated per Article 1(6)(b).

- (3) Elk Island Catholic School employees' seniority accrual, within Unifor, the union, Local #71 seniority rating recognizes service commencing from the date of hire for all employees with the exception of casual or temporary employees.
- (4) In the event of the need for additional hours to be worked, and before casual employees are called upon, existing part-time employees within the facility where the work is to be done, shall be given the opportunity to work in order of seniority provided that they have:
- (a) indicated in writing to their supervisor that they wish to be considered for additional hours; and
 - (b) the qualifications and ability to perform the work
- (5) Continuous service for this Article for twelve-month employees shall mean continued employment without a break of employment with the employer. Continuous service for this Article for ten-month employees shall mean continued employment without a break of employment with the employer except for the normal annual summer break period of July and August, however, years of service must be consecutive with no interruption.
- (6) Seniority will continue to accrue during:
- (a) Periods of sick leave;
 - (b) Leave of absence up to one (1) month;
 - (c) Workers' Compensation Leaves up to twelve (12) months;
 - (d) Temporary promotion outside the Bargaining Unit to a maximum of six (6) months;
 - (e) Compassionate leave;
 - (f) Jury duty and court service;
 - (g) Vacation period;
 - (h) Long term disability up to a maximum of one year;
 - (i) Effective September 1, 2003, periods of maternity or parental leave up to a maximum of fifty-two weeks.
- (7) Seniority shall not accrue and service will be adjusted during:
- (a) Periods of lay-off;
 - (b) Suspension for discipline not reversed by grievance procedure;
 - (c) Absences without approval;
- Bargaining Unit seniority shall be lost for:
- (a) Discharge for just cause and is not re-instated;
 - (b) Termination;
 - (c) Failing to report for work on recall after lay-off;
 - (d) Upon retirement.

- (8) Employees who have been laid off and who have not been recalled shall retain their seniority for a maximum of twelve months from the last date worked.

ARTICLE 11 - HOURS OF WORK

- (1) The normal number of hours worked in a day shall be seven hours per day Monday to Friday, excluding the meal period which will be no less than thirty (30) minutes and no more than sixty (60) minutes. There will be no split shifts unless mutually agreed upon.
- (2) The school regular hours per day for the Sherwood Park Calendar shall be seven (7). This may be on a shift basis that will be determined by the Employer. Wherever possible, the work week will be from Monday to Friday.
- (3) Should a school's calendar differ in the number of days from the Sherwood Park calendar, the school regular hours per day shall be as follows:
- 7 hrs/day * (Sherwood Park Calendar Operational Days [includes 2 interview lieu days, PD Days and excludes Teachers' Convention] / School Operational Days [includes 2 interview lieu days, PD Days and excludes Teachers' Convention])
- (4) The time at which shifts shall begin and end will be established by the Employer.
- (5) Subject to work load and needs within the School Division, the Employer will provide the employee with two (2) consecutive days off per week.
- (6) The provisions of this Article are intended to establish a basis for the computation of overtime, and shall not be construed as a guarantee of hours of work per day or per week.
- (7) (a) An employee working a daily shift of more than three (3) hours inclusive shall have one fifteen-minute paid rest period.
- (b) An employee working a daily shift of more than four (4) hours shall have two (2) paid rest periods of fifteen minutes with a minimum of a thirty-minute unpaid lunch break
- (c) The scheduling of each work break shall be arranged by the principal/manager of each employee.
- (8) Any additional hours in excess of the employee's shift will be by prior mutual agreement and will be given as paid or banked time up to the school regular hours per day at their applicable straight time rate (1 X).

ARTICLE 12 - OVERTIME

- (1) Overtime is all time authorized by the Employer and worked by the employees in excess of the school regular hours per day.
 - (a) Overtime will be compensated at the rate of one and one half times (1.5X) the employee's basic hourly rate. An employee, provided arrangements satisfactory to the Employer and the employee are mutually agreed upon prior to the working of such overtime, may opt to take time off in lieu of overtime at the equivalent rate.
 - (b) There shall be no pyramiding of extra or overtime hours in the calculation of this pay, and an employee shall not be entitled to more than time and one-half (1-1/2) for any hours worked, regardless of the circumstances.
 - (c) An employee's total compensation will not exceed the maximum of twelve (12) hours per day.
 - (d) Overtime does not apply to August "start-up time" for secretaries.
- (2) All additional hours and overtime hours must be pre-approved by the Employer.

ARTICLE 13 - SALARIES

- (1) The basic salary scales and increments as set out in Schedule "A", which is attached to and forms part of this Agreement, shall be applicable to all employees covered by this Agreement on the dates and year indicated.
- (2) The increments as set out in Schedule "A" shall be granted to each employee on that employee's consecutive anniversary of service with the Employer, whether or not such employee is employed on a full-time or a part-time basis, or upon a 10- or 12-month basis. An employee who is granted any leave of absence greater than thirty consecutive calendar days without pay shall not have the period of leave counted for incremental and vacation pay out purposes.
- (3) Provisions of Agreement in respect to salary, sick leave benefits, vacation, statutory holidays and all other benefits shall be applicable to all employees who work on a less than full-time basis, for 0.4 FTE or greater, by prorating the same. Such employees shall receive each year only that proportion of salary and benefits that their period of actual service bears to that year. Employees who work more than one (1) assignment will be permitted to accumulate their full-time equivalency and will be entitled to prorated benefits entitlements if the combination of their assignments totals 0.4 FTE or greater.
- (4) If, without being demoted, an employee is reclassified or transferred in a school year for which a lower salary grade has been established, the salary of the employee shall be maintained for the remainder of the school year.

- (5) Wages shall be paid by direct deposit on the 2nd last banking day (not including Saturday) of each month.
- (6) When an employee temporarily relieves in or performs the principal duties of a higher paying position within the bargaining unit, for a period of one (1) consecutive working days, he/she shall be paid the regular rate of pay established for the higher position for the whole of the relief period.
- (7) Payroll benefit deduction for 10 month employees will be pro-rated on the basis of 10 months.
- (8) Educational Assistants or Program Assistants who do not possess an Educational Assistant certificate, diploma or equivalent will be paid at the uncertified pay group for their classification.
- (9) Employees authorized to travel using their private vehicle to conduct Employer business can claim associated mileage expenses. Approved expenses shall be paid in accordance with current Employer policy.

ARTICLE 14 - NAMED HOLIDAYS

- (1) All regular employees will be paid their normal basic pay for the Named Holidays listed below:
 1. New Year's Day
 2. Family Day
 3. Good Friday
 4. Easter Monday
 5. Victoria Day
 6. Canada Day
 7. Heritage Day
 8. Labour Day
 9. Thanksgiving Day
 10. Remembrance Day
 11. Christmas Day
 12. Boxing Day

If the government should rescind or add any general holiday, such general holiday would immediately be rescinded from or added to the above list of Named Holidays.
- (2) An employee will not be eligible to a Named Holiday or pay for Holiday:
 - (a) When a Named Holiday falls within a period of paid leave (other than vacation) or non-paid leave, the Named Holiday will be considered part of that leave and will not be granted again at the end of such leave.
- (3) Where a Named Holiday falls during a twelve-month employee's designated vacation period, an extra day with pay will be granted to be taken in conjunction with his/her vacation period.
- (4) Additional Holidays may be granted with pay at the discretion of the Employer.
- (5) Named holidays are paid at seven (7) hours per day, prorated by the employee's FTE.

ARTICLE 15 - VACATIONS

TWELVE-MONTH EMPLOYEES

- (1) For the purpose of this article, "vacation year" means the twelve (12) month period commencing on the first (1st) day of July in each year, and concluding on the thirtieth (30th) day of June in the following year.
 - (a) Employees commencing employment between the first and the fifteenth of the month inclusive will accrue vacation credit for that month. Employees commencing employment after the fifteenth of the month will not accrue vacation credit until the following month.
- (2) Vacation entitlement is earned during each vacation year of continuous service, and taken during the following vacation year. Employees who have not completed one (1) full year of service as of June 30th, shall receive a pro-rated portion of their vacation entitlement.
- (3)
 - (a) After one (1) year of complete continuous service up to and including June 30th of a vacation year each employee shall be entitled to fifteen (15) working days vacation with pay.
 - (b) After seven (7) years of continuous service, an employee shall be entitled to twenty (20) working days' vacation with pay.
 - (c) After seventeen (17) years of continuous service, an employee shall be entitled to twenty-five (25) working days' vacation with pay.
- (4) Seniority shall be considered where there is a dispute regarding preference for the time when vacations are to be taken.
- (5) Pro-rata vacation pay on termination of employment will be paid in accordance with service rendered if proper notification of termination is given (see Termination of Employment). If proper notice of termination is not given, then the employee will be paid in accordance with Employment Standards Act thereto.
- (6) Reduction of Entitlement - an employee who is granted leave of absence in excess of thirty (30) days or is on strike, lockout or layoff, shall have his/her period of vacation leave currently being earned reduced on a pro-rata basis.

TEN MONTH EMPLOYEES

- (7) Ten-month employees shall take vacation during Christmas Break, Spring Break and Annual Teachers' Convention, paid at seven (7) hours per day, prorated by the employee's FTE.

- (a) Employees commencing employment between the first and the fifteenth of the month inclusive will accrue vacation credit for that month. Employees commencing employment after the fifteenth of the month will not accrue vacation credit until the following month.
- (8) Upon completion of seven (7) years' service, ten-month employees employed with the Employer will begin to accrue an additional five (5) vacation days annually. Each employee will be paid an amount equivalent to thirty-five (35) additional hours on the employee's anniversary date following completion of the accrual prorated by their FTE.
- (9) Upon completion of seventeen (17) years service, ten-month employees employed with the Employer will begin to accrue an additional five (5) vacation days annually over and above the entitlement as set out in Article 15(8). Each employee will be paid an amount equivalent to thirty-five (35) additional hours on the employee's anniversary date following completion of the accrual, prorated by their FTE.
- (10) Reduction of Entitlement – an employee who is granted leave of absence in excess of thirty (30) days or is on strike, lockout or layoff, shall have his/her period of vacation leave currently being earned reduced on a pro-rata basis.

ARTICLE 16 - SICK LEAVE

- (1) Sick leave benefits are sponsored by the Employer to protect the employee in the event of an unavoidable illness or injury not covered by Workers' Compensation Board.
- (2) Full-time employees on regular staff shall be entitled to sick leave credits computed from the date of commencement of employment at the rate of two (2) working days for each full calendar month of employment cumulative to a maximum sick leave credit of ninety (90) working days. Part-time employees on regular staff shall be entitled to sick leave credits prorated in accordance with the amount of time worked.
 - (a) Employees commencing employment between the first and the fifteenth of the month inclusive will accrue two (2) days of sick leave credit for that month. Employees commencing employment after the fifteenth of the month will accrue one (1) day of sick leave credit for that month.
 - (b) Salary and benefits will not be payable once an employee is eligible for Extended Disability Benefits, however remaining sick leave entitlements shall be retained.
- (3) Payment for illness that starts prior to a scheduled vacation period will be paid for in the manner prescribed and the vacation period will be deferred and re-scheduled.

- (4) If proof of illness is required by the Employer, the Employer may require a certificate from the employee's attending medical doctor, and/or a statement signed by the employee substantiating the illness. The Employer may require that the employee be examined by a medical doctor of the Employer's choice.
- (5) The Employer may require a certificate from a qualified medical or dental practitioner to be submitted for illness three (3) working days or more.
 - (a) Prior to a return to work for an illness or injury in excess of fourteen (14) days that has not been approved for long term disability, the Employer requires the completion of their Physician's Medical Statement by a qualified medical practitioner.
- (6) No sick leave credits will be paid for an illness that occurs during an employee's scheduled or approved vacation period until the vacation period has expired, unless all of the following criteria are met:
 - (a) the absence is for five or more consecutive working days;
 - (b) the illness or accident is of a serious enough nature so as to require medical intervention or hospitalization;
 - (c) the employee provides a declaration from a physician on a form acceptable to the Employer, such form to be provided no later than the last day of the month in which the leave is accessed.

Any employee who meets the criteria as set out herein shall be permitted to reschedule any lost vacation days provided that:

 - (a) the days are rescheduled to a date to be mutually agreed upon between the employee and the principal/manager; and
 - (b) the rescheduled vacation days are to be taken within twelve months following a return to work.
- (7) An employee may use up to six (6) days per year of his/her sick leave in order to care for his/her sick child, spouse or parent.

ARTICLE 17 - LEAVE OF ABSENCE

- (1) A leave of absence is a written authorization for an employee to be absent from work without pay for a definite period of time which has been approved in advance by the Employer.
- (2) All requests for leave shall be made in writing and shall be made at least one (1) month prior to the beginning of the leave, except in situations of an unforeseen or emergency nature, in which case the employee's request shall be made as soon as he/she becomes aware of the situation which prompted the request for leave.

(3) Any employee who has been granted a leave of absence and fails to return on the date granted by the Employer, shall be deemed to have abandoned his/her position, unless such failure to return is approved by the Employer.

(4) On return from an extended leave of absence, the employee will be placed on the same step and/or grade of the salary schedule occupied by the employee prior to the leave.

(5) (a) Temporary Personal Leave

Subject to operational requirements and determined by the Superintendent or designate, an employee may access temporary personal leave with pay up to three (3) days at the school regular hours per day, prorated by their FTE per school year. These days shall not be taken on Division Professional or Faith days.

(b) Interview Lieu Day Personal Leave

An employee shall receive two (2) days of personal leave that must be taken on the Days in Lieu of Interviews during the school year. The days are included in the employee's annual compensation as hours pro-rated to the FTE.

(6) Paid Jury or Court Witness Duty Leave

The Employer shall grant leave of absence without loss of seniority benefits to an employee who serves as juror or witness in any court unless the employee is testifying on behalf of another party in an action involving the Employer. The Employer shall pay such employee their normal earnings and the employee will remit to the Employer any stipend paid to them by the court.

ARTICLE 18 - COMPASSIONATE LEAVE

(1) In the event of the death of a father, mother, legal guardian, wife, husband, child, brother, sister, grandparents or grandchildren, father-in-law or mother-in-law, brother-in-law or sister-in-law, daughter-in-law or son-in-law, aunt or uncle of an employee, bereavement leave with regular pay will be provided as follows:

(a) Up to three (3) working days to attend a funeral within the Province of Alberta.

(b) Up to five (5) working days to attend a funeral outside of the Province of Alberta.

- (2) In the event of the critical illness of an employee's spouse, child, parent, legal guardian, mother-in-law, or father-in-law, up to two (2) days leave with pay will be granted on request. The Employer may request a medical doctor's certification as proof of illness.
- (3) The Employer in its discretion may grant compassionate leave with or without pay in circumstances not covered by the foregoing.

ARTICLE 19 - MATERNITY AND PARENTAL LEAVES

19.1 General

19.1.1 The Employer will administer:

- a) maternity and parental leaves in compliance with the Employment Standards Code and any regulations passed thereunder, and
- b) the Supplementary Unemployment Benefits (SUB) Plan.

Leave Eligibility

- 19.1.2 All full and part-time employees who have at least fifty-two (52) consecutive weeks of employment with the Employer are eligible for maternity and parental leaves.
- 19.1.3 Parental leave is in effect for mothers and fathers who have children born or adopt a child after December 31, 2000.

Position Protection

- 19.1.4 Upon completion of a maternity or parental leave by an employee, the Employer shall endeavour to reinstate the employee in the position that the employee occupied at the commencement of the leave or in a position that most nearly equates with that position, but not necessarily the same position that the employee held at the start of the leave.
- 19.1.5 An employee who has been granted a maternity leave shall not be entitled to count the period of absence for salary increment purposes. Following a maternity leave an employee will be placed on the same step and grade of the salary schedule he/she was entitled to prior to the leave.

19.2 Maternity Leave

Leave Duration

- 19.2.1 An employee who is a birth mother is entitled to fifteen (15) weeks of unpaid maternity leave immediately followed by thirty-seven (37) weeks of unpaid parental leave. If both parents are Employer employees, the parental leave may be accessed entirely by one of the parents or shared between the parents.
- 19.2.2 A maternity leave must include a period of at least six (6) weeks immediately following the date of delivery, unless the employee and the Employer agree to shorten that period by the employee giving the Employer a medical certificate indicating that resumption of teaching duties will not endanger her health. Employees returning from maternity leave may be required to present a medical certificate indicating that the employee is medically fit to resume regular duties.

Supplementary Unemployment Benefits (SUB) Plan

- 19.2.3 The Employer shall implement a Supplementary Unemployment Benefits Plan, which shall provide an employee on maternity leave with one hundred percent (100%) of her normal weekly earnings during the health-related portion of the maternity leave for a maximum of thirteen (13) weeks or the maximum number of days equal to the employee's sick leave entitlement, whichever is the lesser. The employee agrees to provide to the Employer copies of all EI benefits payments verifying the amount of EI weekly benefit received for which the employee is requesting SUB plan benefits.
- 19.2.4 The employee shall not be entitled to any supplementation of EI benefits for any period during which the employee would not have worked but for being on maternity leave. SUB benefits will not be paid on days considered to be non-operational days. This supplemental benefit shall replace sick leave benefits and the employee shall have no access to sick leave benefits during the maternity leave with the exception of illness claims occurring prior to the commencement of the employee's EI entitlement period.
- 19.2.5 The SUB will be paid for the duration of the absence from duties for a health-related reason related to pregnancy during maternity leave while in receipt of EI benefits and during the EI waiting period up to a maximum number of days equal to the employee's sick leave entitlement. After ninety (90) consecutive calendar days of disability, the employee shall apply for Extended Disability Benefits and the SUB payments shall cease.

- 19.2.6 For the duration of the SUB, the Employer shall continue to pay the employer's portion of the employee's benefit plan premiums specified in Article 21.
- 19.2.7 If an audit by Human Resources Development Canada Employment Insurance mandates changes in the SUB plan to comply with Employment Insurance regulations, these changes will be made immediately and will be binding on both parties.

Notice of Leave Commencement

- 19.2.8 Whenever possible, an employee shall notify the Employer in writing at least twelve (12) weeks prior to commencement of a maternity leave. If medical reasons prevent the employee from providing the Employer with six (6) weeks notice, the employee shall still be eligible for the leave provided that the employee supplies the Employer, within two (2) weeks of ceasing to work, a medical certificate indicating:
- a) that a medical reason prevented the employee from giving the required notice and
 - b) the estimated or actual date of delivery.
- 19.2.9 An employee who is a birth mother who takes maternity leave is not required to provide notice prior to accessing parental leave unless she originally agreed to only access fifteen (15) weeks of maternity leave. If an employee who had originally agreed to only access fifteen (15) weeks of maternity leave decides to then access parental leave, she must provide written notice of her intent to the Employer at least six (6) weeks prior to commencement of the parental leave.

Leave Commencement

- 19.2.10 An employee shall commence her maternity leave at her discretion within twelve (12) weeks of the estimated date of delivery but no later than the date of the birth.
- 19.2.11 The Employer may request from the employee a statement from a physician indicating the expected delivery date.

Notice of Return to Work

- 19.2.12 At least four (4) weeks prior to the end of the leave, an employee on maternity leave shall notify the Employer in writing:
- a) of the date of return to work, or
 - b) of a change to the date of return to work.

19.3 Parental Leave

Leave Duration

- 19.3.1 An employee who is a birth mother, father or an adoptive parent is entitled to thirty-seven (37) consecutive weeks of unpaid parental leave. If both parents are employees, the parental leave may be accessed entirely by one of the parents or shared between the parents.
- 19.3.2 At the conclusion of a parental leave, the Employer may provide for additional leave under other provisions of this Collective Agreement.

Notice of Leave Commencement

- 19.3.3 An employee shall notify the Employer in writing of the employee's intent to take parental leave as soon as possible but no less than six (6) weeks prior to commencement of a parental leave. If medical reasons, or circumstances related to an adoption, prevent the employee from providing the Employer with this notice, the employee shall still be eligible for the leave and the employee shall provide the Employer with notice as soon as possible.

Leave Commencement

- 19.3.4 Subject to 19.2.1, an employee may commence a parental leave at any time following the birth or adoption date. The parental leave must be completed within fifty-two (52) weeks of the birth or adoption date.

Notice of Return to Work

- 19.3.5 At least four (4) weeks prior to the end of the leave, an employee on parental leave shall notify the Employer in writing:
- a) of the date of return to work, or
 - b) of a change to the date of return to work.

ARTICLE 20 - LEAVE AND ADDITIONAL HOURS FOR UNION BUSINESS

- (1) Leave of absence with pay shall be granted to a maximum of three (3) Local representatives to conduct business on behalf of the Local, to meet with the Employer or their designate in connection with matters of mutual interest, provided that prior approval has been granted by the Employer or their designate.
- (2) Additional hours shall be granted to a maximum of three (3) Local representatives to conduct business on behalf of the Local, to meet with the Employer or their designate in connection with matters of mutual interest, provided that prior approval has been granted by the Employer or their designate. Such hours shall be paid at straight time (1X).

- (3) Such paid leave and additional hours from 20(1) and 20(2) shall not exceed an aggregate of ninety (90) hours per annum. The aggregate may be increased with Employer approval, at Employer cost or Union cost.
- (4) In addition, leaves of absence for the purpose of attending functions as deemed necessary by the Local may be granted. Written requests shall be given by the Local to the Superintendent or his designate five (5) working days in advance, stating the employee's name and the time involved. The Employer shall pay the individuals on such leave as per collective agreement and invoice the Local at the end of the month for which the time was lost.

ARTICLE 21 - SUBSIDIZED GROUP BENEFITS

- (1) When enrolment and other requirements for group participation in various plans have been met, the Employer will sponsor such plans to the portion agreed upon, and such sponsorship shall not exceed that which is authorized or accepted by the benefit agency. Benefits will be prorated as per FTE.
- (2) The Employer shall pay eighty percent (80%) of the applicable premium rate for Extended Health Care for any employee who is employed more than forty percent (40%) of full-time (thirty five (35) hours per week).
- (3) The Employer shall pay eighty percent (80%) of the premium for Life Insurance for any employee who is employed more than forty percent (40%) of full-time (thirty five (35) hours per week).
- (4) The employee shall pay one hundred percent (100%) of the premium for Extended Disability for any employee who is employed more than forty percent (40%) of full-time (thirty five (35) hours per week).
- (5) As a condition of employment, employees shall participate in the Local Authorities Pension Plan, and the life and disability plans provided under this Agreement.
- (6) The Employer agrees to pay eighty percent (80%) of the premium for Dental Care for any employee who is employed more than forty percent (40%) of full-time (thirty five (35) hours per week).
- (7) The Employer will contribute annually, \$500.00 to a Health Spending Account (HSA) or Wellness Spending Account (WSA) for any employee who is employed more than forty percent (40%) of full-time (thirty five (35) hours per week), that adheres to Canada Revenue Agency (CRA) requirements. The unused balance will be carried forward to the extent permitted by the CRA. Employees leaving the employ of the Employer for any reason will forfeit any remaining balance.

Employees will be required prior to the beginning of the fiscal year to state what account (HSA or WSA) they would like their funds to be deposited.

- (8) The Employer shall pay the Employer's portion of benefits for ten month employees during the months of July and August.
- (9) The rebate that is refunded by the Canada Customs and Revenue Agency relative to the Employment Insurance rebate will be refunded to the Employer and such funds shall be applied to the employer share of employee benefits costs.

ARTICLE 22 - BENEFIT ENTITLEMENT AND ACCUMULATION

- (1) Benefits contained in this Article, and elsewhere throughout the Agreement, accumulate and are retained on the following basis:
 - (a) Benefits will not continue to accumulate and continuity will be interrupted without loss of accumulated benefits during the following periods:
 - (i) Leaves of absence; paid or not paid; in excess of one month
 - (ii) Strikes or Lockouts
 - (iii) When in receipt of extended disability benefits
 - (iv) Lay-off
 - (b) Benefits will not be interrupted and will continue to accumulate during the following periods:
 - (i) Leaves of absence; paid or not paid; under one month's duration
 - (ii) Compassionate Leave
 - (iii) Jury duty or court service
 - (iv) Paid sick leave
- (2) All benefits shall be lost to an Employee:
 - (a) On termination.
 - (b) If an employee fails to report for work after lay-off within five (5) days of the recall, unless approved by the Employer.
 - (c) If an employee fails to report for work within forty-eight (48) hours after the expiration of any leave, unless approved by the Employer.

ARTICLE 23 - DISCIPLINE OR DISCHARGE

- (1) An employee who has completed their probationary period may be dismissed only for just cause.
- (2) Prior to the imposition of disciplinary action, dismissal or an investigation that could result in disciplinary action or dismissal, the employee and the Union shall be given the reason prior to the meeting.

- (3) The employee will be notified of their right to union representation prior to the meeting. Should the right to representation be waived, the Employer shall notify the Union. Should the right to representation be exercised, the employee and Union representative are entitled to meet thirty (30) minutes prior to the meeting.
- (4) Union representation is considered conducting Union business and is paid as per Articles 20(1) or 20(2).
- (5) After the meeting, such employee and the Union shall be advised promptly in writing by the Employer of the reason for such discipline or discharge.
- (6) An employee who is discharged shall receive his/her termination entitlements immediately upon discharge from the Employer.

ARTICLE 24 - GRIEVANCE PROCEDURE

- (7) A grievance is defined as any difference arising out of the interpretation, application, administration or alleged violation of this Collective Agreement.
- (2) The time limits specified in the Grievance Procedure shall not include Saturdays, Sundays and Named Holidays. Time is of the essence although the time limits may be extended by the consent of both parties in writing.
- (3)
 - (a) Any aggrieved employee will submit the grievance in writing to the Union Grievance Committee or their delegate with a copy to the immediate supervisor.
 - (b) At each step of the grievance procedure, the griever(s) shall be present together with the Grievance Committee or their delegate.
- (4) An earnest effort shall be made to settle grievances fairly and promptly in the manner hereinafter described:

Step 1:

The griever, with the Grievance Committee, or delegate, will first seek to settle the dispute with the employee's immediate supervisor on an informal basis within (15) working days following the date of the occurrence, or the date the employee should reasonably have been aware of the occurrence, giving rise to the grievance. The supervisor shall have ten (10) working days to respond to the grievance.

Step 2:

Failing satisfactory settlement, and within five (5) working days after the response in Step 1 from the supervisor, the grievance may be submitted to the Superintendent or his delegate.

The grievance shall be in writing and must include a statement of the following:

- (a) The name(s) of the aggrieved;
- (b) The nature of the grievance and the circumstances out of which it arose;
- (c) The remedy or correction the Employer is requested to make, and
- (d) The section(s) where the Agreement is claimed to be violated

A meeting between the parties shall take place, with the decision of the Superintendent being rendered in writing within five (5) working days from the receipt of the submission at this step.

Step 3:

Failing settlement at Step 2, and within five (5) working days after receipt of the written response from the Superintendent in Step 2, the grievance may be submitted to the Chairman of the Employer's Employee Relations Committee, or his delegate in writing as aforeto mentioned. A meeting between the parties shall take place with the decision of the Chairman (or delegate) being rendered in writing within fifteen (15) working days following receipt of the submission at this step.

Step 4:

Failing settlement at Step 3, the grievance may be processed by either of the parties to Arbitration as hereinafter provided.

- (5) If the Employer's officers, as referred to in the preceding steps, fail to deliver a reply within the specified time limits, the grievance may be processed to the next step. If the Union fails to process a grievance to the next step within the time limits specified, it shall be considered abandoned by the griever.
- (6) A discharge grievance or an Union grievance may be filed in writing within fifteen (15) days of the event giving rise to same and shall commence at Step No. 2.
- (7)
 - (a) An Employer grievance may be filed in writing within ten (10) days of the event giving rise to same and shall be submitted to the Union's Local President.
 - (b) Failing settlement in (a), either party may submit the grievance to arbitration as hereinafter provided.

ARTICLE 25 - ARBITRATION

- (1) Any dispute of grievance that has been processed through all steps of the Grievance Procedure and is in accordance with the time limits specified (unless time limit changes were agreed to), may be referred to a Board of Arbitration as hereafter outlined.

- (2) Either party who feels a satisfactory settlement has not been reached may within five (5) working days (not including Saturdays, Sundays or Named Holidays) of receipt of the decision of the Chairman of the Employer's Employee Relations Committee with respect to the employee(s) grievance, or the decision of the Union in respect to the Employer's grievance, request the formation of a Board of Arbitration, by notifying the other party in writing by registered mail of its desire to arbitrate, at the same time submitting the name of the person nominated by them to be their appointee on the Board.
- (3) Within five (5) working days (not including Saturdays, Sunday, or Named Holidays), the party receiving the above notice shall notify the above appointee and the other party of its appointee to the Board.
- (4) The two (2) appointees so selected shall, within a period of five (5) working days (not including Saturdays, Sundays or Named Holidays), select a third person to act as Chairman, or if the appointees fail to agree on a third person to act as Chairman within five (5) working days (not including Saturdays, Sundays and Named Holidays), the appointments shall be made by the Minister of Labour upon the request of either the Employer or the Union except that with the consent of both the Employer and the Union, time limits as above specified may be extended for such times as are agreed to by the Employer and the Union in writing.
- (5) The Arbitration Board shall hear and determine the difference and shall issue an Award in writing. The decision of the Board is final and binding upon the parties and upon any employee affected by it. The decision of a majority of the Board members is the Award of the Arbitration Board, but if there is no majority, the decision of the Chairman governs and it shall be deemed to be the Award of the Board.
- (6) Each party to the difference shall bear the expense of its respective appointee to the Arbitration Board and the two parties shall bear equally the expenses of the Chairman.
- (7) The Arbitration Board:
 - (a) Shall not have power to alter or amend any provision of the Collective Agreement, or to substitute any provision or to give any decision inconsistent with the terms of this Agreement;
 - (b) Shall have jurisdiction to determine whether the grievance presents an arbitrable issue;
 - (c) Is limited in its jurisdiction to dealing only with the matters specifically raised in the grievance.

- (8) Where the Board decides that an employee has been suspended or dismissed unjustly, the Arbitration Board:
 - (a) May direct the Employer to reinstate the employee and pay to the employee a sum equal to his/her wage loss and benefits by reason of his/her suspension or dismissal, less any monies earned by the employee during his/her period of suspension or dismissal, or such lesser sum as, in the opinion of the Arbitration Board, is fair and reasonable.
 - (b) May make such other directives varying the penalty as it considers fair and reasonable having due regard to the terms of the Collective Agreement.
- (9) The Arbitration Board shall conduct its hearings within fourteen (14) days of the appointment of the Chairman.
- (10) The written Award of the Board of Arbitration shall be given to the parties within fourteen (14) calendar days following completion of the hearing.

ARTICLE 26 - NO LOCKOUT, NO STRIKE PROVISION

- (1) If an employee shall engage in any illegal strike, slowdown or stoppage of work during the life of this Agreement, the Employer shall inform the Union and the Union shall instruct him/her to return to his/her work and perform his/her duties and resort to the Grievance Procedure established herein for the settlement of any grievance. If the employee does not return immediately to work and perform his/her usual duties, he/she shall then be considered to have terminated his/her employment with the Employer.
- (2) The Union agrees that during the life of this Agreement, it will not authorize any slowdown, stoppage of work, picketing of the Employer's premises, refusal to perform work, or strike, and no employee shall be involved in such action.
- (3) The Employer agrees that during the life of the Agreement, it will not sanction, authorize or encourage any lockout.

ARTICLE 27 - TERM OF AGREEMENT

- (1) This Agreement takes effect from September 1, 2021 through August 31, 2024 and shall continue from year to year thereafter unless notification of desire to amend or terminate be given by either party.

It is understood that the negotiation of this provision also includes the right to strike and lockout, only in respect to this provision, and as provided under the Labour Relations Code of the Province of Alberta.

- (2) (a) Either party to this Agreement shall give the other notice in writing of intent to negotiate amendments or to renew this Agreement in accordance with the provisions of the Labour Relations Code, with the earliest date of issuing notice being 210 days.
 - (b) The parties may mutually agree to expand the amendments sought after the first meeting.
- (3) If neither party submits notice as per clause (2), this Agreement shall continue from year to year thereafter until notification of desire to amend or terminate is given as per clause (2).
- (4) The wording and figures contained in the Articles and Schedules of this Agreement shall not be changed by either party, except through mutual agreement.
- (5) Notwithstanding Article 28, this Agreement shall remain in effect:
 - (a) during the period that negotiations between the parties for a revised or renewed Collective Agreement are in progress but where not completed by the termination date, and
 - (b) until the collective bargaining procedures, pursuant to the Labour Relations Code, have been completed.

ARTICLE 28 - CONTINUATION OF ACQUIRED RIGHTS

All provisions of this agreement are subject to applicable laws now or hereafter in effect. If any law now existing or hereafter enacted, or proclamation shall invalidate or disallow any portion of this agreement, the entire agreement shall not be invalidated and the existing rights, privileges, and obligations of the parties shall remain in existence.

ARTICLE 29 - TRAINING

- (1) Employees who are required by the Employer to take training courses will be reimbursed for 100% of the cost of training courses upon presentation of receipts and successful completion of the courses material.
- (2) Employees may take other courses and will be reimbursed at fifty percent (50%) of the cost of tuition of the course, plus a maximum of \$25.00 per course text, with approved receipts, providing that such courses are related to work, approved in advance by the Employer or designate and are presented for claim with appropriate receipts and evidence of successful completion of course material.
- (3) If an employee resigns from the employ of the Employer after less than one year after completing a course for which that employee has received a course reimbursement:

- (a) If the course cost is less than \$500, the Employer will request repayment of the reimbursement and deduct the repayment from the employee's last pay cheque.
- (b) If the course cost is greater than \$500, the Employer will request repayment of the reimbursement by equal monthly installments, the number of such installments to be determined by the Employer.

ARTICLE 30 – INFORMATION SHARING

- (1) The Employer will provide the Local with the appropriate seniority lists of employees covered by this agreement as calculated on October 15, February 15 and May 15 of each school year.
- (2) The Employer will provide the local with a quarterly list of all casual days worked for in-scope positions including employee name, location and days worked.
- (3) The Employer will provide the local on June 30 with a list of all training approved and denied as requested under Article 29(2).
- (4) The Employer will provide any employee recalled to a position with an FTE other than a 0.9286 or 1.0000 with an FTE Calculation sheet prior to June 30.

ARTICLE 31- DATE OF AGREEMENT

IN WITNESS THEREOF, The parties hereto executed this Agreement this 14th day of December, 2022 by affixing the signatures of their proper officers on their behalf.

**On behalf of the Elk Island Catholic
Separate School Division:**

**On behalf of Unifor, the Union,
Local 71:**

J Ewaskiw

Zora E. Johnson

Le-Ann Ewaskiw

W Swaricko

Schedule “A”

**Effective on date of ratification, all existing employees who are currently on the 7-step grid will remain on the 7-step grid at their respective placement and receive general wage increases negotiated by the parties.

September 1, 2022 to May 31, 2023 (Inclusive) – 0% Increase

Pay Group	0-12 mo	2	3	4	5	6
1	19.52	20.25	21.07	21.94	22.82	23.95
2	21.07	21.94	22.82	23.91	24.88	26.04
3	22.60	23.45	24.61	25.90	27.23	28.60
4	23.61	24.49	25.71	27.03	28.43	29.91
5	24.99	25.88	27.29	28.74	30.40	32.07

June 1, 2023 to January 31, 2024 (Inclusive) – 1.25% Increase

Pay Group	0-12 mo	2	3	4	5	6
1	19.76	20.50	21.33	22.21	23.11	24.25
2	21.33	22.21	23.11	24.21	25.19	26.37
3	22.88	23.74	24.92	26.22	27.57	28.96
4	23.91	24.80	26.03	27.37	28.79	30.28
5	25.30	26.20	27.63	29.10	30.78	32.47

February 1, 2024 to August 31, 2024 – 1.50% Increase

Pay Group	0-12 mo	2	3	4	5	6
1	20.06	20.81	21.65	22.54	23.46	24.61
2	21.65	22.54	23.46	24.57	25.57	26.77
3	23.22	24.10	25.29	26.61	27.98	29.39
4	24.27	25.17	26.42	27.78	29.22	30.73
5	25.68	26.59	28.04	29.54	31.24	32.96

February 1, 2024 to August 31, 2024 – 0.50% Increase (Subject to Gain Sharing Formula)

Pay Group	0-12 mo	2	3	4	5	6
1	20.16	20.91	21.76	22.65	23.58	24.73
2	21.76	22.65	23.58	24.69	25.70	26.90
3	23.34	24.22	25.42	26.74	28.12	29.54
4	24.39	25.30	26.55	27.92	29.37	30.88
5	25.81	26.72	28.18	29.69	31.40	33.12

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 the 2023 Calendar Year is at or above 2.7% as of February 2024, then an additional 0.5% will be added to wages retroactively effective February 1, 2024.

ANNUAL COMPENSATION FOR FULL-TIME EMPLOYEES IS BASED ON:

(School regular hours per Day x Hourly Rate x School Operational Days [includes 2 Interview Lieu Days, PD Days and excludes Teachers' Convention]) + Annual Vacation Entitlement (includes Teachers' Convention) + Named Holidays during School Operational Period.

In addition to the annual compensation, employees in the Secretary II and Secretary III (Registrar) classification shall work an additional 10 operational days at 7 hours per day for startup duties prior to the school year.

SCHEDULE "B"

PAY GROUP	CLASSIFICATION IN GROUP
1	Educational Assistant Level II - Uncertified Secretary I Library Technician Laboratory Technician Level I Cafeteria Assistant
2	Educational Assistant Level II - Certified Program Assistant (Does not meet minimum requirements) Secretary II Accounts Clerk I Transportation Assistant Level I Laboratory Technician Level II
3	Program Assistant (*Meets minimum requirements*) Secretary III (Registrar) Educational Assistant Level III (Does not meet minimum requirements) Accounts Clerk II
4	Educational Assistant Level III - Certified Transportation Assistant Level II Student Services Assistant Speech Language Pathologist Assistant Therapeutic Behaviour Assistant
5	Flexible Learning Program Assistant

APPENDIX (Schedule A & B from previous agreement for reference only)

Effective on date of ratification, all existing employees who are currently on the 7-step grid will remain on the 7-step grid at their respective placement and receive general wage increases negotiated by the parties.

Collective Agreement September 1, 2018 to August 31, 2021

Pay Group	0-12 mo	2	3	4	5	6	7
1	17.07	17.69	18.23	19.12	19.95	20.84	21.89
2	18.04	18.84	19.52	20.24	21.07	21.95	22.96
3	19.52	20.25	21.07	21.94	22.82	23.95	25.11
4	21.07	21.94	22.82	23.91	24.88	26.04	27.34
5	22.60	23.45	24.61	25.90	27.23	28.60	30.07
6	23.61	24.49	25.71	27.03	28.43	29.91	31.40

September 1, 2022 to May 31, 2023 (Inclusive) – 0% Increase

Pay Group	0-12 mo	2	3	4	5	6	7
1	17.07	17.69	18.23	19.12	19.95	20.84	21.89
2	18.04	18.84	19.52	20.24	21.07	21.95	22.96
3	19.52	20.25	21.07	21.94	22.82	23.95	25.11
4	21.07	21.94	22.82	23.91	24.88	26.04	27.34
5	22.60	23.45	24.61	25.90	27.23	28.60	30.07
6	23.61	24.49	25.71	27.03	28.43	29.91	31.40

June 1, 2023 to January 31, 2024 (Inclusive) – 1.25% Increase

Pay Group	0-12 mo	2	3	4	5	6	7
1	17.28	17.91	18.46	19.36	20.20	21.10	22.16
2	18.27	19.08	19.76	20.49	21.33	22.22	23.25
3	19.76	20.50	21.33	22.21	23.11	24.25	25.42
4	21.33	22.21	23.11	24.21	25.19	26.37	27.68
5	22.88	23.74	24.92	26.22	27.57	28.96	30.45
6	23.91	24.80	26.03	27.37	28.79	30.28	31.79

February 1, 2024 to August 31, 2024 – 1.50% Increase

Pay Group	0-12 mo	2	3	4	5	6	7
1	17.54	18.18	18.74	19.65	20.50	21.42	22.49
2	18.54	19.37	20.06	20.80	21.65	22.55	23.60
3	20.06	20.81	21.65	22.54	23.46	24.61	25.80
4	21.65	22.54	23.46	24.57	25.57	26.77	28.10
5	23.22	24.10	25.29	26.61	27.98	29.39	30.91
6	24.27	25.17	26.42	27.78	29.22	30.73	32.27

February 1, 2024 to August 31, 2024 – 0.50% Increase (Subject to Gain Sharing Formula)

Pay Group	0-12 mo	2	3	4	5	6	7
1	17.63	18.27	18.83	19.75	20.60	21.53	22.60
2	18.63	19.47	20.16	20.90	21.76	22.66	23.72
3	20.16	20.91	21.76	22.65	23.58	24.73	25.93
4	21.76	22.65	23.58	24.69	25.70	26.90	28.24
5	23.34	24.22	25.42	26.74	28.12	29.54	31.06
6	24.39	25.30	26.55	27.92	29.37	30.88	32.43

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 the 2023 Calendar Year is at or above 2.7% as of February 2024, then an additional 0.5% will be added to wages retroactively effective February 1, 2024.

ANNUAL COMPENSATION FOR FULL-TIME EMPLOYEES IS BASED ON:

(School regular hours per Day x Hourly Rate x School Operational Days [includes 2 Interview Lieu Days, PD Days and excludes Teachers' Convention]) + Annual Vacation Entitlement (includes Teachers' Convention) + Named Holidays during School Operational Period.

SCHEDULE "B"

PAY GROUP	CLASSIFICATION IN GROUP
1	School Assistant I (Classroom Support) Cafeteria Worker
2	School Assistant II (Office Support)
3	Educational Assistant Level II - Uncertified Secretary I Library Technician Laboratory Technician Level I Cafeteria Assistant
4	Educational Assistant Level II - Certified Program Assistant (Does not meet minimum requirements) Secretary II Accounts Clerk I Transportation Assistant Level I Laboratory Technician Level II
5	Program Assistant (Meets minimum requirements) Educational Assistant Level III (Does not meet minimum requirements) Accounts Clerk II
6	Educational Assistant Level III - Certified Transportation Assistant Level II Student Services Assistant Speech Language Pathologist Assistant Early Learning Assistant

LETTER OF UNDERSTANDING #1

**LETTER OF UNDERSTANDING - LABOUR MANAGEMENT COMMITTEE ACTION
ITEMS**

BETWEEN

THE ELK ISLAND CATHOLIC SEPARATE SCHOOL DIVISION

herein called the "Employer"

and

UNIFOR, THE UNION, LOCAL 71, herein called "Support Staff"

Over the term of this agreement, the Union and the Employer shall have the following discussions as part of their Labour management meetings:

1. Consultation on job descriptions
2. Discussion on application of job descriptions with regards to levelling of students
3. Discussion on shift changes to accommodate absences and student needs
4. Discussion on Probationary Evaluation, including consistency and evaluation templates
5. Discussion on toileting standards when caring for students

LETTER OF UNDERSTANDING #2

LETTER OF UNDERSTANDING – DOMESTIC VIOLENCE

BETWEEN

THE ELK ISLAND CATHOLIC SEPARATE SCHOOL DIVISION

herein called the "Employer"

and

UNIFOR, THE UNION, LOCAL 71, herein called "Support Staff"

When there is adequate verification from a recognized professional, an Employee who is in an abusive or violent situation will not be subject to discipline if work performance or absence from the workplace can be linked to the abusive or violent situation. Where an Employee has exhausted all available paid leaves, including sick leave, personal leave, or other short-term leaves, three (3) additional paid days will be granted per year.

LETTER OF UNDERSTANDING #3

**LETTER OF UNDERSTANDING – HEALTH, SAFETY AND ENVIRONMENT (HSE)
BETWEEN
THE ELK ISLAND CATHOLIC SEPARATE SCHOOL DIVISION
herein called the “Employer”
and
UNIFOR, THE UNION, LOCAL 71, herein called “Support Staff”**

The Union will provide one member to represent the Union on the Joint Worksite Health and Safety Committee.

LETTER OF UNDERSTANDING #4

**LETTER OF UNDERSTANDING - JOB POSTING CASUAL EMPLOYEES
BETWEEN
THE ELK ISLAND CATHOLIC SEPARATE SCHOOL DIVISION
herein called the “Employer”
and
UNIFOR, THE UNION, LOCAL 71, herein called “Support Staff”**

The parties have agreed to include Casual employees in the first round of Job Posting Article 6 (7). “the Employer” will supply a list of job posting applicants upon the posting closing to Local 71 Executive. The Unifor members will have first rights to the job posting. The job posting will be awarded as per Collective Bargaining Agreement.