

COLLECTIVE AGREEMENT

BETWEEN

SCHOOL DISTRICT OF MYSTERY LAKE,

(Hereinafter called "The Board")
Party of the first part

-and-

UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION
("UNITED STEELWORKERS")
LOCAL 8223-00

(Hereinafter called "The Union")
Party of the second part

May 1st, 2012– April 30th, 2017

SCHOOL DISTRICT OF MYSTERY LAKE SEXUAL HARASSMENT POLICY

The School District of Mystery Lake has developed this Policy through a committee comprised of union representatives, a teacher association representative and administrators.

The Policy is intended to govern the conduct of all staff and trustees of the School District in their relations with each other.

Preamble

The Board of Trustees and the Unions/Associations recognize that the problem of sexual harassment may exist. However, the parties agree that sexual harassment will not be tolerated in the workplace or in connection with the workplace. Any person who is in breach of this policy may be subject to disciplinary action or discharge.

Definition

Sexual harassment is any unsolicited and unwelcome sexually oriented behavior. It applies to employees of either sex. It may include but is not limited to the following:

- unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted;
- implied or expressed promise of reward for complying with a sexually oriented request
- implied or expressed threat of reprisal, in the form either of actual reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request.
- unwelcome remarks, jokes, innuendoes, propositions, or taunting about a person's body, attire, sex or sexual orientation,
- displaying of pornographic or sexist pictures or materials.

Prevention / Minimize Sexual Harassment Claims:

The School District of Mystery Lake should:

1. Follow the policy.
2. Clearly and regularly communicate the policy to all supervisory and non-supervisory employees, express strong disapproval of sexual harassment, explain the sanctions for such conduct.
3. Ensure privacy, provide effective remedies, protect witnesses and victims against retaliation.
4. Post policy clearly at work sites.
5. Develop a process to educate current and future employees including trustees.

The Process for Dealing with Sexual Harassment

Between Two (2) Employees:

Where an employee is of the opinion that he/she has been or is being sexually harassed by another employee, the employee may be expected to do the following:

- as a first step, try and resolve the problem by informing the offender that what is being said or done is offensive and ask that such behavior stop, unless the employee is feeling so insecure or threatened or intimidated, that the employee may go directly to the second step.
- as a second step, try and resolve the problem by involving the union representative(s) of either or both parties.
- as a third step, report to the immediate supervisor for resolution of the problem unless the immediate supervisor is the alleged offender.
- as a fourth step, report to the Superintendent of the School District for resolution of the problem.
- as a fifth step, draw the attention of the Board of Trustees to the problem.

It is recognized that the alleged offender and victim may belong to the same union/association (USW 8223-13 or USW 8223-00 or TTA) or a different union/association. The above steps would need to be followed regardless of which union the parties belong to.

SEXUAL HARASSMENT POLICY...continued...

Between Employee and Supervisor:

If, on the other hand, the employee is being harassed by a supervisor, then the following steps may need to be followed:

- as a first step, try and resolve the problem by informing the supervisor that what is being said or done is offensive and ask that such behavior stop, unless the employee is feeling so insecure or threatened or intimidated, that the employee may go directly to the second step.
- as a second step, try and resolve the problem by involving the union representative(s).
- as a third step, try and resolve the problem by reporting to the next line supervisor.
- as a fourth step, try and resolve the problem, by reporting to the Superintendent.
- as a fifth step, draw the attention of the Board of Trustees to the problem.

Between Employees and Trustee:

Where an employee is of the opinion that he/she has been or is being sexually harassed by a member of the Board of Trustees, the employee may do the following:

- As a first step, the employee with Union representative(s), try and resolve the problem, involving the Trustee, as to what is being said or done is offensive and ask that such behaviour stop.
- As a second step, draw the attention of the entire Board of Trustees to the problem.

Between Employees and Third Parties:

Where an employee feels harassment from third parties (ie. suppliers, carriers, sales representatives, parents) then it is expected that the employee will notify his/her immediate supervisor for resolution of this matter.

Time Lines

It is important that the matter at each step (stage) be dealt with as expeditiously as is feasible or at the latest within one to 2 weeks (10 school days) unless extended due to extenuating circumstances.

Consequences / Actions by the Board of Trustees

The Board or designate after investigating the complaint, shall have the authority to:

1. dismiss the complaint; or
2. determine the appropriate discipline; and/or
3. take any action which in the opinion of the Board may be necessary.

Frivolous Complaint

Where the Board or designate determines that a complaint has been made for frivolous, or vindictive reasons, the Board shall have the authority to

1. take disciplinary action against the complainant; and/or
2. take any action against the complainant which in the opinion of the Board may be necessary.

Grievance

This policy and procedures in no way precludes either party from seeking action under the CBA and/or Human Rights Legislation.

General:

- Where sexual harassment is recognized as having occurred, then the victim and the said union/association will be so informed.
- After care program involving time off in order to deal with the trauma of sexual harassment.
- Where sexual harassment has been recognized as such, sick leave taken in the interim will be reversed.
- The victim and relevant others will be kept informed of the actions taken.

12/09/95

MYSTERY LAKE SCHOOL DISTRICT and UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION
("UNITED STEELWORKERS")

**COLLECTIVE BARGAINING AGREEMENT
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ARTICLE 1 – PURPOSE OF AGREEMENT

1.01 The Parties of this Agreement agree to promote harmonious relations and to settle conditions of employment between the Board and the Union, to promote co-operation and understanding between the Board and its staff, to recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, hours of work and wage scale, to encourage efficiency in operation, and to promote the morale, well-being, safety, health and security of all the employees in the bargaining unit of the Union.

And whereas it is now thought desirable that the methods of bargaining and all matters pertaining to the working conditions of the employees be drawn up in an Agreement as follows:

ARTICLE 2 - UNION RECOGNITION

2.01 The Board recognizes the Union as the sole and exclusive bargaining agent for those employees in the employ of the School District of Mystery Lake, and as described in the Manitoba Labour Board Certificate No. M.L.B. - 6632, dated May 22, 1974.

2.02 Should a dispute arise concerning whether a person comes within the bargaining unit covered by this Agreement, the matter may be submitted by either party to the Manitoba Labour Board for decision.

2.03 It is further agreed that persons whose regular jobs are not contained within the framework of the definition of the said bargaining unit shall not work on any jobs which are included in the bargaining unit except for the purpose of instruction, experimenting or in emergencies when regular employees are not available.

2.04 The Employer agrees for the length of this agreement, not to contract out work that is included in the scope of the bargaining unit, in such a manner as to jeopardize the Bargaining Unit.

ARTICLE 3 – MANAGEMENT

3.01 The Board shall have the right to control and supervise all operations and direct all working forces; to hire; to lay-off; to discharge, suspend or discipline, for just cause; to promote, to demote or transfer; and to control and regulate the use of all equipment and property and promote efficiency in all operations, provided, however, that in the exercising of the foregoing Management Rights, the Board shall not contravene the provisions of this agreement, and shall exercise the above rights in a fair and equitable manner.

ARTICLE 4 - UNION SECURITY & CHECK OFF OF UNION DUES

4.01 The Board shall deduct from the earnings of each employee, in each month, union dues, fees and assessments in the amount certified by the Union to the Board to be currently in effect under the Union's Constitution. Such deductions shall be remitted within fifteen (15) days to the officer designated by the Union. The monthly remittances shall be accompanied by the names of the employees and the amount deducted from each.

4.02 Each new employee shall be introduced to the appropriate steward within five (5) working days of the date of hire.

ARTICLE 5 – REPRESENTATIVES, STEWARDS & MEMBERS OF COMMITTEES

5.01 The Union shall notify the Board, in writing, of the names of all committee members and representatives.

5.02 Committee members and/or representatives, who are required to conduct Union business during the normal hours of work, shall first receive permission from their immediate supervisor.

- 5.03 Members of the Union's negotiating committee will not lose pay for time spent attending meetings with management representatives. However, the Union negotiating committee shall not exceed four (4) employees.
- 5.04 Union representatives, not in the employ of the Board, who wish to speak to members of the bargaining unit, shall advise the Board's Designate of this intent. The Board's Designate may contact the employee so that they are able to confer privately, and will not interfere with other members of the staff.
- 5.05 The Labour/Management Committee will meet at least once every two (2) months, if requested, for the purpose of discussing workplace issues. Either party may request a meeting.

ARTICLE 6 - NO DISCRIMINATION

- 6.01 The Board and the Union agree that there shall be no discrimination against any employee because of race, creed, colour, age, sex, nationality, ancestry, place of origin, Union membership and Union activity. Furthermore, there shall be no discrimination against any individual or groups as outlined under the Manitoba Human Rights Code
- 6.02 The parties recognize that the problem of sexual harassment may exist. The parties further agree that sexual harassment will not be tolerated in the workplace or in connection with the workplace and that bonafide cases of sexual harassment shall be just cause for disciplinary action.

The Sexual Harassment Policy is attached to the front cover of the Collective Bargaining Agreement.

ARTICLE 7 - SENIORITY

- 7.01 The parties recognize that job opportunity and security shall increase in proportion to length of service. Therefore, in cases of vacancy, promotion, transfer, lay-offs, recall, and in the assignment of hours and days of Educational Assistants, senior Employees shall be entitled to preference.
- 7.02 (a) Newly hired employees shall be considered on a probationary period for a period of sixty (60) working days from the date of hire. During the probationary period employees shall be entitled to all rights and privileges of this Agreement except with respect to discharge.
Employment of such employee may be terminated at any time during this period of sixty (60) working days without recourse to the grievance procedure. After completion of the probationary period seniority shall be effective from the original date of employment.
- (b) Seniority shall be established after a probationary period of sixty (60) days worked and shall count from date of employment. Seniority shall be maintained and accumulated during:
- 1) absence due to lay-off, sickness, or accident
 - 2) authorized leave of absence.
- 7.03 An employee shall lose his/her seniority standing for the following reasons, when or if:
- 1) the employee terminates,
 - 2) the employee is discharged for just cause,
 - 3) the employee fails to return to work following an authorized leave of absence, subject to appeal to the Board,
 - 4) the employee does not return to work from lay-off within ten (10) days of being notified,
 - 5) the employee is on lay-off due to a lack of work for a period of more than twenty (20) months.
- 7.04 A seniority list, which shall include the names of all employees within the bargaining unit, shall be placed on a Board Office bulletin board and School bulletin board during the months of December and June of each year. The Union shall be provided with one copy.

- 7.05 In the event of lay-off, every employee affected shall be given at least two weeks' notice in advance, or two weeks' pay in lieu of notice, at the appropriate rate of pay. The Union shall be given advance notice of pending lay-off.
- 7.06 In the event of lay-off, (other than temporary lay-off not in excess of two (2) months) employees shall be laid off in the reverse order of seniority. Senior employees must have the capability and qualifications to fill a position vacated by a junior employee or be able to prove their abilities within a two (2) week period.

ARTICLE 8 - APPOINTMENTS AND PROMOTIONS

- 8.01 (a) In recognition of the responsibility of the Board for the efficiency of operation, it is understood and agreed that in any case referred to in Section 7.01, the Board shall have the right to determine the employee's capability, skill and qualifications and shall have the right to pass over any employee if it establishes that an employee does not have such qualifications to perform the normal requirements of the position.

- (b) Permanent employees will be given first preference on all job postings before consideration is given to those employees who are classified as substitutes.

A substitute employee is one whose name appears on the District's substitute list and who does not hold a permanent position.

Individuals who move from the substitute list to a temporary position will be considered as a substitute and be given second preference to the regular employee on all job postings.

- (c) Educational Assistants will be classified as permanent or term. Educational Assistants with two (2) years of seniority will be considered permanent. The hours assigned and the placement of Educational Assistant will be at the discretion of the District with Seniority being taken into account.

Temporary employees will be entitled to receive applicable health benefits as provided for in article 20 after one (1) year of employment.

- (d) Term - is a specific beginning and ending date (ex. Maternity Leave) subject to recall as per the Collective Bargaining Agreement. (Ex. Educational Assistants).

Temporary - is a specific beginning and no specific ending date. Not a permanent position (e.g. Sick Leave, Salary Continuance)

- 8.02 When a position within the scope of the bargaining unit is created or becomes vacant and is required to be filled, it will be advertised by means of an Employment Circular. Where a vacancy is expected to last for a period not exceeding thirty (30) working days, the vacancy may be filled without posting. Internal applicants who possess the required qualifications as determined in accordance with section 8.01 (a), shall be given preference over external applicants.

- 8.03 Such vacant positions will be posted on a Board Office and School bulletin board for a period of not less than five (5) days.

- 8.04 If there are no applicants with the qualifications required for the position on the job posting, either internally or externally, and the qualifications are to be changed, then the job will be re-posted with the revised qualifications listed.

- 8.05 The Board will allow one (1) lateral movement once every twelve (12) months for each employee on a job posting of identical classification. Any further lateral movement within the 12 month period shall be at the Board's discretion.

- 8.06 Employees making application for such vacant positions must make application to the designated recipient prior to the closing date of the Employment Circular. Subject to the provisions of 7.01 and 8.01 and 8.05, the senior employees shall be appointed or promoted.
- 8.07 Appointments, promotions and recall from lay-offs shall be subject to a thirty (30) day worked trial period. If it is determined during the thirty (30) day worked trial period that the employee concerned does not wish to do the job or does not have the capability to do the job which the employee has been promoted or appointed to, the employee shall be reinstated to the job that the employee held immediately prior to the time of promotion or appointment. However, in the event an employee does not have the capability to perform the job and must return to lay-off, the notice of lay-off period shall be waived.
- 8.08 Job Training
- (a) The School District shall do what is reasonably practical to increase the knowledge, training and skill of the employees, having due regard for their seniority, to enable them to apply for vacancies in a higher or different job classification.
 - (b) The School District shall provide adequate on the job training for anyone coming into a new position.
 - (c) Employees represented by Local 8223-00 will be guaranteed at least one (1) paid professional development day within a school year. Professional development day must be job related training
- 8.09 The Union will be given a copy of all Employment Circulars pertaining to Article 8.
- 8.10 Employees represented by Local 8223-00 have the right to bid on job postings for Local 8223-13 with first preference given to employees represented by Local 8223-13.
- 8.11 Employees serving a probationary period may apply for job postings.

ARTICLE 9 - GRIEVANCE PROCEDURE

- 9.01 The Board acknowledges the right of the Union to appoint or otherwise select a Grievance Committee of three (3) members, who shall be employees of the Board. The personnel of such Committee shall be communicated to the Board.
- 9.02 Should a dispute arise between the Board and any employee(s) regarding the interpretation, meaning, operation or application of this Agreement, the matter should be discussed between the employee and his/her immediate supervisor. The employee may request the assistance of a steward.

Every attempt should be made to settle such disputes without making use of the grievance procedure hereinafter provided for.

Step 1

Any employee may present a grievance, providing it is done within ten (10) working days following the occurrence of the circumstances giving rise to the grievance and providing that the grievance is presented in writing to the Board's Designate. The Board's Designate shall meet with the griever, accompanied by a steward, or a member of the Grievance Committee within two (2) working days of receiving the written grievance. The Board's Designate shall respond in writing within two (2) working days of the meeting.

Step 2

Failing satisfactory settlement at Step 1, the Union may submit such grievance in writing to the Superintendent/Secretary-Treasurer within two (2) working days after the answer to Step 1 was given to the Union. The Superintendent/Secretary-Treasurer shall meet to discuss the grievance within five (5) working days of receiving such request. The Union's representative may be part of the grievance committee, at Step 2. The Superintendent/Secretary-Treasurer, or designate, shall submit an answer in writing within two (2) working days of such a meeting.

Step 3

Failing agreement being reached in Step 2, an application may be made to the Board of Trustees in writing through the Superintendent/Secretary-Treasurer within five (5) working days after the answer to Step 2 has been given to the Union, and a hearing shall be granted to the Grievance Committee and the Union representative not later than fifteen (15) working days following receipt of the application.

Step 4

If the Board does not effect a settlement within five (5) working days of the hearing date then the employee may proceed to arbitration within fifteen (15) working days after the Board's decision is provided to the Union.

- 9.03 Where a dispute between the parties involving a question of general application, interpretation, suspension or discharge occurs, such grievance is to be signed by two unit officers of the Union.
- 9.04 If the grievor fails to meet the time limits allowed at each step of the grievance procedure, the grievance shall be deemed to be abandoned.
- 9.05 Grievances settled satisfactorily within the time allowed shall date from the time of the incident.
- 9.06 The Board will supply the necessary accommodations for the grievance meetings.

ARTICLE 10 - ARBITRATION

10.01 Composition of Board of Arbitration

When either party requests that a grievance be submitted to arbitration the request shall be made in writing, addressed to the other Party to the Agreement.

The following arbitrators will be used in rotation:

Mr. Michael Werier

Ms. Diane Jones

If the above arbitrators are not available within fourteen (14) days thereafter each party shall agree upon a common arbitrator in accordance with Section 10.02.

10.02 Who May Be An Arbitrator

No person shall be selected as an Arbitrator who:

- (i) is acting or has in a period of six (6) months preceding the date of his appointment acted, in the capacity of solicitor, legal advisor, counsel or agent of either of the Parties;
- (ii) has any pecuniary interest in the matters referred to the Board, other than being a taxpayer.

10.03 Arbitrator's Procedure

The arbitrator may determine his/her own procedure, but shall give full opportunity to all Parties to present evidence and make representations to him/her. He/she shall hear and determine the difference or allegation and render a decision.

10.04 Decision of the Arbitrator

The decision of the Arbitrator shall be final and binding to both Parties, but in no event shall the Arbitrator have the power to alter, modify, or amend this Agreement in any respect.

10.05 Expenses of the Arbitrator

Each party shall pay:

- (i) One-half the fees and expenses of the Arbitrator.
- (ii) One-half the rental fee of a place to meet.

10.06 Amending of Time Limits

The time limit in both the Grievance and Arbitration Procedure may be extended by consent of the Parties to this Agreement.

10.07 Witnesses

At any stage of the Grievance or Arbitration Procedure the Parties may have the assistance of the employee(s) concerned as witnesses, or other witnesses, and all reasonable arrangements will be made to permit the conferring Parties or the Arbitrator to have access to any part of the Board's premises in order to view any working conditions which may be relevant to the settlement of the grievance.

ARTICLE 11 - DISCHARGE AND DISCIPLINARY PROCEDURE

- 11.01 Unless circumstances justify immediate discipline or discharge, employees shall be given warning in writing.
- 11.02 (a) An employee who has received a written warning will have their record cleared after a period of four (4) months from the date of the latest warning.
- (b) An employee who has received a second written warning will have their record cleared after a period of six (6) months from the date of the latest warning.
- (c) An employee who has received suspension will have their record cleared after a period of one (1) year from the date of the latest suspension.
- (d) Any Demotions, Suspensions, or Warnings shall be in writing to the Employee and will be copied to the Union.
- 11.03 The Board shall not impose disciplinary penalties unjustly or unreasonably.
- 11.04 Prior to initiation of the grievance procedure when the employer talks to the employee regarding demotion, suspension or written warning, the said employee shall be accompanied by a Shop Steward or designate.
- 11.05 In the event of a claim that an employee has been disciplined, suspended, or discharged unjustly or unreasonably, the grievance procedure as outlined elsewhere in this Agreement shall be followed.

ARTICLE 12 - HOURS OF WORK

- 12.01 The normal work week shall consist of five (5) consecutive days, Monday to Friday inclusive, for a total of thirty-five (35) hours.
- 12.02 The normal work day, Monday to Friday, shall be seven (7) hours. The hours of work for each day shall be determined by the Principal in the case of schools and by the Boards' Designate in the case of the Administration Building, except that in the event that the regular scheduled work day starts prior to 7:30 a.m. or ends after 5:00 p.m. the Parties will negotiate a mutually satisfactory shift premium. If Educational Assistants are required to attend in-service meetings, they shall be paid their regular hourly rate for hours of attendance.
- 12.03 Employees shall have a fifteen (15) minute rest period both in the morning and afternoon provided that they have worked at least 2 hours in each of the morning and afternoon.

ARTICLE 13 - OVERTIME

- 13.01 It is the responsibility of each employee to maintain his/her normal work schedule at a satisfactory stage of completion.
- 13.02 (a) When an employee, who is directed to work beyond regular hours of work, on a regular day, such hours shall be paid for at a rate of one and one-half (1 1/2) times the employee's hourly rate or banked at one and one-half (1 1/2) times at the employees option to a maximum of 40 hours.

(b) When an employee is directed to work on their regular day off such employee shall be paid two (2) times the hourly rate for the hours worked.

(c) An employee, who is directed to work on a paid holiday, shall be paid two (2) times his/her hourly rate for the hours worked, plus pay for the holiday.
- 13.03 The employee's hourly rate for the purpose of calculating overtime shall be the employee's hourly rate of pay.
- 13.04 It is understood that all overtime shall be on a voluntary basis except when overtime is necessary to maintain an efficient and effective operation.

ARTICLE 14 - PAID HOLIDAYS

- 14.01 All employees shall have the following holidays at their regular rate of pay:

New Year's Day	Louis Riel Day	Good Friday
Victoria Day	Canada Day	Civic Holiday
Labour Day	Thanksgiving Day	Christmas Day
Boxing Day	Remembrance Day	December 24th
December 31st		

2 (Two) Floater Holidays (To be scheduled any time on a day mutually agreeable between the employee and the Board's Designate) within each contract year. Approval of floater holidays will not be unreasonably denied.

- 14.02 When a paid holiday occurs on a Saturday or Sunday, the holiday shall be observed on a working day or working days continuous with the weekend. Such days shall be determined by the Board.
- 14.03 Eligibility for payment for the above holidays shall be as provided in the Employment Standards Code of the Province of Manitoba.

ARTICLE 15 - VACATION

- 15.01 (a) The vacation entitlement shall be calculated as to the number of years service as of June 30th each year. Employees commencing employment prior to January 31st shall on June 30th of that year be credited as though they had completed their first year of service for calculation of future vacation credit.

(b) An employee who terminated his/her employment with more than one (1) year of service shall be prorated for the months worked on the basis of his/her last full year of service.
- 15.02 Each employee shall submit his/her preferred vacation dates to the Board's Designate for approval prior to May 15th when taking vacations during July or August and prior to June 30th for other vacations. The Board's Designate will notify employees within three (3) weeks as to whether or not their preferred vacation time has been approved. Senior employees shall be given preference in scheduling vacations.

Holiday entitlement may be split four (4) times in any one year with the exception of emergency.

There shall be no right to accumulate vacations from one year to the next year, all vacations must be taken within one (1) year after an employee becomes eligible for such annual vacation. The vacation period from one year will not be allowed to adjoin another.

An employee may carry over a maximum of five (5) days vacation into the next vacation year provided that vacation in any year does not exceed the allowable vacation plus 5 vacation days.

- 15.03 (a) An employee who has less than one year's service seniority at the end of the vacation year shall receive vacation with pay calculated on the basis of one and one-quarter (1 1/4) vacation days for each month worked in the preceding vacation year, plus two (2) days traveling time, such total vacation time not to exceed fifteen (15) days.
- (b) When calculating the second vacation entitlement of an employee that if he/she began their employment with the District between July 1 and December 31, they would be entitled to second year vacation as per the vacation schedule, Article 15.04. If they began their employment with the District between January 1 and June 30 they would be entitled to first year vacation as per the vacation schedule Article 15.04.
- (c) Length of vacation shall be according to the following schedule:

YEARS OF EMPLOYMENT	LENGTH OF VACATION
1 Year	15 Work days
2 Years	16 Work days
3 Years	18 Work days
4 Years	19 Work days
5 to 6 Years	20 Work days
7 to 8 Years	21 Work days
9 Years	22 Work days
10 Years	23 Work days
11 to 12 Years	24 Work days
13 to 14 Years	25 Work days
15 Years	26 Work days
16 to 18 Years	27 Work days
19 to 21 Years	28 Work days
22 to 24 Years	29 Work days
25 to 30 Years	30 Work days

- 15.04 (a) Vacation shall be lengthened by two (2) work days (travel time) except in the case of termination unless such employee has been employed for a period of six (6) months after the last vacation anniversary date.
- (b) Vacation shall be further lengthened by one (1) work day where a paid holiday occurs during that period of a vacation.
- (c) An employee in their twentieth (20th), twenty-fifth (25th), thirtieth (30th) and thirty-fifth (35th) year of service with the School District shall be entitled to an additional five (5) working days vacation. This vacation must be taken in the employee's twentieth (20th), twenty-fifth (25th), thirtieth (30th) and thirty-fifth (35th) year or such vacation will be forfeited. Vacation bonus will apply.

(Employees who have surpassed their thirty-fifth (35th) year at the date of signing - 2009 will be granted five (5) days.)

15.05 Payment

Vacation wages shall be paid at the standard rate of pay that the employee would earn in his/her regular job. Vacation pay for those employees on the District's substitute list will be at the rate of 6%.

Educational Assistants will have the option of taking their vacation at the payout of 6% each pay period or in accordance with the vacation schedule as outlined in Clause 15.04 subject to the following:

- (a) Existing Educational Assistants must notify the Boards' Designate of their option choice by October 15th.
- (b) Temporary employees will have the option of receiving vacation payout of six percent (6%) each pay period or accumulation of vacation days on a pro rated basis.
- (c) All Educational Assistants vacations must be taken during the school breaks and/or lay-off periods.

15.06 Vacation Bonus

Forty (\$40.00) dollars per work day of vacation and travel time, effective May 1st, 2006 will be paid to each employee who has served his/her probationary period and shall be paid upon completion of his/her probationary period. Vacation bonus shall be pro-rated based on full term equivalent.

ARTICLE 16 - SALARY RANGE

16.01 The wages set forth in Schedule "A" of this Agreement shall come into effect on the dates indicated in Schedule "A".

16.02 Job Titles will be automatically updated when there are any changes made to Schedule "A" and copies forwarded to Staff Representative and Unit Chair within two weeks of such change.

16.03 In the event of the Union or the Board's Designate desiring to upgrade the rate of pay for a job the party wishing to make such a change shall request a meeting in writing indicating the job or jobs to be reclassified. The party receiving such request will meet within 10 days to discuss such reclassification. In the event that the job is reclassified by the parties such increase shall be retroactive to the date of the letter requesting a meeting to reclassify such job.

16.04 The salary scale rates in effect for the duration of this agreement, May 1, 2012- April 30, 2017, will be as follows:

May 1, 2012	2.0% increase to all wages
May 1, 2013	2.0% increase to all wages
May 1, 2014	2.0% increase to all wages
May 1, 2015	2.0% increase to all wages
May 1, 2016	2% increase to all wages

16.05 A cost of living allowance will, if applicable, be paid to each employee in each of the three years of this contract as set out below:

- (a) The allowance shall be one cent (1 cent) per average month's straight time hours worked for each zero point thirty five (.35) increase in the C.P.I. using the 1971 base.
- (b) The first payment is to be made on July 1st, 1998 and will be based on the C.P.I. increase which occurred during March, April, May, 1998.
- (c) Further payments will be made quarterly thereafter with all increases being rolled into the salaries under Schedule "A" to an accumulated maximum increase of .35 cents per hour the first year, .35 cents per hour the 2nd year, and .36 cents per hour in the 3rd year.
- (d) Effective May 1, 1998, the parties to this C.B.A. agree that Article 16.04 (a), (b) and (c) will be frozen.

ARTICLE 17 - LEAVE OF ABSENCE

17.01 Personal Leave

(a) An employee shall be allowed up to thirty-five (35) working days leave of absence in each calendar year without pay for personal reasons if:

- (1) The employee applies for such leave in writing to the Board's Designate at least five (5) working days prior to the commencement of such leave.
- (2) The leave is for a good reason and does not interfere unduly with the operations of the School District.

In unexpected situations, leave may be granted through verbal notification from the Board's representative.

(b) An employee absent as a result of being required by the Employer to be a chaperone on school function(s) shall be paid for such time to a maximum of five (5) working days in a school year.

17.02 Union Business

(a) An employee who has been elected or appointed by the Union to attend Union conventions, Union School or other business of the Union, shall be granted a leave of absence for this purpose. The Union will inform the Board of the name of the employee. Such leave shall not exceed a collective maximum of ninety (90) days in any one calendar year. In the event of an emergency such leave may be denied. The Union agrees that no more than five (5) employees will be absent at any one time for such business.

(b) While an employee is on Union Leave, the School District will pay normal wages and deductions, including pension contributions and the Union shall fully reimburse the School District for such payments upon billing. Benefits will be paid by the Board.

(c) Humanity Fund

It is understood and agreed that with respect to the USWA Humanity Fund the Board will deduct \$2.00 per month from all participating employees. If an individual employee should request in writing no such deduction will be made from his/her pay. These funds will be paid every three (3) months by a separate cheque to the "Steelworkers Humanity Fund" and forwarded to the United Steelworkers of America 234 Eglinton Ave., E., Suite 700, Toronto, Ontario M4K 1P7, on behalf of Local 8223. Photo copies of lists and amounts are to be forwarded to the local union.

17.03 Leave for Union Staff

The Board shall grant an employee a leave of absence of not more than two (2) years for Union Business, providing the employee has requested this leave in writing and the Union has approved the request. This leave may be extended for additional two year periods. Such leave shall be without pay. Benefits may be continued at no cost to the Board.

17.04 An employee may be released from duty in order to fulfill his/her function as an elected official in a local office. This release will be with loss of pay at a rate as established in the current negotiated agreement for personal leave. Permission must be obtained from the Board's Designate for this release.

If an employee is elected to a public office at Municipal, Provincial or Federal Level, he/she may request a leave of absence from the School Board. Such leave shall be without pay. The employee will return to employment with the School District of Mystery Lake in a position comparable in wages and benefits to the position held when leave commenced. An employee elected to public office will be given six (6) days with pay to conduct the elected position's work.

17.05 The Union will be notified of all leaves granted under this section.

17.06 Jury Duty

The Board shall pay an employee who is required to serve as a juror, or attend as a court witness, at any case other than his/her own, the difference between his/her normal earnings and the pay he/she received for jury service or as a court witness. The employee shall present proof of service and the amount of remuneration received.

17.07 Education Leave

Where an employee has received prior approval from the Board's Designate for a correspondence or night school course in a job related field in Thompson and has successfully completed that course, he/she will be reimbursed 75% of the cost of registration and course materials up to a maximum of \$1,000.00. The employee agrees to provide receipts of registration and course material costs to the employer and to continue in the employ of the School District for one year following completion of the course.

Employees shall be entitled to take education leave which is job related without loss of seniority and the employer will provide fringe benefits at a nominal cost while on Education Leave.

During the Education Leave the employee shall continue to accumulate seniority. To receive Educational Leave an employee must have two (2) years seniority. Employees entitled to leave under this clause shall be limited to one (1) employee for one (1) year in the Bargaining Unit per contract year. Such leave may be extended upon request to the Board. The employee must request such leave in writing prior to the beginning date of the course.

17.08 Parental Leave

The Board shall grant a leave of absence not to exceed thirty-four (34) weeks. Employees receiving such parental leave will retain and accumulate seniority during such leave. Upon return the employee will resume his/her normal duties in his/her former position or a job of equal standard providing his/her original position has been phased out. Benefits may be continued at no cost to the Board.

- i) Parental leave may be in addition to Maternity Leave as per article 17.11 and no less than provided in the Employment Standards Act.

17.09 Adoption Leave

An employee shall be entitled to an adoption leave of absence not exceeding seventeen (17) weeks in duration subject to the following conditions: -

Application for such leave is made in writing at least four (4) weeks prior to the date the leave is to commence.

Such leave shall commence not later than one (1) year from the day on which the child comes into the care and custody of the employee.

Where two adopting parents are both employees of the District the total amount of adoptive leave available to the two employees shall not exceed twenty-three (23) weeks. Employees receiving such adoption leave will retain and accumulate seniority during such leave. Upon return, the employee will resume his/her normal duties in his/her former position or a job of equal standard, providing his/her original position has been phased out. Benefits may be continued at no cost to the Board.

17.10 Primary Caregiver Leave

The Board will grant Primary Caregiver Leave to Employees: Two (2) days with pay at the discretion of the employee within a week of the date of birth of the child. Employees receiving such leave will retain and accumulate seniority.

17.11(a) Maternity Leave

The Board shall grant leave of absence not to exceed seventeen (17) weeks in the event of maternity. Employees receiving such maternity leave will retain and accumulate seniority during such leave. Upon return, the employee will resume her normal duties in her former position or a job of equal standard, providing her original position has been phased out. Additional leave of absence may be granted for a period in excess of seventeen (17) weeks upon presentation of a doctor's certificate requiring such additional leave.

- i) Maternity Leave may be in addition to Parental Leave as per article 17.08 and no less than provided in the Employment Standards Act.

The Board will assume payment of all benefits for those employees who qualify for maternity leave.

17.11(b) E.I. Maternity Benefit Top Up

1. An employee taking maternity leave pursuant to this article and entitled to Employment Insurance Benefits shall be entitled to receive top up pay for the period of leave up to seventeen (17) weeks in the amount of seventy-five percent (75%) of the salary being received at the time leave was taken, this pay to include benefits received from Human Resources Development Canada to a Supplemental Employment Benefits (SEB) Plan.
2. In respect of the period of maternity leave, top up payments made according to the SEB Plan will consist of the following:
 - i. For the first two weeks, payments equivalent to 75% of her gross salary, and
 - ii. Up to fifteen (15) additional weeks' payment equivalent to the difference between the Employment Insurance Benefit the employee is eligible to receive and 75% of her gross salary.
 - iii. Any employee receiving E.I. top up benefits must enter into an agreement with the District providing that:
 - a) they will return to work and remain in the employ of the District for at least the equivalent of six (6) months following their return to work and;
 - b) should they fail to return to work as provided under (a) above, they are indebted to the District for the full amount of pay received from the District as a maternity top up during the entire period of leave.

ARTICLE 18 - BEREAVEMENT & COMPASSIONATE LEAVE

18.01 Bereavement Leave

- (a) In the case of a death of an employee's spouse or child, mother, mother-in-law, father, father-in-law, brother, sister, son-in-law, daughter-in-law, immediate step-family, the Board shall grant fifteen (15) working days leave of absence with pay.
- (b) In the case of a death of other members of the employee's immediate family, the Board shall grant ten (10) working days leave of absence with pay within a school year (July - June). Other members shall include: grandparents, grandparents-in-law, grandchildren, brother-in-law, sister-in-law, and foster children currently in their care.

18.02 Compassionate Leave

In the case of serious illness only of son, daughter, wife, husband, mother, father, brother, sister, grandchildren, son-in-law, daughter-in-law, mother-in-law, father-in-law, immediate step-family, each employee shall be allowed compassionate leave without loss of pay up to but not exceeding a total of five (5) working days in any one (1) school year. The Board reserves the right to request a medical certificate for any absences allowed herein.

Approved requests in excess of five (5) working days are to be taken from sick leave up to a maximum of fifteen (15) days.

Extensions may be granted by the Board for Articles 18.01(a) & (b) & 18.02.

ARTICLE 19 - SICK LEAVE

- 19.01 Sick leave is provided for the sole purpose of insuring a continuous income to any employee during periods of illness.
- 19.02 Sick leave credits, which will provide leave of absence with pay, shall be accumulated at the rate of two (2) days for each month of service to a maximum of 260 days. (Also see Letter of Understanding.)
- 19.03 The following pay out will be paid to Employees on death, permanent layoff, or retirement provided that in the case of retirement the Employee has reached at least age fifty five (55) or the age and years of employment with the School District equals 80. Prior to age fifty five (55) a member upon death, retirement or permanent layoff shall be entitled to 25% of accumulated sick leave to a maximum of \$850.00 effective May 1st, 2006.

<u>PAY OUT</u>	<u>ACCUMULATED</u>
15%	100 – 399 Days
20%	400 – 499 Days
25%	500 or more Days

EMPLOYEES TO HAVE THREE (3) OPTIONS

- 1. One time payment
 - 2. One (1) payment annually for three (3) years.
 - 3. Consecutive work days off (bridge to retirement date) with pay prior to retirement based on the above percentages.
(Age 55 or magic number 80 must be achieved prior to or during option 3)
 - 4. Consecutive work days off as provided in point 3 above will not be used for the accrual of additional vacation days, sick days, and floaters. Health and Insurance benefits as provided in Article 20 will continue during any Consecutive Work days off under this provision, consecutive work days off under this provision will continue to count towards the pension service calculation in 19.03 (a).
- 19.04 The Board may require an employee, who claims that he/she has been absent because of sickness, to furnish a certificate from a duly qualified medical practitioner, certifying that said employee was unable to perform his/her duties due to illness.
 - 19.05 (a) In the case of a long term disability the School District will maintain the employee's fringe benefits for a minimum of six (6) months from the time the individual became eligible for salary continuation. Such benefits shall be extended for further periods of six (6) months for employees who are not entitled to C.P.P. disability Pension and providing either the Union or the employee provides medical reasons for extending such benefits. Such medical reasons shall indicate that the employee is not medically capable of being gainfully employed in work he/she is qualified to perform.
 - (b) Coverage will be provided up to a maximum of three (3) years from the date the employee becomes eligible for salary continuance benefits providing the above condition has been met. Employees who are off work due to a non-occupational accident or sickness shall continue to accumulate seniority for up to one (1) year after such employee's first start to receive salary continuance. Such employee shall maintain but not accumulate seniority after one (1) year of receiving salary continuance benefits.

ARTICLE 20 - HEALTH AND INSURANCE BENEFITS

- 20.01 The Board shall assume payment of the full cost of the monthly group life insurance premiums for all employees who elect to join the Plan. The Plan provides coverage of \$100,000.00 for all employees and shall also provide for double indemnity in the event of an on-the-job accident.

- 20.02 The Board shall assume payment of the full cost of the premiums for the Drug Insurance Plan (.35 co-insurance) currently in effect in the District. If both spouses work for the School District of Mystery Lake, only one family rate will be assumed by the District.

It is agreed that any changes in the carrier of the plan will not affect the coverage or cost for the Employees.

Prescription Drug Coverage for Retirees

Employer to cover the cost of the Pharmacare deductible for prescription drugs for Retirees to age **seventy (70)** provided the Employee has reached at least age fifty five (55) or the age and years of employment with the School District equals eighty (80). This is to be based on the employee pension earnings, provided he or she is not covered under another plan.

- 20.03 The Board shall assume payment of the full cost of the premiums for the Dental Plan (Level 3) and the Optical Plan (\$250.00 the 1st of the month following the date of ratification, \$300.00 September 1st, 2014).

It is agreed that any changes in the carrier of the plan will not affect the coverage or cost for the Employees.

Lifetime Maximum for Orthodontics (Braces) per child \$1250.00.

Additional Northern Dental Fees to be covered by the Dental Plan or the Employer.

- 20.04 The Board shall assume payment of the full cost of the premiums for the Long Term Disability Plan currently in effect in the District and it shall be a condition of employment with the District.

- 20.05 Employees shall participate in the MUPP pension plan in accordance with terms and conditions of this plan.

The District shall contribute 10% of payroll and benefit costs and the employees, effective July 1, 2013, shall contribute 5% of gross salary excluding overtime.

- 20.06 Employees may contribute to the U.S.W. Savings Plan and/or RRSP by means of payroll deduction made on each and every pay period in accordance with the Letter of Understanding attached to this agreement.

- 20.07 The Board and Employee agree to share the cost of ambulance/semi-private rooms. Such coverage shall be compulsory for those employees hired after July 1, 1998.

- 20.08 Employees and their spouse, (spouse as defined by legislation), shall be entitled to reimbursement for the cost of one eye examination up to a maximum of \$70.00 each once every two years effective the date of signing the collective agreement – 2009.

ARTICLE 21 - SAFETY AND HEALTH

- 21.01 The Parties desire to maintain high standards of safety and health. The Board shall maintain and operate adequate heating and ventilation systems.

- 21.02 The Union steward will be notified of each accident causing injury.

ARTICLE 22 - HANDICAPPED EMPLOYEES

- 22.01 In the event of an employee sustaining injuries at work, every effort shall be made by the employer to give the handicapped employee such suitable employment as is available.

ARTICLE 23 - REPORTING ALLOWANCE

23.01 An employee shall be paid a reporting allowance for four (4) hours at the appropriate rate of pay if the work for which he/she was scheduled to perform, or substitute work, is not available. The four (4) hour reporting allowance will not be paid if substitute work is refused.

ARTICLE 24 - TRANSPORTATION DURING WORKING HOURS

24.01 The Board shall provide transportation for an employee who is transferring from one job location to another providing such a transfer does not occur at the beginning of the work day or during the mid day break.

ARTICLE 25 - SEVERANCE PAY

25.01 An employee shall receive an amount equal to two (2) week's pay after the first year of service plus one (1) week's pay for each additional year of service in the event of permanent lay-off.

ARTICLE 26 - DURATION, RENEWAL OR REVISION OF AGREEMENT

26.01 This Agreement shall become effective on May 1st, 2012 and shall continue in force up to and including April 30th, 2017 and thereafter from year to year unless terminated or reviewed as hereinafter provided.

26.02 Should either Party wish to renew, revise or terminate this Agreement, then such Party shall notify the other not less than thirty (30) days nor more than sixty (60) days, prior to the expiry day of the Agreement.

Executed in the City of Thompson, Manitoba, this _____ day of _____, 2013

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

SCHEDULE "A"
LOCAL 8223-00 SALARY SCALE MAY 1ST, 2012 TO APRIL 30TH, 2017

<u>Classification</u>	<u>Base</u>	<u>1st Year</u>	<u>2nd Year</u>
A Typist			
Effective May 01, 2012 Hourly	\$20.99	\$21.20	\$21.40
Effective May 01, 2013 Hourly	\$21.41	\$21.62	\$21.83
Effective May 01, 2014 Hourly	\$21.84	\$22.05	\$22.26
Effective May 01, 2015 Hourly	\$22.28	\$22.49	\$22.71
Effective May 01, 2016 Hourly	\$22.72	\$22.94	\$23.16
B Library Clerk, Receptionist-Typist-RDPC, Special Services Typist, , Lab Assistant, Aboriginal Ed. Ass't in RDPC. Receptionist – Typist, SBO. (4.5 hours/daily)			
Effective May 01, 2012 Hourly	\$21.34	\$21.54	\$21.76
Effective May 01, 2013 Hourly	\$21.77	\$21.97	\$22.19
Effective May 01, 2014 Hourly	\$22.20	\$22.41	\$22.64
Effective May 01, 2015 Hourly	\$22.64	\$22.86	\$23.09
Effective May 01, 2016 Hourly	\$23.10	\$23.32	\$23.55
C Library Resource Clerk (R.D.P.C.), Information Clerk Typist, Career Resource Clerk, EBD-EA Special Services Secretary, Attendance Officer, Elementary Library Resource Clerks Secretarial (2.5 hours daily)			
Effective May 01, 2012 Hourly	\$21.86	\$22.08	\$22.31
Effective May 01, 2013 Hourly	\$22.30	\$22.52	\$22.75
Effective May 01, 2014 Hourly	\$22.74	\$22.98	\$23.21
Effective May 01, 2015 Hourly	\$23.20	\$23.43	\$23.67
Effective May 01, 2016 Hourly	\$23.66	\$23.90	\$24.15
D Aboriginal Student Advisor, Visual Language Interpreter, Speech Language E/A			
Effective May 01, 2012 Hourly	\$22.56	\$22.81	\$23.01
Effective May 01, 2013 Hourly	\$23.01	\$23.26	\$23.47
Effective May 01, 2014 Hourly	\$23.47	\$23.73	\$23.94
Effective May 01, 2015 Hourly	\$23.94	\$24.20	\$24.42
Effective May 01, 2016 Hourly	\$24.42	\$24.69	\$24.91
E Library Technician, Public Relations (3.5 hours/daily)			
Effective May 01, 2012 Hourly	\$23.21	\$23.46	\$23.75
Effective May 01, 2013 Hourly	\$23.67	\$23.93	\$24.22
Effective May 01, 2014 Hourly	\$24.14	\$24.41	\$24.70
Effective May 01, 2015 Hourly	\$24.63	\$24.90	\$25.20
Effective May 01, 2016 Hourly	\$25.12	\$25.39	\$25.70

F School Administrative Assistants, Financial Facilitator, Printer (Refer to Letter of Understanding), Purchasing Inventory Clerk, District Facilitator, Records Clerk (R.D.P.C.), Student Services Secretary, Attendance/Receptionist Secretary (R. D. P. C.), SBO Accounts Payroll Clerk, Accounts Clerk 1, SBO Computer Services Clerk, Computer Support Clerk, (2) Permanent Sub-Clerical

Effective May 01, 2012 Hourly	\$24.28	\$24.54	\$24.78
Effective May 01, 2013 Hourly	\$24.76	\$25.03	\$25.27
Effective May 01, 2014 Hourly	\$25.26	\$25.53	\$25.78
Effective May 01, 2015 Hourly	\$25.76	\$26.04	\$26.29
Effective May 01, 2016 Hourly	\$26.28	\$26.56	\$26.82

G Computer Service Technician, Administrative Assistant to Assistant Superintendent, Administrative Assistant to Special Services, Administrative Secretary of RDPC, School Facilitator, Administrative Secretary to Facilities Manager, Student Record Clerk

Effective May 01, 2012 Hourly	\$24.92	\$25.16	\$25.39
Effective May 01, 2013 Hourly	\$25.42	\$25.67	\$25.90
Effective May 01, 2014 Hourly	\$25.93	\$26.18	\$26.41
Effective May 01, 2015 Hourly	\$26.44	\$26.70	\$26.94
Effective May 01, 2016 Hourly	\$26.97	\$27.24	\$27.48

H Senior Accounts Officer, Computer Technician, Payroll Officer (Teaching Staff), Payroll Officer (Non-Teaching Staff)

Effective May 01, 2012 Hourly	\$28.37	\$28.64	\$28.94
Effective May 01, 2013 Hourly	\$28.93	\$29.21	\$29.52
Effective May 01, 2014 Hourly	\$29.51	\$29.80	\$30.11
Effective May 01, 2015 Hourly	\$30.10	\$30.39	\$30.71
Effective May 01, 2016 Hourly	\$30.70	\$31.00	\$31.32

I IT Technology Coordinator

Effective May 01, 2012 Hourly	\$37.78	\$38.16	\$38.54
Effective May 01, 2013 Hourly	\$38.54	\$38.92	\$39.31
Effective May 01, 2014 Hourly	\$39.31	\$39.70	\$40.09
Effective May 01, 2015 Hourly	\$40.09	\$40.49	\$40.89
Effective May 01, 2016 Hourly	\$40.90	\$41.30	\$41.71

EA1

Effective May 01, 2012 Hourly	\$21.59	\$21.81	\$22.02
Effective May 01, 2013 Hourly	\$22.03	\$22.24	\$22.46
Effective May 01, 2014 Hourly	\$22.47	\$22.69	\$22.91
Effective May 01, 2015 Hourly	\$22.92	\$23.14	\$23.37
Effective May 01, 2016 Hourly	\$23.37	\$23.61	\$23.84

EA2

Effective May 01, 2012 Hourly	\$22.13	\$22.35	\$22.56
Effective May 01, 2013 Hourly	\$22.58	\$22.80	\$23.01
Effective May 01, 2014 Hourly	\$23.03	\$23.25	\$23.47
Effective May 01, 2015 Hourly	\$23.49	\$23.72	\$23.94
Effective May 01, 2016 Hourly	\$23.96	\$24.19	\$24.42

EA2 Definition

To be classified as an EA2 the position must include providing assistance of a support nature, both in and out of the classroom, in special educational programs designed for profoundly mentally handicapped, profoundly physically handicapped, or profoundly emotionally/behaviorally disordered students as determined by the District.

LETTER OF AGREEMENT
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

The employer shall notify the Union before the introduction of major technological changes which affect the employees. In the event of major technological change, the District would endeavor to ensure that employees who are affected by this introduction would be trained to utilize the equipment.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF AGREEMENT
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

It is agreed that article 24.01 regarding transportation during work hours shall be grandfathered as of April 30th, 1987 for existing employees and shall not apply to new employees hired on or after May 1st, 1987.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF AGREEMENT
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

In an attempt to create an opportunity for Educational Assistants to acquire increased hours of work, the School District and the United Steelworkers Local 8223-00 herewith agree to the following:

- (1) That first consideration for Educational Assistant vacancies within the District will be given to Educational Assistants currently employed with the District who apply for such vacancies.
- (2) That any resultant increase in hours will not cause a variation or modification of the Assistant's current assignment.
- (3) That an Educational Assistant's suitability, for an assignment, will be determined by the Employer subject to the terms and conditions of the Collective Agreement.
- (4) That there will be no transportation allowance paid where such assignment(s) necessitates travel between schools or results in an employee working a split shift.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

It is proposed that a Training Committee be formed consisting of the following personnel:

U.S.W. 8223-13 1 maintenance person; 1 janitorial person

U.S.W.. 8223-00 1 secretarial/clerical person;
1 educational assistant

Senior Administration - 2 supervisors

Trustee - 1

The objective will be to explore a mutually beneficial training plan for those employees making application for such training and nominated by their supervisor.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

I have read all the terms and conditions of the Steelworkers Savings Plan and/or RRSP (hereafter referred to as the Plan). I understand same and I agree to and adopt said terms and provisions. I confirm that I understand that the District's only involvement in the Plan is to facilitate the payroll deduction as I have stipulated, and to forward same as required by the Plan (and for valuable consideration in the receipt and sufficiency of which I hereby acknowledge), I irrevocably release the District from any liability in connection with any loss or damage suffered as a result of any act of omission or commission regarding the investment, administration or management of the Plan including, without restricting the generality of the foregoing, any loss suffered in respect to any investment made by the Plan.

My enrollment in the plan shall become effective commencing September 1, 20 ____.

I understand that I may give written notice to the District prior to September 1 in any year to alter my deduction for the subsequent school year.

Date

Employee's Signature

Agreed to by the District:

Date

Secretary-Treasurer

LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

Educational Assistants may be assigned to work six (6) or seven (7) continuous hours with time allowed for a meal period with no disruption to the students. This will be done on a voluntary basis.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

It is agreed that the permanent ten month positions (Secretaries, Resource Clerks) will be treated the same as twelve month permanent position.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

The School District of Mystery Lake agrees that all employees hired prior to July 1, 1998, will be grand-fathered and will not be subject to changes made in the 1998 - 2000 agreement in regard to Sick Days.

These employees will continue to accumulate sick days at two days per month without a cap.

The following is a listing of grand-fathered employees:

Nadia Portey	Susan Abel	Brenda Gagnon	Joanne Yurkiw
Gloria Jacobs	Marie Miscavitch	Beverly Behrmann	Laura Duchesne
Wenndy Ritchat	Lori Meuse	Cindy Shaw	Yvonne Giesbrecht
Shirley Sim	Gail Wilson	Vicky Langridge	Rhonda Riddell
Carla Hykawy	Marie Highway	Darlene Roberts	Joseph MacDonald

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND
UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

The Union and the Board agree that a referral service list employee assistance be posted on all the bulletin boards at workplaces.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

NEW LETTER OF UNDERSTANDING
BETWEEN
SCHOOL DISTRICT OF MYSTERY LAKE
AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION (“UNITED STEELWORKERS”)

NEW LETTER OF UNDERSTANDING

School District of Mystery Lake
408 Thompson Dr. North
Thompson, Manitoba
R9A 1R4

Attention: Secretary-Treasurer

Re: May 1, 2012– April 30, 2017 Collective Bargaining Agreement

The School District of Mystery Lake and Revenue Canada Taxation recognize the additional cost of travel associated with living in the North. As such, in common with many other employees/employers in the region, an additional \$3,000 portion of the annual income has been identified as northern travel allowance in the 2012-2017 collective bargaining agreement.

The School District of Mystery Lake will administer this portion of the employee’s income as Northern Allowance and report the same for tax purposes to Revenue Canada.

ON BEHALF OF THE BOARD

ON BEHALF OF THE UNION

Date: _____

APPENDIX “A” TO U.S.W. LOCAL 8223-00 C.B.A.

The School District of Mystery Lake provides prescription drug, vision care, dental care, group life insurance, pension and salary continuance to all regular full time employees and regular part time employees who work an average of half time or more.

PRESCRIPTION DRUG PLAN

- This plan covers charges for drugs and medicines, including insulin, which are purchased on the written prescription of a medical practitioner, and dispensed by a licensed pharmacist.
- Prescription Drug charges are fully covered by the plan, after the Employee/Dependent has paid a “co-payment” of .35 cents per prescription to the Pharmacist at the time the drugs are dispensed.
- The Plan does not cover vitamins and vitamin preparations (unless injected), patent or proprietary medicines, contraceptives other than oral contraceptives, or drugs paid for by any other agency.
- Prescription Drug Coverage for Retirees
- Employer to cover the cost of Pharmacare Deductible for prescription drugs for retirees to age sixty five (65) provided the employee has reached at least age fifty five (55) or the age and years of employment with the School District equals eighty (80). This plan will cover to a maximum of 3.0% of School District pension earnings, provided they are not covered under another plan.

VISION CARE PLAN

- Effective July 1, 2013 employees may claim for reimbursement for vision care expenses, up to maximum of \$250.00 per person. Effective September 2014 employees may claim for reimbursement for vision care expenses, up to \$300.00 per person every two (2) years with a fixed date of September 1st. Separate benefits are available to each member of a family.
- Eligible vision care expenses include the cost of:
 - eyeglasses (frames and/or lenses)
 - replacement glasses
 - repairs to existing glasses
 - contact lenseswhich are prescribed as a result of an eye examination by a licensed medical doctor, ophthalmologist or optometrist.
- No benefits are payable for industrial safety glasses, where a third party is responsible for payment.

DENTAL SERVICE PLAN

The Plan covers

- 100% of eligible charges for "Basic" dental services, including:
 - examinations, X-rays
 - prophylaxis, application of fluoride
 - extractions, oral surgery
 - fillings
 - endodontics
 - periodontics
 - maintenance and repair of dentures
 - major services required as a result of accidental injury
- 50% of eligible charges for "Major" dental services, including:
 - crowns and bridgework
 - dentures
 - gold inlays and onlays
- 50% of eligible charges for "Orthodontics"

Orthodontic benefits are available only to dependent children under 17 years of age, and are subject to a lifetime maximum of \$1,250.00 per child.

"Eligible Charges" are those listed in the Manitoba Dental Association Schedule of Fees in effect at the time the services are provided.

- Additional Northern Dental Fees to be covered by the Dental Plan or the Employer

GROUP LIFE PLAN

Life insurance coverage provided under this plan is \$100,000.00 with a provision for double indemnity in the event of an on-the-job accident.

Should an insured person become totally disabled and upon qualification of the carrier, a waiver of premium is available for Life or as long as the disability lasts. This provision enables the Life insurance coverage to remain in force without premium payment for this particular member.

LONG TERM DISABILITY

Benefits commence after you have been disabled for 120 days and on the expiration of all salary or sick leave paid by your employer.

Long Term Disability Insurance provides you with a regular income to replace salary which is lost as a result of a lengthy disability due to accident or sickness. Income from this insurance is coordinated with other disability income for which you may be eligible from other sources. Your benefit will be 70% of your gross monthly salary to a maximum monthly benefit of \$6,000. Please note that your monthly benefit is directly reduced by any benefits you may receive from other group insurance or government plans. Your Benefit level is 70% guaranteed regardless of whether you received these other benefits or not.

To qualify for benefits during the first 24 months of a disability or sickness, the only requirement is your inability to perform the normal duties of your own occupation and to remain under the continuous care of a physician. Thereafter benefits continue on the basis of total disability, that is, the inability of the employee to perform any duties for remuneration or profit for which he or she is reasonably fitted by education, training or experience.

As an incentive to encourage a person to return to gainful employment prior to full recovery, provision is made for attempts at rehabilitative employment at the option of the disabled member without forfeiting benefits under the plan. Benefits are reduced by only 50% of the basic monthly earnings from any rehabilitative employment. This enables a person to receive a greater total income (for up to 24 months) by returning to work. If an employee is receiving earnings under a rehabilitation program, there is a further overriding provision that applies to the total benefits co-ordination so that the employee's income from all sources while disabled does not exceed his pre-disability level of income. Therefore, the salary continuance benefit would be further reduced so that income from all sources, including 100% of one's earnings from rehabilitative employment do not exceed 100% of one's pre-disability income.

ELIGIBILITY

Benefits are available to all regular full time employees and regular part time employees who work an average of half time or more.

Newly hired employees are eligible for pension, prescription drug, vision care and dental benefits immediately upon employment.

New employees joining the Salary Continuance Plan are covered on the day they commence work, with the exception of any disability that prevented, or would have prevented them from performing their normal occupation in the 30 day period immediately before they commenced work. This disability will not become covered until such time as the employee is capable of performing his regular occupation for a period of 30 days, uninterrupted by that disability.

You may join the Group Insurance Plan on the date you begin employment. If you are absent, your eligibility will date from your first day of work.

Please refer to specific benefit plans for complete information on eligibility and enrollment.

APPENDIX “B”

MEMORANDUM OF AGREEMENT

BETWEEN

SCHOOL DISTRICT OF MYSTERY LAKE

(“the District”)

- and -

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION
 (“UNITED STEELWORKERS”) LOCALS 8223-00 AND 8223-13

(“the Unions”)

RE: SCHOOL DISTRICT OF MYSTERY LAKE NO. 2355 PENSION PLAN (“THE PLAN”)

WHEREAS the Plan Actuary advised in its report made as at June 30, 2012 that absent significant amendments/adjustments to the Plan, and/or additional funding, the Plan would be wound up in accordance with its existing terms:

AND WHEREAS the District and the Unions are desirous of making the necessary amendments/adjustments to continue and maintain the Plan;

SUBJECT TO REGULATORY APPROVAL THE DISTRICT AND THE UNIONS HAVE AGREED AS

FOLLOWS:

1. That the District and the Unions, with the assistance of the Plan Actuary, will take any and all necessary steps to convert the Plan to a Multi-Unit Pension Plan (the “MUPP”), as designated under the Pension Benefits Act of Manitoba (the “PBA”);
 - a) For greater clarity, it is understood that the District and Unions must mutually agree on any amendments required to the Pension Plan text, trust document, governance document or any other documents required to complete this process prior to said documents being filed with the Regulator.

2. That the District and the Unions designate Current Pensioners (including survivors) as a special class of members, whose benefits would be protected in the event of a future wind-up of the MUPP:
 - a) For greater clarity, “Current Pensioners” means retirees and surviving spouses and/or beneficiaries who are in receipt of a pension benefit as at December 31, 2012,
 - b) Also for greater clarity, “protected” benefits means that benefit will be fully funded by the District to the extent that any additional funding is required at MUPP wind-up – i.e. beyond the available assets in the Plan fund.

3. That the District and the Unions, with the assistance of the Plan Actuary, will take any and all steps to secure a Solvency Exemption in accordance with the terms of the Public Service Solvency Exemption Regulation under the PBA;
4. That effective July 1, 2013, employees participating in the Plan will contribute to the Plan an amount equivalent to 5% of his/her gross salary;
5. That the District will continue to contribute to the Plan an amount equivalent to 10% of the District's payroll costs of employees participating in the Plan;
6. That effective January 1, 2013, the basic pension levels will be restored at \$36.50 and \$42.00;
7. That the District and the Unions immediately establish a Joint Pension Committee (as a precursor to the Joint Board of Trustees);
8. That the District and the Unions will immediately instruct the Plan Actuary to proceed with application for/implementation of the amendments/adjustments referred to above;
9. That the District will fund required contributions to maintain the Plan pending implementation of the changes set forth herein, provided there is no undue delay in such implementation, it being agreed that any such contributions will be credited to the District and so reflected in the funding required by the District for the 2013/2014 fiscal year, as set forth in paragraph 4 hereof.

Dated: _____ day of _____ 2013

MYSTERY LAKE SCHOOL DISTRICT

Per: _____

Per: _____

UNITED STEELWORKERS LOCAL 8223-00

Per: _____

UNITED STEELWORKERS LOCAL 8223-13

Per: _____