

Collective Agreement

- between -

CUPE / Canadian Union
of Public Employees

Local 3344

- and -



Pine Creek School Division

Term of Agreement:
July 1, 2022 to June 30, 2026

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ARTICLE 1 - PREAMBLE

BETWEEN CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3344
(hereinafter referred to as the "Union")

OF THE FIRST PART

AND PINE CREEK SCHOOL DIVISION
(hereinafter referred to as the "Division")

OF THE SECOND PART


1.01 This agreement covers all employees as outlined by Manitoba Labour Board certificate number 4324 as issued by the Manitoba Labour board and/or as listed in Schedule "A" except casual employees, temporary employees and students, those excluded by the *Act* and those positions that the parties may, from time to time, agree on as being excluded from this Collective Agreement.

1.02 It is the objective of the parties that the obligation of the School Division for successful execution and fulfilment of its responsibilities to the employees covered by this Agreement be carried on without interference arising from differences between the parties.

It is, therefore, the intent of the parties hereto to set forth herein their agreement with respect to rates of pay, hours of work, and conditions of employment to be observed by the Division, the Union and the employees covered by this Agreement; to provide procedures for equitable adjustment of grievances; to prevent lockouts, interruptions of work, work stoppages, strikes, or other interference with the work of the Division during the life of this Agreement, to recognize the value of joint discussions on certain matters pertaining to working conditions, hours of work, wages scales and to encourage efficiency in operations and to promote harmonious relations between the Division, its employees and the Union.

1.03 Definitions

- (a) "Full-time employee" and "part-time employee" means an employee who works on a regular and recurring basis.
- (b) "Term employee" means an employee hired for a specific period of time or for the completion of a specific job or until the occurrence of a specified event but in no event will this period of time exceed twelve (12) continuous calendar months. A term employee is not covered by this Agreement; however, the employer agrees to pay not less than the start rate of the position to which the person is assigned.

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Term employees are also entitled to earn sick leave as per Article 16 - Sick Leave with the exception of Article 16.01 (g).

If a term employee becomes a regular employee, with no break in service, seniority shall commence from the first day of the last term of temporary assignment preceding appointment as a regular employee. A term employee who becomes a regular employee will be required to serve the probationary period as outlined in Article 9.01.

- (c) "Casual employee" means a person who is employed on an irregular and unscheduled basis for ten (10) consecutive working days or less. A casual employee is not covered by this Agreement; however, the Employer agrees to pay not less than the start rate of the position to which the person is assigned.

ARTICLE 2 - RECOGNITION

- 2.01 The Union recognizes the right of the Division to determine matters in respect to employment subject to the provisions of the work force; including the right to hire, suspend or discharge for just cause; to assign to jobs; to classify; to promote; to transfer employees among the schools; to increase; decrease or re-organize the work force; to determine the services necessary for the most efficient operation of the schools is clearly a function of management and is vested exclusively in the Division or its agent. The Division agrees that it will not exercise any of the foregoing rights of this clause in a discriminatory manner.
- 2.02 The Division agrees that any exercise of rights and powers under this Article in conflict with any of the provisions of this Agreement shall be subject to the provisions of the grievance procedure.
- 2.03 The specific terms of this contract shall be the source of any rights that may be asserted by the Union against the School Division.
- 2.04 The School Division shall have the right at any time to adopt, effect, alter and enforce rules and regulations not in conflict with the terms of this Agreement.
- 2.05 Access Agreement
Representatives of the Canadian Union of Public Employees, with the prior approval of the Superintendent responsible for personnel or his/her designate, shall be given access to the Division's premises at a time and place mutually agreed upon.


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ARTICLE 3 - NO DISCRIMINATION

- 3.01 The Union and the Division agree that there will be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee for any reason as defined in *the Human Rights Code* (including, but not limited to, age, race, sex, colour, political or religious affiliation); or by reason of his/her membership or non-membership in a Trade Union.
- 3.02 Whenever the singular, masculine or feminine is used in this Agreement, it shall be considered as if the plural, feminine or masculine has been used where the context of the party or parties hereto so require.


ARTICLE 4 - CHECK-OFF OF UNION DUES

- 4.01 All employees who come under the scope of this Agreement shall, effective from the date of signing this Agreement, have an amount equal to the current monthly union dues deducted by the Division for each month's pay. Such dues shall be forwarded to the National Secretary-Treasurer of CUPE, together with a list of the names of the employees from whom deductions have been made, and the amount of deductions, by the 15th day of the month following the deductions.
- 4.02 The Union shall notify the Division in writing of any changes in the amount of dues at least two (2) months in advance of the end of the pay period in which monthly deductions are to be made.
- 4.03 (a) For new employees, payroll deductions shall become effective from the start of the first pay period immediately following the commencement of employment.
- (b) Union dues shall not be deducted from persons classified as casual employees, temporary employees, or students.
- (c) The Union agrees to and does hereby indemnify and save the Division harmless for all claims, demands, action and the proceedings of any kind and from all costs which may arise or be taken against the Division by reason of the Division making the deduction of union dues as provided for in this Article.

ARTICLE 5 - LABOUR MANAGEMENT BARGAINING RELATIONS

5.01 Union Bargaining Committee

A Union Bargaining Committee shall be appointed and consist of not more than four (4) members of the Union. The Union will advise the Division of the Union nominees to the Committee.


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5.02 Representative of the Canadian Union of Public Employees

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when dealing or negotiating with the Division. The Division may at any time have the assistance of representatives of its Association or advisors.

5.03 Meeting of Committee

In the event either party wishes to call a bargaining meeting, or a labour/management meeting, the meeting shall be held at a time and place by mutual agreement.

5.04 The Union and the Division agree to exchange annually or as changes occur, a list of officers and authorized representatives.

ARTICLE 6 - GRIEVANCE PROCEDURE

6.01 Should a dispute arise between the Division and any employee(s) regarding the interpretation, meaning, operation, or application of this Agreement, an earnest effort shall be made to settle the dispute in the following manner:

The grievance shall be submitted, in writing, stating the Article in the Collective Agreement violated and the solution sought, within ten (10) working days of the alleged incident. In the event of a grievance originating while an employee is on an approved leave of absence from work, such grievance shall be lodged within ten (10) working days of the said employee returning to work. Replies to grievances shall be in writing at all stages.

6.02 Step 1 - The aggrieved employee(s) shall first attempt to resolve the grievance by submitting the grievance in writing to his/her immediate non-unionized supervisor. The supervisor shall render his/her decision within five (5) working days after receipt of the grievance.

6.03 Step 2 - Failing satisfactory settlement within ten (10) working days after the grievance was submitted under Step 1, the grievance may be submitted to the Superintendent. The Superintendent shall render his decision within five (5) working days after receipt of such submission.

6.04 Step 3 - Failing settlement being reached in Step 2, the griever will submit the written grievance to the Board of Trustees who shall render their decision within ten (10) working days after the next regularly scheduled Board meeting; however, the Board's response shall not be later than twenty (20) calendar days from the request.


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- 6.05 Step 4 - Failing a satisfactory settlement being reached in Step 3, the Union shall indicate their intent to proceed, or not to proceed, to arbitration within twenty (20) working days.
- 6.06 In cases of discharge, suspension or layoffs and recalls, Step 1 of the Grievance Procedure may be by-passed.
- 6.07 The time limits in the Grievance Procedure may be extended by consent of the parties to this Agreement in writing.
- 6.08 Employee representatives of the Union, who are members of the grievance committee, shall have the privilege of attending joint Union-Division meetings of this committee when scheduled during working hours without loss of pay.

ARTICLE 7 - ARBITRATION

- 7.01 When either party requests that a grievance be submitted to arbitration, the request shall be made in writing addressed to the other party of the Agreement.
- 7.02 Within fourteen (14) days thereafter, each party shall name an arbitrator to an arbitration board and notify the other party of the name and address of its appointee. These two arbitrators shall appoint a third person who shall be mutually satisfactory to both parties, to act as chairperson.
- 7.03 If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a Chairperson within fourteen (14) days, the appointment shall be made by the Minister of Labour upon the request of either party.
- 7.04 Who May Be an Arbitrator
- No person shall be selected as a member of an Arbitration Board who:
- (a) Is acting, or has in a period of twelve (12) months preceding the date of his/her appointment acted, in the capacity of solicitor, legal advisor, counsel or paid agent of either of the parties.
- (b) Has any pecuniary interest in the matter referred to the Arbitration Board.
- 7.05 The decision of the Arbitration Board shall be final and binding and enforceable on both parties, but in no event shall the Board of Arbitration alter, modify, or amend this Agreement in any respect.
- 7.06 Each party shall pay the fees and expenses of its appointee and one-half of the fees and expenses of the Chairperson.

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- 7.07 The time limits in both the Grievance and Arbitration Procedures may be extended by consent of the parties to this Agreement in writing.
- 7.08 Nothing herein shall prohibit the parties from agreeing on a single arbitrator. If the parties so agree, the provisions of this article relating to an arbitration board shall apply mutatis mutandis to the single arbitrator.

ARTICLE 8 - DISCHARGE AND SUSPENSION


- 8.01 The Union Secretary **and President** will be notified of the name of any employee suspended or discharged.

ARTICLE 9 - SENIORITY AND PROBATION

- 9.01 Every employee shall be placed on probation from the date on which employment commenced for a three (3) month period with an additional three (3) months if further evaluation is required. If the additional three (3) months is required, the employee and the Union must be notified in writing two (2) weeks prior to the conclusion of his/her first three (3) months that his/her probationary period has been extended along with the reason for the extension. Should the probationary period be extended to the full six (6) months, two (2) weeks' notice shall be given prior to retention or release.
- 9.02 Probationary employees shall be entitled to all rights and privileges of this Agreement except that they shall not be entitled to grieve or arbitrate a matter related to suspensions or discharge.
- 9.03 After completion of the probationary period an employee's seniority shall be effective from the most recent date of hire.
- 9.04 (a) Seniority shall be defined as the length of continuous service in the bargaining unit from the most recent date of hire.

For employees employed on a ten (10) month basis, because of the nature of their positions due to the closing of schools during July and August, the ten (10) months basis of employment shall be construed as one year's service for the purpose of seniority.

- (b) Seniority shall be one of the factors used in determining preference or priority for promotions, demotions, layoffs and recalls in accordance with the terms of other related Articles of this Agreement.

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- (c) Seniority shall be maintained and accumulated during:
- (i) absence due to sickness or accident up to one (1) year;
 - (ii) vacation or paid holidays;
 - (iii) an authorized leave of absence of up to sixty (60) days.
- (d) Seniority shall be maintained but not accumulated during:
- (i) an authorized leave of absence in excess of sixty (60) days but less than one (1) year;
 - (ii) a period of layoff less than one (1) year.
- (e) Without limiting the generality of the foregoing, an employee's seniority shall be forfeited, and his/her employment shall be deemed to be terminated and there shall be no obligation to rehire under the following conditions:
- (i) the employee is discharged for just cause and not reinstated,
 - (ii) the employee resigns in writing,
 - (iii) the employee is laid off for a period longer than one (1) year,
 - (iv) the employee fails to return to work following an authorized leave of absence without a reason acceptable to the employer,
 - (v) the employee does not return to work from layoff within ten (10) working days of being notified by registered mail to do so,
 - (vi) the employee is retired.

9.05 A seniority list shall be prepared by the Division and revised annually, by January 1st of each year. The list will show the seniority of employees as at the previous July 1st. A copy of the list will be posted on bulletin boards and a copy given to the Union President. If an employee does not challenge the position of his/her name on the seniority list within the first ten (10) working days from the date his/her name first appeared on the seniority list or to errors or changes occurring subsequent to the posting of the previous seniority list, then he/she shall be deemed to have proper seniority standing. In the case where an employee is absent due to vacation, leave of absence or sick leave, an employee may protest an alleged omission or incorrect listing within ten (10) working days of his/her return to work.

ARTICLE 10 - PROMOTION AND STAFF CHANGES

10.01 When a vacancy occurs or a new position is created inside the bargaining unit, the Division shall post notice of the position in the Division office and school staff rooms for a minimum of five (5) working days so that all members will know about the vacancy or new position.




When a vacancy occurs when schools are not operational, a copy of the posting will be emailed to each CUPE member at the last **reported** email address of the employee and/or posted on the Division's website and the union president will be advised that it has been posted.

- 10.02 In the process of filling vacant and new positions, qualifications, skill, and ability to meet the requirements of the position shall be the main criteria. When ability, skill and qualifications are equal, seniority shall prevail.

10.03 Promotions and Transfers

In making staff changes - promotions, transfers, layoffs, and subsequent recalls, the Division shall choose the employee whose qualifications, skill, ability best meet the requirements of the position.

- 10.04 Any employee upgraded to a higher classification shall be considered to be on a trial basis in his/her new classification for a period of three (3) months. In the event of unsatisfactory performance in this new classification during the trial period, he/she shall be returned by the Division to a position similar to that previously held without loss of seniority or wages.

Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to the employee's former position or the equivalent with the former same wage or salary rate but without loss of seniority.

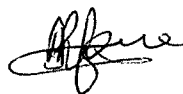
- 10.05 When an employee is relieving another employee in a higher paid classification as per Schedule "A" in excess of three (3) consecutive working days, he/she shall receive the next highest rate of pay, relative to the current rate of pay, of the higher classification for all time worked.

Where a Head Custodian is absent, and the Division determines a replacement is necessary, the senior Assistant Custodian in the affected building shall normally be offered the replacement opportunity first.

- 10.06 When an employee can no longer perform or apply for or asks for a transfer to another position within the Division the employee shall be placed on a comparable step on the salary schedule and shall maintain as close to previous wage as possible.**

ARTICLE 11 - LAYOFF AND RECALL

- 11.01 With the exception of Education Assistants, Employees shall be laid off in reverse order of seniority provided the remaining employees possess the necessary ability, qualifications, and skill to perform the work. Employees who are laid off will be placed




on the reemployment list and called back in reverse order of layoff provided that such employee possesses the qualifications, skill, and ability to perform the required work.

- 11.02 Employees shall remain on the reemployment list for a period of one (1) year after the date of layoff following which their employment with the Division shall be deemed to be terminated as per Article 9.04 (e) (iii).
- 11.03 Employees who are recalled and refuse a position that they are qualified to perform shall forfeit any further right to recall.
- 11.04 Notification of recall following a layoff shall be sent by certified letter to the last reported address of the employee.
- 11.05 These layoff and recall procedures shall not apply to in-service, administration or parent-teacher conference days nor normal Christmas, Spring, or summer school closures.
- 11.06 Education Assistant Layoff Procedure

- (a) In regards to layoffs during the school year, Education Assistants shall be laid off from the position that those employees hold if such position becomes surplus to the needs of the Division.

An Education Assistant who is to be laid off may elect to:

- (i) Be re-assigned to perform the work of the least senior employee within their classification or shall be assigned to replace the least senior employee within the Bargaining Unit, providing the employee possesses qualifications, skills, ability, and suitability to perform the work.

Such employee displaced will be placed on layoff and on the reemployment list as per Article 11.02.

OR

- (ii) Receive a layoff notice and be placed on the reemployment list as per Article 11.02. The employee will receive priority for recall to any vacant or new position that becomes available provided that such employee possesses the qualifications, skills, ability, and suitability to perform the work.

Education Assistants will be recalled in the order of their seniority provided that such employee possesses the qualifications, skills, ability, and suitability to perform the required work in their classification, or other vacancy that may occur within the bargaining unit.

Education Assistants who are recalled and refuse a position that they are qualified to perform, and such position is of equivalent or greater hours than the last position held, shall forfeit any further right to recall and will be removed from the reemployment list.

Education Assistants who have been recalled to another classification (which may include a term position) may or may not accept the position without loss of recall rights to the next available position in their classification in accordance with this article. Education Assistants recalled to, and filling a position in another classification (which may include a term position), may elect to be placed in a position in their classification when placements are made at the end of the school year for the following school year.

Education Assistants who accept a recall to a position that has fewer hours than the last position held, or employees who elect option (1), and where the reassigned position has fewer hours than the last position held, shall continue to be subject to recall to any vacant or new positions that become available that matches or exceeds their original hours.

In all cases seniority and the possession of the qualifications, skills, ability, and suitability to perform the required work will prevail.

Where two Education Assistants possess the same start date with the Division, seniority shall be determined by calculating the total hours worked for the employees concerned. The senior Education Assistants shall be the one with the most hours worked since their start date.

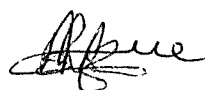
Education Assistants on layoff shall receive, where reasonably possible, preference for available hours.

Notification of recall following a layoff shall be sent by certified letter to the last reported address of the employee.

Layoff notices should be delivered by June 15th of the current school year. Letters should be delivered by email or divisional mail. The Local CUPE Union President should receive a copy of all letters.

Staff who are recalled for the following school year should receive their hire letters no later than June 15th of the previous school year. Letters should be delivered by email or divisional mail.

These layoff and recall procedures shall not apply to in-service, administration, or parent-teacher conference days nor normal Christmas or Spring or summer school closures.



(b) Seasonal Summer Layoff

In regards to the normal summer layoff, Education Assistants will receive layoff notices prior to June 1st. The Division will accept, up to June 1st, written employee requests for consideration of changes in assignments. The Division will attempt to accommodate requests, but cannot guarantee a change in assignment.

Employees who are recalled and refuse a position that they are qualified to perform shall forfeit any further right to recall.

Notification of recall following a layoff shall be sent by certified letter to the last reported address of the employee.

These layoff and recall procedures shall not apply to in-service, administration, or parent-teacher conference days nor normal Christmas or Spring closures.

ARTICLE 12 - HOURS OF WORK

12.01 The normal full-time hours of work shall be as outlined below. Part-time hours of work shall be determined by the Division based upon the services necessary for the most efficient operation of the schools. The assigned hours of work may be varied by the Division upon providing to the employee two (2) weeks prior written notice.

12.02 (a) Clerical - The work week for clerical personnel shall be five (5) days per week with two (2) days off. The hours worked shall be up to eight (8) hours per day and forty (40) hours per week.

(b) Custodians - Custodians shall work on a regular schedule up to eight (8) hours per day, five (5) days per week.

(c) **Summer Hours (July/August) - Schedule of hours to be arranged with a direct supervisor. With the supervisor's permission, maintenance/custodial staff can work 4 days at 10 hours or 5 days at 8 hours. Administrative Assistants will arrange their hours with their principal, in accordance with Pine Creek School Division Procedures and with what works best for the school.**

12.03 Education Assistants, and Library Workers

The normal hours of work for Educational Assistants, and Library Workers shall be those hours specifically assigned by the Division, up to a maximum of 7 hours per day.

Education Assistants shall normally work the school year as set by the Division within the guidelines prescribed by the Minister of Education as set out in the Regulations to the

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Public Schools Act other than in-service days on which their services are not required. If Educational Assistants, or Library Workers are required to attend in-service meetings they shall be paid their regular hourly rate for hours of attendance, or their regular daily wage, whichever is greater.

Education Assistants who receive written notice of a reduction in hours after September 30th of any school year may elect to accept the reduction, or to be laid off subject to recall in accordance with Article 11.

- 12.04 Employees shall be entitled to an uninterrupted paid fifteen (15) minute rest period for each three hours worked per day. Education Assistants shall be entitled to their rest periods at times when they are not required to be in contact with students in the course of their work day.

These rest periods are not cumulative and shall be taken at a time acceptable to the employee's supervisor.

12.05 School / Divisional Closure Days

All support staff are expected to work from home to the best of their ability. The direct supervisor is to delegate work-from-home duties when required.

12.06 Inclement Weather Days

Where Pine Creek School Division closes a school due to inclement weather, CUPE members will not be required to report to the worksite and will not suffer a salary reduction.

ARTICLE 13 - OVERTIME

- 13.01 All overtime must be approved by the Division or designate.
- 13.02 When an employee is directed to work beyond their normal work day of 7, 7.5, or 8 hours per day, all hours worked over 8 hours shall be considered as overtime and shall be paid at one and one-half (1.5) times the employee's hourly rate. When an employee is directed to work on a statutory holiday, the employee will be paid at one and one-half (1-1/2) his/her regular rate of pay for all hours worked on the statutory holiday as well as his/her regular statutory holiday pay or another day off in lieu of pay.
- 13.03 Part-time employees, working less than seven (7) hours per day and who are required to work longer than the regular working day shall be paid at the rate of straight time for the hours so worked up to and including eight (8) hours in the working day and time and one-half (1-1/2) thereafter.

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13.04 Call Back

- (a) An employee who is called into work outside his/her regular working hours, shall be paid a minimum of two (2) hours at overtime rates whenever there is a break between the employee's regular hours and the work an employee is called in to do.
- (b) **Employees who are designated to be called by the alarm company automatically receive one (1) hour of overtime per call for calls received outside of their normal working hours.**

13.05 Employees may elect to bank earned overtime, up to and equivalent of **five (5) working days** in any school year, such time to be taken at a mutually agreeable time. Any banked time earned but not taken before June 30th of any school year shall be paid out on final pay in June.

ARTICLE 14 - STATUTORY HOLIDAYS

14.01 All employees shall be eligible for the following holidays at their regular rates of pay:

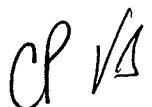

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|----------------------|--|
| New Year's Day | Labour Day |
| Louis Riel Day | National Day for Truth and Reconciliation |
| Good Friday | Thanksgiving Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| August Civic Holiday | |

Any other statutory holiday as proclaimed by the Province of Manitoba or the Government of Canada.

14.02 The observance of Remembrance Day in Manitoba is subject to the provisions of the Remembrance Day Act, and shall be observed on the day it occurs. Therefore, employees shall receive pay for the holiday if Remembrance Day is observed on a normal working day.

14.03 If Remembrance Day is declared a school holiday by the Minister of Education, other than described in Article 2, the employee shall be eligible to receive the holiday. However, if the schools are open for a portion of the day, the employees will be required to be on duty for that period of time. The remainder of the day will be observed as the holiday.

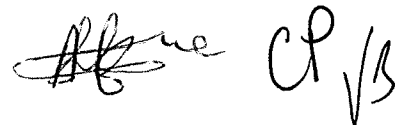
14.04 When a paid holiday occurs on Saturday or Sunday, the holiday shall be observed on a working day or working days continuous with the weekend. Such days shall be determined by the Division.



- 14.05 When a statutory holiday occurs during an employee's annual vacation, the employee shall be allowed an additional day off at a mutually convenient time as agreed by the employee and the Division designate.
- 14.06 In order to qualify for payment for the above statutory holidays, the employee must have met the attendance requirements of "*The Employment Standards Code*".
- 14.07 Effective 2024, an employee scheduled to work on Christmas Eve shall work half of their regularly scheduled hours and will be paid their regular salary, i.e., 8 hours scheduled works 4 hours, 6 hours scheduled works 3 hours, 4 hours scheduled works 2 hours.**
- 14.08 Effective 2024, an employee scheduled to work on New Year's Eve shall work half of their regularly scheduled hours and will be paid their regular salary, i.e., 8 hours scheduled works 4 hours, 6 hours scheduled works 3 hours, 4 hours scheduled works 2 hours.**

ARTICLE 15 - VACATIONS

- 15.01 The vacation entitlement shall be calculated based on the number of years of continuous service as at June 30th of each year.
- 15.02 (a) **Effective July 1, 2025**, vacation entitlement for twelve (12) month employees shall be as follows:
- (i) Upon completion of an employee's first full year of continuous service, ten (10) days' vacation.
 - (ii) Upon completion of an employee's third (3rd) year of continuous service, fifteen (15) days of vacation.
 - (iii) Upon completion of an employee's ninth (9th) year of continuous service, twenty (20) days of vacation.
 - (iv) Upon completion of an employee's fifteenth (15th) year of continuous service, twenty-five (25) days of vacation.
 - (v) Upon completion of an employee's **twentieth (20th)** year of continuous service, thirty (30) days of vacation per year.
 - (vi) **Every five (5) full years of continuous service, thereafter the twentieth (20th) full year of continuous service, employees receive an additional five (5) days vacation per year.**

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- (vii) **Employees may opt to carry one week (5 days) of vacation time forward to the following school year.**

- (b) **Effective July 1, 2025, vacation entitlement for ten (10) month employees shall be as follows for all paid hours worked:**
 - (i) **Upon completion of an employee's first (1st) full year of continuous service, four percent (4%) of vacation per year for all paid hours worked.**
 - (ii) **Upon completion of an employee's third (3rd) year of continuous service, six percent (6%) of vacation per year for all paid hours worked.**
 - (iii) **Upon completion of an employee's ninth (9th) full year of continuous service, eight percent (8%) of vacation per year for all paid hours worked.**
 - (iv) **Upon completion of an employee's fifteenth (15th) full year of continuous service, ten percent (10%) of vacation per year for all paid hours worked.**
 - (v) **Upon completion of an employee's twentieth (20th) full year of continuous service, twelve percent (12%) of vacation per year for all paid hours worked.**
 - (vi) **Every five (5) full years of continuous service thereafter the twentieth year of continuous service employees receive an additional two percent (2%) vacation per year for all paid hours worked.**

15.03 Vacation earned in any vacation year is to be taken in the following vacation year.

15.04 Vacation Periods

Twelve (12) month employees shall submit their preferred vacation period to the administration for approval, for their summer holidays (July and August) prior to May 1 of each year. Normally, work load permitting; vacations will be taken during July and August. Requests for vacation other than for the period of July and August shall be made in writing to Divisional Administration. Employees may take up to two (2) weeks any other time of the year with approval from Divisional Administration.

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15.05 Employees Who Resign

- (a) An employee leaving the employment of the Division prior to the completion of one (1) full year of employment shall be paid vacation entitlement in accordance with Section 44(2) of the *Employment Standards Act*.
- (b) Employees who resign with proper notice prior to the June 30th vacation calculation date shall be paid vacation entitlement pro rata based on years of continuous completed service in accordance with Article 15.02.

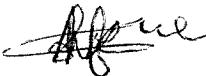
15.06 Employees on Leave of Absence

Where an employee has been granted a leave of absence as provided for in Article 17, for a period in excess of thirty-four (34) weeks, vacation earned up to the date of commencement of the leave of absence shall be paid out to the employee.

- 15.07 **Vacation entitlements should not be affected due to approved Leave of Absence, as the employee is still considered employed by the Division while on leave. This does not include extended leave of absences, and the leave of absence is defined as five (5) days or less.**

ARTICLE 16 - SICK LEAVE


- 16.01 (a) Sick leave is defined as the period in which an employee covered under this agreement may be absent from work, with pay, as a result of illness or injury.
- (b) Sick leave is not payable to an employee while gainfully employed at another job.
- (c) Employees shall accumulate entitlement for sick leave at a rate of one (1) day of sick leave for every nine (9) days of actual service, to a maximum of twenty (20) days per year but the total sick leave which shall be allowed to accumulate shall not exceed **one hundred and thirty (130) days. A CUPE member returning from the summer break shall be credited with an additional twenty (20) days of sick leave at the start of the School Year. The maximum sick leave accumulation is one hundred and thirty (130) school days.**
- (d) For the purposes of determining sick leave under the collective agreement:
- (i) any day during which an employee is absent from work because of sickness does not constitute a part of actual service: and
 - (ii) the number of days an employee is on sick leave with pay shall be deducted from his/her accumulated sick leave with pay entitlement.

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- (e) Employees employed on a part-time basis with the Division, shall be granted sick leave with pay pro-rated basis on full-time equivalents.
- (f) Sick leave shall not continue to accrue while on any leave of absence without pay.
- (g) Employees shall be entitled to use up to five (5) days of sick leave per year to attend to an emergency illness or injury or medical appointment of that employee's parent, spouse, or child.
- (h) The employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.
- (i) In any instance where sick leave is payable and an employee is entitled to wage loss benefits from an outside source (other than a private personal plan to which the employee might subscribe, or a payment related to injury which may arise out of legal proceedings), the sick leave provided under this collective agreement shall be the final payer. In such instance the payment from the plan when combined with the wage loss benefit shall not be greater than the employee's regular salary.

The deduction of sick leave credits shall be pro-rated based on the payout make-up for each day of absence.

- (j) Sick leave is not payable while an employee is absent from work due to an illness or injury for which Workers' Compensation benefits are being received.
- (k) The Division and the Union agree that suspected abuses of sick leave will be investigated, and proven instances will result in disciplinary action.
- (l) Sick leave is not payable to an employee who, in respect of an illness or injury resulting from a motor vehicle accident, is receiving wage loss replacement benefits from Manitoba Public Insurance to the extent that such benefits and paid sick leave exceed the employee's normal salary and up to the maximum number of sick leave days accumulated by the employee. In such cases, the employee shall reimburse the Division the amount of benefit received from Manitoba Public Insurance.


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ARTICLE 17 - LEAVE OF ABSENCE

17.01 Except as otherwise provided for in this Agreement, a leave of absence for more than five (5) consecutive working days may be granted to an employee at the discretion of the Board of Trustees (the "Board") of the Division.

17.02 Union Business


- (a) **Each executive Union Member shall be granted paid leave upon request (Union Business) up to a maximum of five (5) days per school year to attend conventions, conferences, and workshops that pertain to their role on the executive (excluding negotiations), i.e., Trustees, Shop Stewards, Auditors, president, Vice President, Recording Secretary, Treasurer, etc.).**
- (b) **Each Union member shall be granted paid leave upon request (Union Business) to attend regular union meetings to a maximum of twelve (12) hours per school year.**

17.03 Compassionate Leave

- (a) Each employee, upon request, shall be allowed compassionate leave without loss of salary, up to but not exceeding five (5) consecutive working days in any case of death or serious illness of the employee's spouse/partner, child, mother, or father or grandchild.
- (b) Each employee, upon request, shall be allowed compassionate leave without loss of salary, up to but not exceeding three (3) consecutive working days in any case of death or serious illness of the employee's sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-daughter-in-law, grandparents, stepfather, or step-mother.
- (c) Each employee, upon request, shall be allowed compassionate leave without loss of salary for the day of the funeral in the event of the death of an aunt, uncle, niece, or nephew, provided the employee is actually attending the funeral.
- (d) In the event of travel outside of the province or a distance of more than five hundred (500) kilometers to attend a funeral, additional leave may be granted.
- (e) In the event an employee is required to act as an active participating pallbearer, he/she shall be granted up to one (1) day leave with pay.

17.04 Jury Duty

An employee who is subpoenaed to serve on a jury or at a Court of Law as a Crown witness or if required by the School Division, shall be paid his/her regular salary. The

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employee shall make himself/herself available for duty at his/her regular assigned job during work hours when he/she may not be required at Court. Any fee or payment, excluding expenses, received by reason of service as juror on working days, shall be forwarded to the Division. The employee shall immediately notify the Division upon becoming aware of his/her requirement to attend at court.

17.05 Full-Time Union Position

An employee who is elected or selected for a full-time position with the Union shall be granted an unpaid leave of absence. Such leave is subject to annual review by the Board upon application for renewal by the employee. The employee will notify the Division within five (5) working days of such position.

17.06 Examination Leave

The Division shall grant leave with pay to employees writing examinations for work-related courses that the Division has requested the employee to participate in. Such leave shall be limited to actual time required to write the examination and shall include reasonable travelling time.

17.07 Insurance While on Leave

Employees on unpaid leaves of absence may continue their insurance coverage at their own expense as long as they comply with the Division's carriers' requirements.

17.08 Maternity Leave

Every female employee covered by this Collective Agreement, and who:

- (a) has completed seven (7) consecutive months of employment with the Division;
- (b) submits to the Division, an application in writing for leave under this subsection at least four weeks before the day specified by her in the application as the day on which she intends to commence such leave;
- (c) provides the Division with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;

is entitled to and shall be granted maternity leave consisting of:

- (d) a period, not exceeding 17 weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in clause (c); or



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- (e) a period of 17 weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in clause (c) and the actual date of delivery if delivery occurs after the date mentioned in that certificate.
- (f) additional leave of absence without pay, for a combined period of up to one (1) year, may be granted by the Board.
- (g) An employee who wishes to resume her employment on the expiration of leave granted to her in accordance with this section shall be reinstated by the Division in the position occupied by her at the time such leave commenced or in a comparable position with not less than the same wages and benefits.
- (h) For the purpose of calculating pension and other benefits of an employee to whom leave is granted in accordance with this section, employment after the termination of that leave shall be deemed to be continuous with employment before the commencement of that leave.

17.09 Parental Leave

Every employee

- (a) who,
 - (i) in the case of a female employee, becomes the natural mother of a child,
 - (ii) in the case of a male employee, becomes the natural father of a child or assumes actual care and custody of his newborn child, or
 - (iii) adopts a child under the law of a province; and
- (b) who completes seven (7) consecutive months of employment with the Division; and
- (c) who submits to the Division an application in writing for parental leave at least 4 weeks before the day specified in the application as the day on which the employee intends to commence the leave;

is entitled to, and shall be granted, parental leave consisting of a continuous period of up to thirty-seven (37) weeks.

17.10 Personal Leave

Personal Leave of up to two (2) days without loss of salary and one (1) day with deductions minimum wage to attend to personal business shall be granted. CUPE members will not be required to provide a reason to the Pine Creek School Division for their request for personal leave.


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Except in special cases, as approved by the Superintendent or designate, the employee shall request personal leave at least three (3) working days prior to the commencement of such leave.

Personal Leave days shall not be used on scheduled in-service days, administration days, parent teacher days, or pupil evaluation days whereby the employee is required to be working on those days.

17.11 Paternity Leave

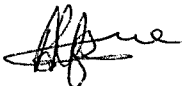

Each employee shall be granted two (2) days leave for the birth of the partner's child; the leave day must be taken on or between the date of birth and the date the mother and child are released from the hospital.

17.12 Graduation Leave

Employees will be allowed one day's paid leave to attend their personal graduation, the high school and post-secondary graduation ceremony of their child, stepchild, spouse, or legal ward, provided the employee is attending the event.

17.13 Holy Leave

- (a) **A CUPE member may receive a total of three (3) days paid leave for Religious Holy Leave per School Year.**
- (b) **CUPE members shall not absent themselves from duty without first securing permission from the School Division.**
- (c) **For the purposes of this Article, Religious Holy Leave shall be defined as major religious holy days observed by the employee and designated as a day of obligation by the CUPE Members religion where observance requires an absence from work for all or part of the day. These days are for days not covered by Manitoba statutory holidays.**
- (d) **When CUPE Members are absent for observance of Religious Holy Leave days in excess of three (3) days per School Year, the days shall be without pay. This still requires permission from the School Division.**
- (e) **The following notification period will apply:**
 - (i) **CUPE Members on staff requiring Religious Holy Leave during the School Year shall provide notice in writing on the prescribed form as soon as possible after the start of the School Year, however, no later than September 30th.**

- (ii) For CUPE Members requiring Religious Holy Leave prior to October 15th, ten (10) teaching days' notice in writing shall be given to the School Division. For Local CUPE Members requiring Religious Holy Leave on October 15th or later, notice in writing of leave required for that School Year shall be given by September 30th.
- (iii) For those CUPE Members commencing employment with the School Division at a time other than the start of the School Year and who require Religious Holy Leave, notice in writing, shall be given to the School Division within ten (10) working days of active employment.
- (f) Where the appropriate notice has not been given to the School Division, the School Division shall provide Religious Holy Leave with Division Office permission, and the leave may be granted without pay. The Division shall act reasonably and fairly having regard to all circumstances.
- (g) The parties agree that this Article constitutes reasonable accommodation for Religious Holy Leave.
- (h) Approval is subject to operational requirements of the CUPE member's school. For example, if there is a shortage of casual employees, then the leave may not be approved.

17.14 Indigenous Ceremonial, Cultural, Spiritual Observance Leave

- (a) An Indigenous CUPE Member shall be entitled to up to three (3) days with pay per school year to engage in traditional Indigenous ceremonies, cultural, or spiritual observances and where this leave requires absence from work for all or part of the day. Indigenous Ceremonial, Cultural, and Spiritual Observance Leave is subject to operational requirements of the CUPE member's school. For example, if there is a shortage of casual employees, then the leave may not be approved.
- (b) For the purposes of this Article, an Indigenous CUPE Member is a person who self-declared as First Nations, Inuit, or Metis.
- (c) A ceremonial, cultural, or spiritual observance includes any event that is significant to an indigenous employee's traditional cultural practices or heritage. Examples of significant cultural events include but are not limited to pow-wow, Sundance, and Sweat Lodge ceremonies, traditional food gatherings, traditional land or language-based education, elder-led education, or ceremonies held following a significant family event.
- (d) CUPE Members shall provide seven (7) days' written notice from the CUPE Members to participate in Indigenous Cultural event(s), where possible.




CUPE Members shall not absent themselves from duty without first securing permission from the School Division.

- (e) **When CUPE Members are absent for observance of Indigenous Ceremonial, Cultural, or Spiritual Observance Leave days in excess of three (3) days per School Year with Division Office permission, the days shall be without pay.**
- (f) **The parties agree that this Article constitutes reasonable accommodation for Indigenous Ceremonial, Cultural, and Spiritual Observance Leave.**

ARTICLE 18 - NEW POSITIONS

18.01 When a new position within the scope of this agreement not covered in Schedule "A" is established during the term of this agreement, the rate of pay shall be subject to negotiations between the Division and the Union. The Employer shall have the right to temporarily establish a rate of pay until the regular rate of pay for the new classification(s) have been agreed upon. If the parties are unable to agree on the classification and/or rate of pay of the job in question, such dispute shall be submitted to grievance and arbitration.

If the new classification is established within eighteen (18) months prior to the expiry of the Collective Agreement, and the Employer and the Union cannot reach an agreement on the rate of pay, then the parties agree to resolve the matter in collective bargaining. Should the result be an increase to the classification, the affected employee(s) will receive full retroactive pay to the date of the implementation of the new classification.

ARTICLE 19 - PAYDAYS AND BENEFIT PLANS


19.01 Paydays

Effective Fall Term 2006, then (10) month employees shall be paid in twenty (20), and twelve (12) month employees shall be paid in twenty-four (24), approximately equal semi-monthly instalments with on payment by the 15th of the month, the second payment by the last day of the month. If any of these days occur on a weekend or statutory holiday, payments will be made on the last immediately preceding banking day.

19.02 Benefit Plans

Employees shall be eligible to participate in the following benefit plans under the terms and conditions of such plan:

- Pine Creek School Division Pension Plan
- The Manitoba Public Schools Employees Group Life Plan

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It is understood between the parties that the employees are responsible for and will continue to be responsible for their portion, whole or part, of all premiums that are currently being paid by such employees.

19.03 Employment Insurance Rebate Refunds to Employees

Should the Division be eligible for a reduction in the employment insurance premium under the terms of the *Employment Insurance Act*, the five/twelfth (5/12) portion due to employees shall be remitted at the conclusion of each premium year to the Union.

19.04 Employees required by the employer to wear safety boots shall be allowed up to **three hundred fifty dollars (\$350.00)** per year to purchase safety boots. Employees are to submit their receipt to the Division for reimbursement of their expenses.

(a) **Custodians required by the employer to wear work footwear shall be allowed up to three hundred and fifty dollars (\$350.00) per year to purchase work footwear, such as winter boots, rubber boots, work boots/shoes, etc.**

19.05 Custodians and maintenance employees required to work with chemicals or equipment who have their clothing damaged as a result of their work will be allowed up to **one hundred and fifty (\$150.00) dollars** per year. Employees are to submit their receipt to the Division for reimbursement of their expenses.


19.06 **Effective September 1, 2025, Administrative Assistants and full-time custodians are to receive a cell phone allowance of fifty dollars (\$50) per month (\$25 per pay) for the use of their cell phones for school business. Maintenance Staff receive a cell phone allowance of seventy-five dollars (\$75) per month (\$37.50 per pay) for the use of their personal cell phones used for Division business.**

ARTICLE 20 - BULLETIN BOARD

20.01 Bulletin Board space will be provided by the Division, in the Division Office, and school staff rooms for the use of the Union. All material posted must be submitted to the Secretary-Treasurer or designate before posting.

ARTICLE 21 - PERSONAL VEHICLE USE

21.01 An employee who is required to use their personal vehicle for authorized Division business shall be compensated at the current Division mileage rate. One employee per school who is required as a normal function of their job, to utilize their personal vehicle on a daily basis for authorized Division business, shall receive an additional \$40.00 for each full month of use. Regular duties may include but are not limited to post office, bank deposit, hardware store trips and garbage disposal runs in the normal employment geographical district.

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ARTICLE 22 - TERM OF AGREEMENT

- 22.01 This agreement shall be binding and in effect from July 1, 2022 and shall continue in force and effect until June 30, 2026 and shall continue in effect thereafter unless terminated or renewed as hereinafter provided.
- 22.02 If either party desires to revise or terminate this Agreement, they will give the other party not more than sixty (60) days, and not less than thirty (30) days' notice in writing, prior to the expiry date of this Agreement. Within fifteen (15) working days or a date mutually agreed to by the parties, of the receipt of such notice the parties are required to enter into negotiations for a new Agreement.
- 22.03 The Union will provide their proposals in writing at least ten (10) days before the first collective bargaining meeting. The Board will provide their proposals in writing at least five (5) days before the first collective bargaining meeting.
- 22.04 Interest on Retroactive Pay

The School Division shall pay to CUPE Local 3344 member employees' interest on any retroactive payment owed to them. The interest shall be calculated from the date on which the monies would have been due to the actual date of payment. The interest shall be calculated on the gross amount of any retroactive pay due, less the amount of any statutory deductions, including Canada Pension, Employment Insurance, and Income Tax, and less other payroll/benefit deductions with respect to that pay.

Interest shall be computed at the average interest of the School Division's savings account at its financial institution during the twelve (12) month period preceding the calculation date or at seven percent (7%), whichever is the lesser rate.

ARTICLE 23 - NON-EMERGENT MEDICAL PROCEDURES

Reference - The Department of Education Educational Assistants in Manitoba Schools 2024 Document.

- 23.01 **CUPE Local 3344 Member employees, except educational assistants, shall not be required to administer medications or perform medical procedures of a non-emergent nature. In the unexpected absence of other school staff to administer medication, the Principal/Vice Principal may be required to administer medications. If they have received authorizations from a student's legal guardian and have completed proper training in the administration of medication, where required, as outlined in the Department of Education Document.**




ARTICLE 24 - ABSENCE OF CLASSROOM TEACHERS

24.01 Educational Assistants are not responsible for teaching lessons in the absence of teachers. They may be asked to supervise and support students in the classes as needed for when no substitute teacher is available.

CF *Abue*

THIS AGREEMENT SIGNED THIS 10 DAY OF June, 2025.

BETWEEN:

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3344

AND

PINE CREEK SCHOOL DIVISION

**ON BEHALF OF:
CANADIAN UNION OF PUBLIC
EMPLOYEES UNION, LOCAL 3344**

**ON BEHALF OF:
PINE CREEK SCHOOL DIVISION**

Christine Paschenrieder
President

Susan Voesebeck
Chair of Board

Klodie
Secretary

Berber
Chair of Negotiations

Heather Tedone
CUPE National Representative

Ahmed Ahmed
Secretary-Treasurer

STP/mc/wkp/cope 491
June 6, 2025

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LETTER OF UNDERSTANDING

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3344

AND

PINE CREEK SCHOOL DIVISION

RE: CONTRACTING OUT

The Board herewith agrees that for the duration of this Collective Agreement no employee will lose their employment as a result of contracting out.

THIS AGREEMENT SIGNED THIS 10th DAY OF June, 2025.

**ON BEHALF OF:
CANADIAN UNION OF PUBLIC
EMPLOYEES UNION, LOCAL 3344**

**ON BEHALF OF:
PINE CREEK SCHOOL DIVISION**

Christine Poschenrieder
President

Susan Vasorak
Chair of Board

V. Sodie
Secretary

[Signature]
Chair of Negotiations

Stephen Tedone
CUPE National Representative

[Signature] Ahmed
Secretary-Treasurer

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CP

LETTER OF UNDERSTANDING

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3344

AND

PINE CREEK SCHOOL DIVISION

RE: PENSION PLAN

Following the Date of Signing, until the expiry of this agreement, should three or more rural Manitoba Divisions implement a defined benefit plan in their division, a committee of three members of the union and three members of the employer shall meet to explore the feasibility of a defined benefit pension plan for the Pine Creek School Division. Should there be an agreement to make a recommendation to the Board, and should the Board agree to such a recommendation to change pension plans, the parties would then negotiate the pension plan in the next set of collective bargaining following the expiry of this collective agreement.

THIS AGREEMENT SIGNED THIS 10 DAY OF June, 2025.

**ON BEHALF OF:
CANADIAN UNION OF PUBLIC
EMPLOYEES UNION, LOCAL 3344**

**ON BEHALF OF:
PINE CREEK SCHOOL DIVISION**

Christine Poschenrieder
President

Susan Voesebeck
Chair of Board

V. Sodhi
Secretary

[Signature]
Chair of Negotiations

Stephan TerPome
CUPE National Representative

[Signature] Ahmed
Secretary-Treasurer

VS
CP

SCHEDULE "A"**Pine Creek School Division****WAGES*****Effective July 1, 2021 - COLA***

	0	1	2	3	4	5	6
A Assistant Custodian	17.95	18.24	18.57	18.86	19.20	19.50	19.64
B Education Assistant	18.92	19.23	19.53	19.85	20.15	20.48	20.62
C Education Assistant 2	20.11	20.40	20.71	21.01	21.31	21.64	21.79
D Head Custodian	20.54	20.83	21.12	21.43	21.74	22.04	22.25
E Administrative Assistant	20.90	21.21	21.51	21.82	22.14	22.46	22.60
F Computer Technician	24.11	24.99	25.92	26.88	27.87	28.90	29.24
G Lead Computer Technician	27.83	28.72	29.63	30.61	31.59	32.61	32.95
H Library Clerk = EA rate	18.92	19.23	19.53	19.85	20.15	20.48	20.62
J Maintenance Assistant	24.92	25.19	25.49	25.76	26.05	26.32	26.60
K Maintenance Technician	28.85	29.20	29.53	29.88	30.23	30.60	30.94

Effective July 1, 2022 – 2.5% Increase (except Systems Administrator and Systems Analyst)

	0	1	2	3	4	5	6
A Assistant Custodian	18.40	18.70	19.03	19.33	19.68	19.99	20.13
B Education Assistant	19.39	19.71	20.02	20.35	20.65	20.99	21.14
C Education Assistant 2	20.61	20.91	21.23	21.54	21.84	22.18	22.33
D Head Custodian	21.05	21.35	21.65	21.97	22.28	22.59	22.81
E Administrative Assistant	21.42	21.74	22.05	22.37	22.69	23.02	23.17
F Computer Technician	24.71	25.61	26.57	27.55	28.57	29.62	29.97
G Lead Computer Technician	28.53	29.44	30.37	31.38	32.38	33.43	33.77
H Library Clerk = EA rate	19.39	19.71	20.02	20.35	20.65	20.99	21.14
J Maintenance Assistant	25.54	25.82	26.13	26.4	26.7	26.98	27.27
K Maintenance Technician	29.57	29.93	30.27	30.63	30.99	31.37	31.71

Effective July 1, 2023 – 2.75% Increase (except Systems Administrator and Systems Analyst)

	0	1	2	3	4	5	6
A Assistant Custodian	18.91	19.21	19.55	19.86	20.22	20.54	20.68
B Education Assistant	19.92	20.25	20.57	20.91	21.22	21.57	21.72
C Education Assistant 2	21.18	21.49	21.81	22.13	22.44	22.79	22.94
D Head Custodian	21.63	21.94	22.25	22.57	22.89	23.21	23.44
E Administrative Assistant	22.01	22.34	22.66	22.99	23.31	23.65	23.81
F Computer Technician	25.39	26.31	27.30	28.31	29.36	30.43	30.79
G Lead Computer Technician	29.31	30.25	31.21	32.24	33.27	34.35	34.70
H Library Clerk = EA rate	19.92	20.25	20.57	20.91	21.22	21.57	21.72
J Maintenance Assistant	26.24	26.53	26.85	27.13	27.43	27.72	28.02
K Maintenance Technician	30.38	30.75	31.10	31.47	31.84	32.23	32.58

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Effective July 1, 2024 – 3% Increase (except Systems Administrator and Systems Analyst)

	0	1	2	3	4	5	6
A Assistant Custodian	19.48	19.79	20.14	20.46	20.83	21.16	21.30
B Education Assistant	20.52	20.86	21.19	21.54	21.86	22.22	22.37
C Education Assistant 2	21.82	22.13	22.46	22.79	23.11	23.47	23.63
D Head Custodian	22.28	22.60	22.92	23.25	23.58	23.91	24.14
E Administrative Assistant	22.67	23.01	23.34	23.68	24.01	24.36	24.52
F Computer Technician	26.15	27.10	28.12	29.16	30.24	31.34	31.71
G Lead Computer Technician	30.19	31.16	32.15	33.21	34.27	35.38	35.74
H Library Clerk = EA rate	20.52	20.86	21.19	21.54	21.86	22.22	22.37
J Maintenance Assistant	27.03	27.33	27.66	27.94	28.25	28.55	28.86
K Maintenance Technician	31.29	31.67	32.03	32.41	32.80	33.20	33.56

Effective July 1, 2025 – 3% Increase plus:

- **\$1.25/hour Increase (Educational Assistants Level 1 and Level 2 and Librarians Only)**
- **\$2.00/hour Increase (Assistant Custodian, Head Custodian, Administrative Assistant, Computer Technician, Lead Computer Technician, Maintenance Assistant, and Maintenance Technician Only)**

	0	1	2	3	4	5	6
A Assistant Custodian	22.12	22.44	22.80	23.13	23.51	23.85	24.00
B Education Assistant	22.42	22.77	23.11	23.47	23.80	24.17	24.33
C Education Assistant 2	23.76	24.08	24.42	24.76	25.09	25.46	25.63
D Head Custodian	25.01	25.34	25.67	26.01	26.35	26.69	26.92
E Administrative Assistant	25.41	25.76	26.10	26.45	26.79	27.15	27.32
F Computer Technician	28.99	29.97	31.02	32.09	33.21	34.34	34.72
G Lead Computer Technician	33.16	34.15	35.17	36.27	37.36	38.50	38.87
H Library Clerk = EA rate	22.42	22.77	23.11	23.47	23.80	24.17	24.33
J Maintenance Assistant	29.90	30.21	30.55	30.84	31.16	31.47	31.79
K Maintenance Technician	34.29	34.68	35.05	35.44	35.84	36.26	36.63

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June 6, 2025

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