

COLLECTIVE AGREEMENT

BETWEEN:



**THE CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 1630**

- AND -

ROLLING RIVER SCHOOL DIVISION

TERM OF AGREEMENT:

JULY 1, 2022 to JUNE 30, 2028

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THIS AGREEMENT made this 26 day of June, 2026.

BETWEEN: ROLLING RIVER SCHOOL DIVISION,
Hereinafter called the "Employer" in the First Part

AND: CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1630
Hereinafter called the "Union" in the Second Part

ARTICLE 1 – DURATION, RENEWAL OR REVISION OF AGREEMENT

101 This Agreement shall become effective on July 1, **2022**, and shall continue in force and in effect up to and including **June 30, 2028**, and thereafter from year to year, unless terminated or renewed as hereinafter provided.

102 If either party of this Agreement desires to renew, revise or terminate this Agreement, then not less than thirty (30) days nor more than sixty (60) days prior to **June 30, 2028**, such party shall give written notice to the other party of their intent to negotiate. Proposals from the Union shall be received two (2) weeks in advance of the scheduled date to begin collective bargaining.

103 Only those matters referred to in the said particulars shall be discussed at such negotiations, unless otherwise mutually agreed upon.

104 No part of this Agreement or a renewed or revised Agreement shall have a retroactive effect unless specifically so provided.

105 Should either party deem it necessary to negotiate change during the term of the Agreement, such changes may be made by mutual agreement, and shall be covered by letters of understanding.

106 When the parties meet the time lines in 102 and changes to the collective agreement are made, any negotiated changes will become effective the date of signing of this collective agreement.

ARTICLE 2 – MANAGEMENT RIGHTS

201 The **Employer** has the right to operate the schools and to direct the staff covered by this Agreement as it may deem necessary for the most effective use of its facilities. Such operation and direction includes 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 staff, both permanent and

temporary, and to determine the necessary services.

202 The Employer shall not contravene the provisions of this Agreement by virtue of exercising the foregoing Management Rights.

203 The specific terms of this contract shall be the sole source of any rights that may be asserted by the Union against the School Division. In administering this Agreement, the Employer shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

ARTICLE 3 – SCOPE AND RECOGNITION

301 The Agreement covers all employees as outlined by Manitoba Labour Board Certificate #2600 as issued by The Manitoba Labour Board and/or as listed in Schedule “A” attached.

302 Rolling River School Division, or anyone authorized to act on its behalf, approves and recognizes the Rolling River School Division Employees Local Union 1630 as the sole collective bargaining agency for its employees classified and covered by this Agreement, and hereby consents and agrees to negotiate with the Union, or any authorized committee thereof, in any and all matters affecting the relationship between the two (2) Parties of this Agreement, looking towards a peaceful and amicable settlement of any differences that may arise between them.

ARTICLE 4 – NO DISCRIMINATION

401 The Parties agree that no discrimination, interference, restriction, or coercion will be exercised or **practiced** with respect to any employee by reason of sex, race, age, colour, political or religious affiliation, or by reason of membership or non-membership in a trade union.

ARTICLE 5 – UNION DUES

501 The Board shall deduct from the earnings of each employee an amount equal to the regular monthly membership dues, as established by the Union.

502 The Board shall remit said dues deductions, within fifteen (15) days, to the local union treasurer.

- 503 The Union agrees to and does hereby indemnify and save the Board harmless for all claims, demands, action and the proceedings of any kind and from all costs which may arise or be taken against the Employer by reason of the Division making the deduction of union dues as provided in Article 501.

ARTICLE 6 – STRIKE OR LOCKOUT

- 601 The Employer shall not declare or cause a lockout of employees during the term of this Collective Agreement.
- 602 The Union shall not declare or authorize a strike of its members during the term of this Collective Agreement.
- 603 The Employer shall not refuse to reinstate those employees, who refused to work as the result of a legal strike or lockout, if and when a Collective Agreement is concluded. This provision is subject to the requirements of *The Labour Relations Act*.
- 604 The Employer shall have cause to discharge any employee or group of employees who advocate or engage in any kind of illegal strike or slowdown, or other stoppage, partial or total, during the term of this Agreement.

ARTICLE 7 – LABOUR-MANAGEMENT COMMITTEE

- 701 The Union shall notify the Board, in writing, as to the names of their Executive members and the names of the Executive members on the Bargaining and Grievance Committees, and the names of the Executive members on the Union-Management Committee.
- 702 The Bargaining and Grievance Committee of the Union shall not exceed **three (3)** members. The number of Union members on the Union-Management Committee shall not exceed **three (3)** members.
- 703 Leave of absence with pay shall be granted to employee representatives of the Union who are required to attend grievance, arbitration or negotiation meetings during working hours. Such leave of absence shall not exceed a committee total of ten (10) work days in any one (1) school year. The ten (10) day maximum may be extended by mutual agreement.

704 **Labour-Management Committee – both parties agree that matters of mutual concern will be discussed between the parties:**

- 1) **improve and expand services;**
- 2) **improve organizational effectiveness;**
- 3) **receive and review suggestions from employees;**
- 4) **undertake specific projects as a result of a mutual agreement between the Employer and the Union.**

Both parties agree that matters of mutual concern which relate to the operation of the school system shall be discussed at a meeting. Requests for such meetings must be accompanied by an agenda of the items to be discussed and forwarded to the other party. The time of such meetings shall be upon mutual agreement.

The Parties agree to cooperate in promoting and maintaining a healthy work environment within the Board's premises.

It is understood and agreed to by the parties that the Labour-Management Committee is not intended to, nor is it to be used as an extension of Collective Bargaining or Article 11, Grievance Procedure.

ARTICLE 8 – SENIORITY

801 **Seniority Defined**

Seniority is defined as the length of continuous service in the bargaining unit from the date of last hire and shall include service with the Division prior to the certification or recognition of the Union.

802 **Every employee shall be placed on probation for a period of six (6) consecutive months of service from the date of which employment commenced.**

This probationary period may be extended a further three (3) months if further evaluation is required.

During such probationary period employees shall be entitled to all rights and privileges of this Agreement except that they shall not have recourse through the grievance and arbitration procedure for discharge.

803 Seniority shall be established upon completion of the probationary period and shall be defined as the number of years of continuous service.

Employees shall maintain their seniority during layoff up to twelve (12) months.

804 Upon request, the Union shall be provided each year with one (1) copy of the seniority list during the month of January.

805 If an employee meets the eligibility requirements to receive Employment Insurance benefits and is off on approved leave for Maternity, Parental or Compassionate Care Leave, an employee's seniority will accrue during their leave.

806 An employee shall retain and accrue seniority if the employee is absent from work because of:

- a) illness or accident to a maximum of six (6) months;
- b) authorized leave of absence up to thirty (30) consecutive working days;

807 An employee's seniority shall be forfeited and **their** employment shall be deemed to be terminated under the following conditions:

- a) the employee is discharged and is not reinstated;
- b) the employee resigns in writing;
- c) the employee is laid off for a period longer than twelve (12) months;
- d) the employee fails to return to work without reasonable explanation following an authorized leave of absence;
- e) the employee does not return to work from layoff within ten (10) working days of being notified by registered mail to do so.

ARTICLE 9 – LAYOFF AND RECALL

A layoff shall be defined as a reduction in the workforce.

When staff reduction is necessary, the Division will be as fair and reasonable as possible in reducing its staff size.

In the event of layoff, employees shall be laid off in the reverse order of their job classification based on seniority and shall be recalled in order of their seniority provided that the employee is capable of performing the work.

Reverse seniority order means that the most recently hired employee within the classification will be laid off first.

Employees who are laid off will be given the opportunity to be recalled once into positions within the school/office/community.

When it has been determined by the Division that layoffs must occur, the following will apply:

- a) Written notice will be given to all employees who are to be laid off. Such employees will receive a minimum of one (1) month's notice.

The Union will be provided with copies of all layoff notices save and except for breaks occurring over the normal winter, spring and summer break periods.

- b) Layoff and recall will be school/office and community specific.
- c) No notice is required when an employee is hired for a specific term of employment, or to complete a specific task.
- d) Employees who are laid off will be placed on a recall list.
- e) An employee on the recall list is eligible to apply for any vacant position advertised within the Division.
- f) An employee on the recall list may turn down a recall once only, with no effect on their status on the re-employment list:
 - i) An employee shall be offered a position within the Division at the closest available location but will be given the choice to accept or decline if the location is further than fifty (50) kilometres from the employee's last work location and have the choice to remain on layoff until a position becomes available closer. If the employee declines an equivalent position offer, closer than fifty (50) kilometres, the Division shall have no further obligation to offer the employee recall to subsequently available positions. The employee will retain their seniority for up to fourteen (14) months and may apply for vacant positions that arise while their seniority remains in effect.

- g) **Employees who have not been recalled to a position within fourteen (14) months from the date of layoff will be deemed to be terminated and will lose all seniority.**
- h) **Notice of recall shall be by registered mail or courier to the employee's last reported address. The onus is on the employee to inform the Division of their current address and telephone number.**

ARTICLE 10 – PROMOTIONS AND STAFF CHANGES

- 1001 When a vacancy occurs that requires replacement or a new position is created inside the bargaining unit, the position will be posted in the worksites and on the Division's website for a minimum of five (5) working days so that all members will know about the vacancy or new position.
- 1002 When choosing an applicant for a vacant position the Employer shall base its decision on the applicant's qualifications, skills, knowledge, experience, past performance, and **their** ability to satisfactorily perform the duties of the position. If the above factors are equal, seniority shall prevail.
- 1003 Disabled Employees Preference

Any employee covered by this Agreement who has given good and faithful service to the Employer and who, through temporary disablement, is unable to perform **their** regular duties, shall be given the preference of any light work available at the salary payable at the time for the position to which he is assigned.

ARTICLE 11 – GRIEVANCE PROCEDURE

- 1101 Should a dispute arise between the Employer and any employee(s) regarding the interpretation, meaning, operation or application of this Agreement, an earnest effort shall be made to resolve the issue in the following manner.
- 1102 **Employees and their immediate Supervisor with or without a local Union representative shall make an earnest effort to resolve any difference prior to commencement of the formal grievance process. The employee may submit their concerns to the supervisor in writing and any discussions shall be without prejudice to the formal grievance process.**

1103 Where a dispute involving a question of general application or interpretation occurs, the Board and the Union may agree to by-pass Step 1 of this Article.

1104 Step 1 – The employee(s) shall discuss the alleged grievance with **their** supervisor within ten (10) working days of the specific event giving rise to the alleged grievance or within ten (10) days of the grievor becoming aware of it.

Step 2 – Failing satisfactory settlement within ten (10) working days after the dispute was submitted under Step One, the Grievance Committee of the Union and the employee concerned shall submit the grievance in writing to the Secretary-Treasurer and shall meet with same to attempt to resolve the dispute.

In the event that the grievance is not submitted within the time period specified, the matter shall be deemed to have been abandoned and no further action shall be invoked.

Step 3 – Failing satisfactory settlement within ten (10) working days after the dispute was submitted under Step Two, the employee(s) concerned, together with the Grievance Committee, will submit to the Board, a written statement of the particulars of the complaint and the redress sought. The **Board of Trustees** shall render its decision within **five (5)** working days following the next regular Board meeting at which the matter is reviewed.

Step 4 – Failing satisfactory settlement being reached in Step Three, the Union may, on giving ten (10) days notice in writing to the Board of its intentions, refer the dispute to arbitration.

1105 Time limits as specified in Article **1104** may be extended by agreement between the Employer and the Union, however, if an employee fails to bring the grievance forward within the time limits as specified in Step 1, of Article **1104**, the grievance is deemed to have failed. If the Employer fails to process a grievance to the next step in the grievance procedure within the time limits specified, the grievance shall be deemed to be settled to the satisfaction of the grievor.

1106 Arbitration

Failing satisfactory settlement of a grievance through provisions of Article **1104**, **where** either party **wishes to refer** the dispute to arbitration, **the other party will be notified in writing.**

1107 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 of the Agreement, indicating the name of its nominee on an arbitration board. Within five (5) days thereafter the other party shall answer by registered mail indicating the name and address of its appointee to the arbitration board. The two (2) **nominees** shall then meet to select an impartial chairman.

1108 Failure to Appoint

If the party receiving the notice fails to appoint an arbitrator, or if the two (2) appointees fail to agree upon a chairman within seven (7) days of their appointment, the appointment shall be made by the Minister of Labour upon request of either party.

1109 Board of Arbitration Procedure

The Board shall determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations. In its attempt at justice, the Board shall, as much as possible follow a layman's procedure and shall avoid legalistic or formal procedures.

1110 Decision of the Board of Arbitration

The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairman shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding, and enforceable on all parties, and may not be changed. The Board of Arbitration shall not have the power to change this Agreement or to alter, modify or amend any of its provisions.

1111 Disagreement on Decision

Should the parties disagree as to the meaning of the Board's decision, either party may apply to the Chairman of the Board of Arbitration to reconvene the Board to clarify the decision, which it shall do within five (5) days.

1112 Expenses of the Board

Each party shall pay:

- a) The fees and expenses of the **nominee** it appoints;

- b) One-half (½) of the fees and expenses of the **arbitrator**.

1113 Amending of Time Limits

The time limits fixed in both the grievance and arbitration procedure may be extended by consent of the parties. The time limits in this Agreement are not mandatory but merely discretionary.

1114 Witnesses

At any stage of the grievance or arbitration procedure, the parties shall have the assistance of any employee(s) concerned as witnesses and any other witnesses.

1115 No matter shall be subject to arbitration which involves:

- a) Any matter not covered by this Agreement;
- b) Any matter which requests a change to this Agreement.

1116 Where the parties agree to a single arbitrator, the arbitrator shall be selected by mutual consent. In the event the parties cannot agree upon a person to act as a single arbitrator within ten (10) working days, the arbitration will revert to a three-person (3) Board.

ARTICLE 12 – DISCHARGE AND DISCIPLINARY PROCEDURE

1201 Employees shall be given disciplinary warnings in writing, unless circumstances justify immediate discipline or discharge.

1202 When an employee is being disciplined, **they** may choose to be accompanied by a Union **representative**.

1203 Copies of all suspensions or discharges shall be forwarded to the **Local President and Vice President or their delegate** of the Union.

1204 The **Employer** shall not impose disciplinary penalties unjustly or unreasonably.

1205 In the event of a claim that an employee has been disciplined, suspended or discharged unjustly or unreasonably, the grievance procedure as outlined in Article 11 of this Agreement shall be followed.

- 1206 The **Employer** shall not discipline, discharge or suspend those employees who refuse to facilitate the operation of a Company whose employees are legally on strike, as determined by Section 12(1) of *The Labour Relations Act*.

ARTICLE 13 – HOURS OF WORK

- 1301 The work week for full time employees shall be five (5) days per week, eight (8) hours per day with two (2) consecutive days off unless otherwise mutually agreed.
- 1302 Schedules and work assignments for full and part time employees will be provided by the Supervisor(s).
- 1303 All employees who are scheduled to work eight (8) hours shall be permitted a fifteen (15) minute rest period in the first half and the second half of any full shift worked. Employees scheduled to work five (5) hours or less will be provided a fifteen (15) minute reset period in their workday.

ARTICLE 14 – OVERTIME

- 1401 Overtime work shall not be performed or paid for unless authorized by the Maintenance Supervisor.
- 1402 Time and one-half (1½) will be paid for all time worked over the forty (40) hours in any one work week or eight (8) hours in any one day.
- 1403 Employees called out, in the case of an emergency, shall be paid a minimum of four (4) hours at their regular rate of pay.
- 1404 Employees who are required to work on a Statutory Holiday shall be paid time and one-half (1½) for all hours worked plus regular pay for the day.

ARTICLE 15 – STATUTORY HOLIDAYS

- 1501 All employees shall have the following holidays at their regular rate of pay:

New Year's Day	Civic Holiday
Louis Riel Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

and any statutory holiday as proclaimed by the Province of Manitoba or the Government of Canada.

- 1502 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.
- 1503 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 Employer.
- 1504 Employees shall qualify for payment of Statutory Holidays as per the provisions of *The Employment Standards Code*.

ARTICLE 16 – VACATIONS

- 1601 The vacation entitlement shall be calculated as to the number of years service on June 30th of each year.
- 1602 An employee with less than one (1) year of service in the preceding vacation year shall receive vacation with pay calculated on the basis of one (1) days vacation for every twenty-six (26) days worked, or major portion thereof.
- 1603 Employees with more than one (1) year of service shall be eligible for a paid vacation as follows:
- a) Fifteen (15) working days after one (1) year of continuous service.
 - b) Twenty (20) working days after eight (8) years of continuous service.
 - c) Twenty-five (25) working days after sixteen (16) years of continuous service.
 - d) Employees shall receive an additional five (5) days of vacation in their 25th year of employment with the Division. These additional days are to be taken in the 25th year.
- 1604 A permanent employee with less than one (1) year of service, leaving the employment of the Employer prior to the anniversary date for vacations, shall be paid his vacation entitlement in accordance with *The Employment Standards Code*.

- 1605 Employees shall submit their preferred vacation period to the School Principal and Maintenance Supervisor for his approval prior to June 1st of each year. Normally, vacations will be taken during July and August.
- 1606 When a **Statutory Holiday** comes in the course of an employee's annual vacation, **the employee shall be paid for the Statutory Holiday, with no deduction from accumulated vacation credits.**

ARTICLE 17 – SICK LEAVE

1701 **Sick Leave Defined**

Sick leave means the period of time an employee is permitted to be absent from work with full pay, by virtue of being sick or disabled, **to attend medical appointments**, or because of an accident for which compensation is not payable under *The Workers' Compensation Act (WCB)* or **Manitoba Public Insurance (MPI)**.

1702 **Amount of Sick Leave**

Sick leave may be granted to regular employees and to regular part time employees on the basis of two (2) days for each month in which the employee has earned at least ten (10) days pay.

1703 **Deduction for Sick Leave**

In any one (1) year in which an employee has not had sick leave, or has only a portion thereof, **they** shall be entitled to an accrual of all the unused portion of sick leave to a maximum of one hundred thirty (130) days. A deduction shall be made from accumulated sick leave of all days absent for sick leave as defined in 1601.

1704 **Medical Appointments**

Wherever possible, employees shall make personal medical appointments outside of working hours.

In situations where a medical appointment during working hours cannot be avoided, employees shall be expected to make every effort to arrange appointments to minimize the time away from work. Where time away from work cannot be avoided, the leave shall be counted against the employee's accumulated sick leave.

1705 Proof of illness

An employee may be required to produce a certificate from a duly qualified practitioner for any illness, certifying that such employee is unable to carry out **their** duties due to illness.

Failure to provide such a certificate when requested may disqualify an employee from receiving sick leave benefits and may result in disciplinary action by the Division.

Failure to provide such a certificate within a reasonable amount of time when requested may disqualify an employee from receiving sick leave benefits and may result in disciplinary action by the Division.

1706 Custodians and cleaners must report to their immediate Supervisor (School Principal or designate when school is in session and Maintenance Supervisor during school breaks and holiday) at least one (1) hour prior to the beginning of their shift (wherever possible) when **they are** unable to report for work due to illness. When requested, they must also report prior to returning to work.

1707 Employees returning to work following a lengthy illness **or injury** must submit a doctor's certificate that the employee is able to return to **work**.

1708 Suspected abuses of sick leave provisions will be investigated and proven instances will result in severe disciplinary action.

1709 Employees will be eligible to take up to a maximum of five (5) days per year without loss of pay to attend to the illness **or non-routine medical appointment** of an immediate family member. Immediate family is defined as children, spouse, and parents of the employee or person who has the employee as the primary caregiver. Days taken under this clause will be deducted from the employee's accumulated sick leave.

1610 **Where an employee qualified for sick leave involving hospitalization during his/her period of vacation, there shall be no deduction from vacation credits for such absence.**

The period of vacation so displaced by the period involving hospitalization shall be, at the option of the Employer, added to the vacation period or reinstated for use at a later date. The employee shall provide proof of such hospitalization.

ARTICLE 18 – LEAVE OF ABSENCE

1801 Bereavement Leave

a)	In the case of death of an immediate family member or a relative who is a member of the household.	Up to five (5) consecutive days without loss of pay; additional days on the approval of the Superintendent.
b)	In the case of death of a grandparent or grandchild.	Up to two (2) consecutive days without loss of pay; additional days on the approval of the Superintendent.
c)	In the case of death of a spouse or partner's mother, father, sister, brother, son, or daughter.	Up to two (2) consecutive days without loss of pay; additional days on the approval of the Superintendent.
d)	In the case of death of a spouse or partner's grandparent.	Up to one (1) day without loss of pay; additional days on the approval of the Superintendent.
e)	In the case of death of another relative outside the immediate family who was not a member of the household or if the employee serves as a pallbearer. (Note: This does not apply to honorary pallbearer.)	Up to one (1) day without loss of pay; additional days on the approval of the Superintendent.
f)	In the case of death of a friend.	Up to one (1) day deducted at fifty percent (50%) of salary; additional days on the approval of the Superintendent.

1802 Compassionate Care Leave

An employee shall be entitled to apply for Compassionate Care Leave in accordance with *The Employment Standards Code*.

1803 It is the responsibility of the employees to notify the Employer prior to taking such leave.

ARTICLE 18 – LEAVE OF ABSENCE

1801 Bereavement Leave

a)	In the case of death of an immediate family member or a relative who is a member of the household.	Up to five (5) consecutive days without loss of pay; additional days on the approval of the Superintendent.
b)	In the case of death of a grandparent or grandchild.	Up to two (2) consecutive days without loss of pay; additional days on the approval of the Superintendent.
c)	In the case of death of a spouse or partner's mother, father, sister, brother, son, or daughter.	Up to two (2) consecutive days without loss of pay; additional days on the approval of the Superintendent.
d)	In the case of death of a spouse or partner's grandparent.	Up to one (1) day without loss of pay; additional days on the approval of the Superintendent.
e)	In the case of death of another relative outside the immediate family who was not a member of the household or if the employee serves as a pallbearer. (Note: This does not apply to honorary pallbearer.)	Up to one (1) day without loss of pay; additional days on the approval of the Superintendent.
f)	In the case of death of a friend.	Up to one (1) day deducted at fifty percent (50%) of salary; additional days on the approval of the Superintendent.

1802 Compassionate Care Leave

An employee shall be entitled to apply for Compassionate Care Leave in accordance with *The Employment Standards Code*.

1803 It is the responsibility of the employees to notify the Employer prior to taking such leave.

1804 Unpaid Leave

Any leave of absence exceeding five (5) consecutive work days without pay for personal reasons, is subject to approval of the Superintendent or designate if the leave is for good reason and does not interfere unduly with the operations of the Employer. In emergency situations leave may be granted through verbal notification from the Employer's representative.

Request for such a leave shall be made in writing at least four (4) weeks prior to the start of the leave.

1805 Maternity/Parental/Adoptive Leave

Employees shall be entitled to Maternity, Parental and Adoptive Leave consistent with the provisions of *The Employment Standards Act*.

1806 Union Leave

Leave of absence without pay shall be granted to no more than two (2) employees for a period not to exceed five (5) days for the purpose of transacting Union business. This leave of absence shall not involve more than one (1) employee from one (1) school at the same time.

1807 Jury Duty and Court Witness

Time spent by an employee required to serve as a court witness in any matters arising out of his employment shall be considered as time worked at the appropriate rate of pay. Employees serving on a Jury Panel shall continue to accrue seniority and all benefits associated with working for the School Division but not receive pay during this period of time.

ARTICLE 19 – SAFETY

1901 The Division and Union agree to co-operate in promoting safe and healthy practices and conditions within the Division and to adhering to *The Workplace Safety and Health Act* of Manitoba.

ARTICLE 20 – WINTER CLOTHING ALLOWANCE

2001 Effective September 2014, the Division will provide a winter clothing allowance to Head Custodians in the amount of one hundred and twenty dollars (\$120.00) per year.

ARTICLE 21 – CONTRACTUAL DISCRIMINATION

2101 All provisions in the agreement have been negotiated in good faith with the specific understanding that the provisions and their administration contain no elements of discrimination. In the event that any of the provisions are deemed to be discriminatory the parties will negotiate the necessary adjustments to ensure there is no increased cost to the Division.

ARTICLE 22 – PAYMENT OF WAGES

2201 The Employer shall pay salaries and wages monthly in accordance with Schedule “A” attached hereto and forming part of this Agreement. Employees will be provided with an itemized statement of **their** wages and deductions at the end of each month. Overtime pay shall be shown in a separate column.

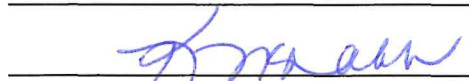
2202 A Cleaner who is temporarily required to accept the responsibilities and carry out the duties of a Head Custodian for a period in excess of two (2) days shall be paid at the first step of the Head Custodian scale with retroactivity back to the first day the employee was required by the Division to work as a Head Custodian. Appointments made as the result of a Head Custodian taking vacation shall not be interpreted as a temporary appointment and shall not receive the higher rate of pay.

DATED this 26 day of June, 2026.

ON BEHALF OF THE EMPLOYER:
ROLLING RIVER SCHOOL
DIVISION



Board Chair



Secretary-Treasurer

ON BEHALF OF THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1630



President CUPE Local 1630

AM:pnf COPE491
22 Jun 2026

**LOCAL 1630
ROLLING RIVER SCHOOL DIVISION**

SCHEDULE "A"

HEAD CUSTODIAN							
	JULY 1 2022	JULY 1 2023	JULY 1 2024	JULY 1 2025	JULY 1 2026	JULY 1 2027	JUNE 30 2028
	3.00%	3.00%	3.00%	2.75%	2.75%	2.75%	
					\$0.50 after GWI	Market adjustment comparable to additional Cleaner steps	Market adjustment comparable to additional Cleaner steps
Step 1	\$20.66	\$21.28	\$21.92	\$22.52	\$23.64	\$25.07	\$25.87
Step 2	\$21.33	\$21.97	\$22.63	\$23.14	\$24.28	\$25.74	\$26.57
Step 3	\$22.00	\$22.66	\$23.34	\$23.87	\$25.02	\$26.53	\$27.38

CLEANER							
	JULY 1 2022	JULY 1 2023	JULY 1 2024	JULY 1 2025	JULY 1 2026	JULY 1 2027	JUNE 30 2028
	3.00%	3.00%	3.00%	2.75%	2.75%	2.75%	
					\$0.50 after GWI	Additional Cleaner steps	Additional Cleaner steps
Step 1	\$19.08	\$19.65	\$20.24	\$20.79	\$21.87	\$22.47	\$22.47
Step 2						\$23.19	\$23.19
Step 3						\$23.93	\$23.93

June 30, 2028, adjustment to take effect July 1, 2028.

An employee shall receive an annual increment until the maximum rate for the job held is obtained. Effective July 1, 2000, the anniversary date for annual increments shall be as follows:

- a) An employee entering service or obtaining a new job between July 1st and December 31st will receive the first increment for that job on July 1st of the following calendar year.

- b) An employee entering service or obtaining a new job between January 1st and June 30th of one calendar year will receive the first annual increment for that job on January 1st of the following calendar year.

AM:pnf  COPE491
22 Jun 2026

LETTER OF UNDERSTANDING #1

BETWEEN

ROLLING RIVER SCHOOL DIVISION

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1630

RE: CONTRACTING OUT – JANITORIAL SERVICES

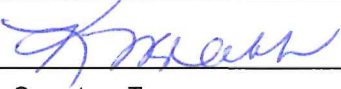
The Rolling River School Division hereby agrees that no person who is a member of the bargaining unit as of this date shall be discharged due to the contracting out of janitorial services during the term of this Agreement.

DATED this 26 day of June, 2026.

ON BEHALF OF THE EMPLOYER:
ROLLING RIVER SCHOOL
DIVISION



Board Chair



Secretary-Treasurer

AM:pnf COPE491
22 Jun 2026

ON BEHALF OF THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1630



President CUPE Local 1630

LETTER OF UNDERSTANDING #2

BETWEEN

ROLLING RIVER SCHOOL DIVISION

AND

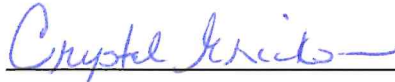
CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1630

RE: PENSION PLAN

The Rolling River School Division hereby agrees that in the event that the provincial government implements an education sector defined benefit pension plan that is one hundred percent (100%) funded by the Government, the Rolling River School Board agrees to meet with the local union to consult and discuss.

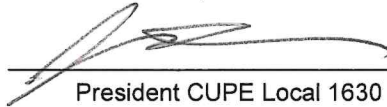
DATED this 26 day of June, 2026.

ON BEHALF OF THE EMPLOYER:
ROLLING RIVER SCHOOL
DIVISION



Board Chair

ON BEHALF OF THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1630


President CUPE Local 1630
Secretary-Treasurer

AM:pnf  COPE491
22 Jun 2026

LETTER OF UNDERSTANDING #3
BETWEEN
ROLLING RIVER SCHOOL DIVISION
AND
CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1630

RE: RELIGIOUS HOLY LEAVE

The Parties agree to the following:

- 1. This Letter of Understanding shall be effective on and from the first day of July 1, 2026.**
- 2. The following wording will become effective on and from the first day of July, 2026:**
 - a) An employee may receive a total of three (3) days paid leave for Religious Holy Leave per school year.**
 - b) The leave request must be submitted at least 10 working days in advance of the leave and no later than September 30 of each year.**
 - c) Where the appropriate notice has not been given, major religious holy days leave will be provided and the employee's regular salary will be deducted.**
 - d) Employees shall not absent themselves from duty for reasons of major religious holy days without first securing permission from the Division.**
 - e) For the purpose 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 employee's religion and 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.**
 - f) When employees are absent for observance of Religious Holy Leave days in excess of three (3) days per school year, the days shall be without pay.**

- g) The Parties agree that this article constitutes reasonable accommodation for major religious holy leave.

DATED this 26 day of June, 2026.

ON BEHALF OF THE EMPLOYER:
ROLLING RIVER SCHOOL
DIVISION

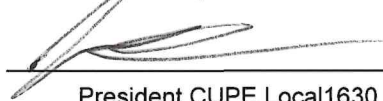


Board Chair



Secretary-Treasurer

ON BEHALF OF THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1630



President CUPE Local1630

AM:pnf COPE491
22 Jun 2026