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COLLECTIVE AGREEMENT

BETWEEN

THE CITY OF SASKATOON

AND

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

UNION LOCAL NO. 319

COVERING THE PERIOD FROM JANUARY 1, 2007 TO DECEMBER 31, 2009

04118(09)

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS. LOCAL NO. 319

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COLLECTIVE AGREEMENT

BETWEEN:

THE CITY OF SASKATOON

hereinafter called the City

OF THE FIRST PART

-and-

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
UNION LOCAL NO. 319**

hereinafter called the Union

OF THE SECOND PART

ARTICLE 1. TERM OF AGREEMENT

Revised

This Agreement shall be effective from January 1, **2007**, and shall continue in effect until December 31, **2009**, and from year to year thereafter in accordance with the provisions of *The Trade Union Act*.

ARTICLE 2. COVERAGE

This Agreement shall constitute the wages and working conditions of all employees of the City within the collective bargaining unit represented by the Union.

ARTICLE 3. UNION RECOGNITION

The City agrees to recognize the Union as the sole collective bargaining agency for the employees covered by this Agreement and hereby consents and agrees to negotiate with the Union or its representatives in any and all matters affecting the relationship between the City and its employees. The City also agrees that the Union may have the assistance of representatives of the International Brotherhood of Electrical Workers in any negotiations or discussions between representatives of the parties hereto.

ARTICLE 4. UNION SECURITY

The City agrees that those employees who are, at present, members of the Union shall maintain their membership in the Union as a condition of employment and further, that all new employees employed during the term of this Agreement shall, as a condition of employment, within thirty (30) days **after** the date of employment, apply for and maintain membership in the Union during the term of this Agreement.

The provisions of Section 37 ~~(1)~~ of *The Saskatchewan Trade Union Act 1994* shall apply to this Collective Agreement.

ARTICLE 5. UNION PLEDGE

The Union agrees, both for itself and its members, that it will loyally promote the business interests and welfare of the City, that it will cooperate with the City in the development, extension **and** improvement of the **business**, and will **do** everything possible to improve the services to the citizens of Saskatoon, in order that a maximum of harmony may exist in the community.

ARTICLE 6. CHECK-OFF

The City agrees that, upon written request by the Union accompanied by signed **authorization** cards, all monthly dues shall be deducted for, and on behalf of, all employees who are members of the Union.

ARTICLE 7. RESOLUTIONS OF COUNCIL

All resolutions of City Council will be made available to the Union.

ARTICLE 8. RATES OF PAY

The wages and salaries of the employees to whom this Agreement applies shall be in accordance with the rates set out in Schedule "1" hereunto attached.

ARTICLE 9. PUBLIC HOLIDAYS

Revised

- a) Public holidays shall be: New Year's Day, Family Day, Good Friday, Easter Monday, Queen's Birthday, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day proclaimed a civic holiday and any other day on which the City is required by law to pay its employees without work.
- b) Each employee who does not work on a public holiday shall be paid on the basis of one hundred percent (100%) of the sum to which the employee would be entitled as wages, exclusive of overtime, for that day were that day not a holiday. Pay for all public holidays will be based on eight point three (8.3) hour days (including Trouble Shift).

- c) When a public holiday falls on a Saturday, Sunday or the employee's Friday Off, those employees shall receive a day off in lieu. A schedule of such lieu days shall be posted by December 1 of each year, for the following year.

Where the lieu day cannot be scheduled in conjunction with the Saturday, Sunday or employee's Friday Off, such day shall be scheduled in conjunction with annual vacation and shall be used during the period December 1 to November 30.

- d) When a public holiday falls on a second Friday Off, employees may take a day off in lieu as in Article 9 c), or choose not to take a day off in lieu without pay.

For the purpose of The Labour **Standards Act**, the hours of work will be deemed to average over a four (4) week period. The four (4) week averaging period will be adjusted as required to ensure that only one (1) public holiday, as listed in The Labour **Standards Act**, will occur within any four (4) week period.

ARTICLE 10. VACATION

- a) i) After one (1) year's completed service, employees shall be entitled to vacation at the rate of 120 working hours' vacation per year.
- ii) After eight (8) years' completed service, employees shall be entitled to 160 working hours' vacation per year.
- iii) After sixteen (16) years' completed service, employees shall be entitled to 200 working hours' vacation per year.
- iv) After twenty-four (24) years' completed service, employees shall be entitled to 240 working hours' vacation per year.
- b) The vacation year is April 1 to the following March 31. The employee's anniversary date will be used for the purpose of establishing vacation credits as in (a) above. When an employee's vacation entitlement changes in a given year, these additional credits may be carried forward to the following vacation year upon written request, with the approval of the Branch Manager or designate.
- c) Provided a request is made by an employee to the City Comptroller one (1) week before commencing his holiday, payments in advance shall be made for any pay day falling in the vacation period.
- d) In the event of an employee leaving the service prior to his vacation, he shall be entitled to a proportionate payment of wages in lieu of vacation,

- e) Under normal circumstances, all vacation credits should be used within the vacation year. Vacation credits from one year may be carried forward to the following year upon written request, with the approval of the Branch Manager or designate. Such approval will be based on meeting operational requirements in the opinion of the Branch Manager or designate.
- f) Under normal circumstances, the employees in bid positions and their relief shall take vacations at different times (no overlaps). Where special circumstances exist, consideration shall be given to allow overlap for short periods, staffing levels permitting.
- g) Under normal circumstances, employees are encouraged to take vacation credits in one week blocks. However, employees may take shorter vacation allotments (down to one hour blocks) where the need arises, with the approval of the Branch Manager or designate. Such approval will be based on meeting operational requirements in the opinion of the Branch Manager or designate.
- h) A one (1) week notice period will normally be required for booking a normal working Friday; however, some accommodations will be considered for individual circumstances. This one (1) week notice will be defined as: a request being submitted prior to the end of the normal lunch break on the Thursday the week before the requested Friday.
- i) Fractional hours, less than one (1) normal working day, may be carried over, or paid out at the employee's option at the end of the vacation year.

ARTICLE 11. SICK LEAVE

For the purpose of this article, sick leave refers to any time an employee is unable to work due to: illness; non-occupational injury; quarantine orders by the Medical Health Officer; and, Employee and Family Assistance Program requirements.

- a) Sick leave shall be granted in accordance with the current STD and LTD plans as described below:
 - i) Short Term Disability
 1. Waiting period: three (3) months - new employees.
 2. Application to permanent employees only; temporary employees will remain on accumulated plan as per Article 23 g).
 3. Disability - state of incapacity that prevents an employee from doing the **job** due to illness **or** bodily injury,
 4. Coverage - six (6) months at one hundred percent (100%) of salary.

5. Benefits

- i) Benefits are payable from first day of disability up to six (6) months. If an employee is disabled, but returns to work, the employee must work thirty (30) consecutive calendar days to reinstate the full six (6) months; otherwise, the disability is deemed to have continued.
- ii) To reinstate eligibility for one hundred percent (100%) of benefits, the employee must return to work for thirty (30) consecutive calendar days.
- iii) Where an employee has a right to automobile insurance, Canada Pension Plan or any like benefit, the short-term coverage shall be reduced by that benefit received.
- iv) Maternity leave is not covered.
- v) Employees on disability, Article 16 on Workers' Compensation are not covered by this plan.

ii) Severance Pay

1. All sick leave credits are frozen at the date of introduction of the new plan: March 1, 1983.
2. For severance purposes only, service and salary shall escalate.
3. If transferred to a position with no severance pay, amount payable shall be reimbursed after one (1) year.

iii) Long-Term Disability

1. Payable at seventy percent (70%) of salary at time of disability after expiration of the six (6) months short-term disability.
2. Cost-of-living adjustment (COLA) to be maximum at five percent (5%) of CPI increase.
3. Maximum benefit four thousand dollars (\$4,000.00) per month.
4. Terminates on death, recovery or normal retirement date.
5. Premium is cost shared equally.
6. While on LTD, service is considered pensionable.
7. E.I. premium reduction is to be shared with the Union.

- b) If an employee is terminated from the job, either voluntarily or otherwise, the City's obligation in granting sick leave shall cease immediately.
- c) Effective January 1, 1998, the following shall replace Article 11 b). In the event that the Federal Employment Insurance Plan (E.I.) does not grant the Employer a premium reduction under the E.I. Premium Reduction Program, then Article 1 ■b) Sick Leave shall apply forthwith and Article 1 ■c) shall cease to apply.

Where an employee is disabled prior to notice of a layoff or termination, benefits are payable until the earliest of:

- the period of disability, or
- the exhaustion of accumulated sick leave credits, or
- the end of 75 work days, or
- the employee's retirement, or
- the date of separation for any reason other than illness or injury where notice of separation was given before the onset of the illness or injury.

Where the employee continues to be disabled after **layoff** or termination, the City and the Union shall pay jointly such sick leave claim in the ratio of 7/12 by the City and 5/12 by the Union until a sum equivalent to the total reduction in E.I. premiums with respect to the Union under the E.I. Premium Reduction Program of record for the preceding calendar year has been expended. Thereafter the City and the Union shall pay jointly such sick leave claim in an equal ratio.

- d) A joint Employee Assistance Committee (EAC), composed of two members from Management and two members from the Union, will meet on a regular basis (four times per year) to review employee absentee records and make recommendations to the Branch Manager.
- e) At the discretion of the Branch Manager, a medical certificate may be required for any occasion of ~~sick~~ leave. Its purpose is to determine the longevity or likelihood of recurrence of the illness and/or to confirm that the employee is fit to return to work.
- f) If an order of the Medical Health Officer requires an employee to remain at home on account of the quarantine illness of a member of the employee's family, the employee is to be paid for time lost at his regular rate of pay.

The foregoing is conditional upon all members of the employee's family have taken advantage of all free vaccination and immunization services supplied by the Medical Health Department.

- g) Employees on approved sick leave with pay, shall continue to accumulate vacation and seniority credits.
- h) An employee taking sick leave when temporarily filling a position with a higher rate of pay shall receive sick pay at the higher rate providing such employee has filled the temporary position for a minimum period of five (5) consecutive days immediately prior to taking sick leave. The higher rate of pay shall cease when the regular assigned employee returns to work or after ten (10) days' sick leave, whichever occurs first.
- i) In consultation with the Branch Manager, an employee, who is hospitalized or suffers an illness or accident of an extremely serious nature, which is confirmed by a medical certificate, shall be allowed to substitute sick leave in lieu of vacation credits for the period of disability.

ARTICLE 12. LEAVE OF ABSENCE

- a) Leave of absence for cause may be granted for a period not exceeding ten (10) months, provided that no leave be granted for any parts of the months of July and August in each year, [not applicable to Article 14 c) ii)]. If a leave is granted during July and August, the leave period may extend to a total of twelve (12) months under exceptional circumstances, All leaves to be approved by the General Manager of Corporate Services.
- b) Employees applying for leave of absence without pay shall not accumulate vacation credits after thirty (30) days of such absence. They shall not accumulate seniority credits after ninety (90) days of such absence.
- c) Upon written request from the Union (with thirty (30) days' notice) leave of absence without pay will be granted to two (2) members of I.B.E.W. Local No. 319 for a maximum of three (3) years to become Business Manager or Assistant Business Manager with the Union. Seniority shall be accumulated for that period of time.
- d) Any employee, who at any time is delegated to represent the Union at a convention; providing reasonable notice is given, shall be granted time off without pay to attend such convention.

ARTICLE 13. BEREAVEMENT LEAVE

- a) When a death occurs in an employee's immediate family, i.e. spouse (including common-law spouse), brother, sister, mother, father, son, daughter, ~~step-son~~, ~~step-daughter~~, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, compassionate leave with pay shall be granted for up to three (3) working days.
- b) Up to one (1) working day with pay shall be granted to attend the funeral of a relative not specified in clause a).
- c) One-half (½) day with pay shall be granted for pallbearer duty at the funeral of a person other than those specified in a) and b). However, where need can be shown, up to one (1) day may be granted for pallbearer duty.
- d) One ~~(1)~~ additional day of leave with pay will be granted where travel beyond a 300 km radius from Saskatoon is required. However, where the need can be shown, two (2) days may be granted for travel outside the 300 km radius for those in a).
- e) Additional leave without pay may be granted upon request.

ARTICLE 14. PARENTING LEAVES

a) Maternity Leave

i) An employee:

1) who has completed at least twenty (20) weeks in fifty-two (52) weeks of employment with the City immediately preceding the day on which the requested leave is to commence, and

2) who provides to her Branch Manager as soon as possible, but no later than (4) weeks prior to the day on which she intends to commence the leave, her request for maternity leave, which must include:

- a medical certificate from a qualified medical practitioner certifying that she is pregnant and estimating the date of birth, and
- advice of the day she intends to commence maternity leave, and
- advice of the day she intends to end maternity leave.

will be entitled, upon written request, to maternity leave without regular pay.

ii) Maternity leave may be for a period of up to eighteen (18) consecutive weeks.

iii) Maternity leave must be taken during the period that begins twelve (12) weeks before the estimated day of birth and ends eighteen (18) weeks after the day of birth. The portion of leave prior to the estimated date of confinement **can** be extended provided the employee provides a certificate from a qualified medical practitioner specifying the estimated date of birth and stating that there are bona fide medical reasons requiring that the employee cease work immediately.

iv) Where the employee and her Branch Manager agree that the portion of the leave following the date of birth, should be **less** than six (6) weeks, then her Branch Manager may permit her to resume her employment at the time agreed provided that at or before the time she resumes her employment, she provides her Branch Manager with a certificate from a qualified medical practitioner, certifying that resumption of employment at the time so agreed will not endanger her health.

v) Where the pregnancy of an employee would reasonably interfere with the performance of her duties, her Branch Manager may require her to take a maximum of thirteen (13) weeks leave prior to the estimated date of birth.

The onus lies with the City to establish:

- 1) that the pregnancy would reasonably interfere with duties, and
 - 2) that no opportunity exists:
 - to modify the employee's duties, *or*
 - to reassign the employee to another job.
- vi) 1) The City will pay a benefit to an employee:
- who is on maternity leave, and
 - who is eligible for maternity benefits under The Employment *Insurance* Act (Canada), and
 - who is not on layoff, and
 - who is not a temporary employee

ninety-five percent (95%) of her regular salary for the first two (2) week period, and

the difference between the Employment *Insurance* benefits and **ninety-five** percent (95%) of her regular salary for thirteen (13) additional weeks.

- 2) Any permanent employee who works less than full-time shall receive benefits on a prorated basis.
- 3) Employees subject to layoff shall only receive this benefit for the duration of their work period.

b) Adoption leave

- i) An employee:
 - who has completed at least twenty (20) weeks in **fifty-two** (52) weeks of employment with the City immediately preceding the day on which the requested leave is to commence, and
 - who provides to the Branch Manager as soon as possible, but no later than (4) weeks prior to the day on which the employee intends to commence the leave, the employee's request for adoption leave, which must include:
 - 1) confirmation of being the primary caregiver of the newly adopted child during the period of leave, and
 - 2) advice of the day the employee will commence adoption leave, and
 - 3) advice of the day the employee intends to end adoption leave, will be entitled, upon written request, to adoption leave without pay.
- ii) Adoption leave consists of a period of not more than eighteen (18) weeks commencing on the day the child becomes available for adoption.

c) Parental Leave

i) An employee:

- who is taking maternity leave or adoption leave, and
- who as soon as possible but no later than four (4) weeks prior to the day on which the employee is scheduled to return from maternity leave or adoption leave, which is considered to be the day on which the employee intends to commence parental leave, provides to the Branch Manager the employee's request for parental leave, which must include advice of the day the employee intends to end parental leave,

or

- who has completed at least twenty (20) weeks in fifty-two (52) weeks of employment with the City immediately preceding the day on which the requested leave is to commence, and
- who provides to the Branch Manager as soon as possible, but no later than (4) weeks prior to the day on which the employee intends to commence the leave, the employee's request for parental leave, which must include advice of

- 1) the date of birth or the day on which the child comes into the employee's care, and
- 2) the day ~~the~~ employee will commence parental leave, and
- 3) the day the employee intends to end parental leave.

- will be entitled, upon written request, to parental leave without pay.

ii) Parental leave will be for a period of up to

- 1) thirty-four (34) consecutive weeks if the employee is entitled to maternity leave or adoption leave, or
- 2) thirty-seven (37) consecutive weeks if the employee is not entitled to maternity leave or adoption leave

iii) Parental leave must be taken during the period that begins twelve (12) weeks before the estimated day of birth or begins the day the child comes into the employee's care and ends **fifty-two (52) weeks** after the actual day of birth or the actual day on which the child comes into the employee's care.d) General

- i) The employee will give a minimum of four (4) weeks' notice of the

employee's intent to return to work either from maternity leave, adoption leave or parental leave.

- ii) An employee who takes parental leave in conjunction with either maternity leave or adoption leave must take the parental leave consecutive to either leave.
- iii) The employee will not lose the benefits the employee accrued up to the commencement of a leave.

Notwithstanding provisions contained elsewhere in this Agreement, an employee taking a parenting leave will not accumulate either sick or vacation credits nor will the employee be entitled to paid sick leave or public or special holidays.

- iv) An employee taking maternity, adoption and/or parental leaves will accumulate seniority and rights of recall.
- v) The parties hereto acknowledge that individual circumstances may justify a variance of the time limits as set out above.
- vi) Employees returning from parenting leave shall return to their former position and be paid at the same step of the same salary range as in effect at the time of proceeding on said leave.
- vii) For employees on maternity, adoption or parental leave the following are available:
 - 1) Group Health Benefits - coverage extended throughout leave period.
 - 2) Group Life Plan (Optional) - employee must pay both the employee and employer share of the applicable Group Life Premium prior to commencing leave or provide post dated cheques.
- viii) An employee who does not return to work following a parenting leave will be considered to have terminated employment.

ARTICLE 15. GROUP INSURANCE

- a) Participation in the Group Life Plan, in accordance with its provisions shall be a condition of employment for all employees appointed to permanent full-time positions.
- b) The following coverage shall apply to employees enrolled in the group insurance program:
 - i) Basic Coverage - Two times (2X) annual salary for all employees, the cost of such insurance shall be shared equally by the employee and Employer.

- ii) Optional Coverage - Three times (3X) annual salary, the cost of such insurance shall be shared equally by the employee and the Employer.
 - iii) Optional Coverage - Four times (4X) annual salary, the cost of such insurance shall be shared equally by the employee and the Employer.
 - iv) Optional Dependent Coverage - Coverage of three thousand dollars (\$3,000) for the employee's spouse, and coverage of fifteen hundred dollars (\$1,500) for each dependent shall be shared equally by the employee and the Employer.
- c) Optional Retirement Coverage
- Revised** i) For employees who retire on or after January 1, 1998, coverage of \$50,000 shall be available to the retiree up to the age of 65. The cost of such insurance will be fully paid for by the retiree at group rates and application must be made at the time of retirement. **At age 65, the retiree may convert said policy within thirty (30) days.**
 - New** ii) **At retirement, an additional fifty thousand dollar (\$50,000) life insurance policy in optional units each of ten thousand dollars (\$10,000) shall be available to retirees, subject to evidence of insurability and will be fully paid for by the retiree at rates prescribed by the insurance carrier for the period from retirement to age 65. At age 65, the retiree may convert said policy within thirty (30) days.**

ARTICLE 16. WORKERS' COMPENSATION

- a) When an employee has been in the service for three (3) consecutive months, is injured in the performance of his duties during working hours, the City shall pay to such employee for all periods of absence resulting from the injury (not exceeding a total of twelve (12) months) an amount which, when combined with Workers' Compensation Board payments, shall ensure to such employee the maintenance of his regular basic wage rate less normal income tax deductions. In the event the Workers' Compensation Board payments are reduced, the City's payment shall be proportionately reduced.

Any **salary** increments to which the employee would normally be entitled, or any increases that may be negotiated for his classification, shall be included as part of his basic wage rate.

Workers' Compensation Board payments, as referred to herein, shall not be considered as including "pension payments" or "cash settlement payments."

- b) Employees on Workers' Compensation shall continue to accumulate vacation and seniority credits.

ARTICLE 17. DEATH AND DISABILITY BENEFITS

- a) In this part:
- i) "Salary" shall mean the basic rates of pay as from time to time set forth in the monthly schedule of pay contained in Schedule "1" of this Agreement, but shall not include service pay.
 - ii) "Dependent Child" of an employee means the child of an employee who is:
 1. an unmarried person under the age of eighteen (18) years;
 2. an unmarried person over the age of eighteen (18) years but less than twenty-five (25) years of age and is in full-time attendance at a school; or,
 3. a person over the age of eighteen (18) years who, prior to the death of the employee, was, by reason of mental or physical disability, unable to earn a livelihood.
- b) If a member of I.B.E.W. Local No. 319 is killed or totally disabled as a direct result of the performance of their duties, the following shall apply:

Death Benefits

- i) In the event of the death of an employee, the City shall guarantee to the spouse or dependent children an amount equal to the amount of the monthly salary such employee would have received if living and continued in the employ of the City in the same or equivalent position in which such employee was employed at the time of death.
- ii) In the event of the subsequent death of the spouse, the benefit shall continue to be payable, effective the first (1st) day of the month following the death of the spouse, at the rate of twenty percent (20%) of the gross applicable monthly salary for each dependent child with the maximum benefit payable under this provision not to exceed eighty percent (80%) of the gross of the applicable monthly salary.
- iii) In calculating the amount to be paid by the City in any month, the following items shall be deducted from the salary from time to time in effect:
 1. Any taxes and statutory reductions required by law.

2. The amount of any pension, annuity or insurance settlement ~~not~~ personally contracted for by such deceased employee, his widow or dependent children otherwise than by virtue of the employment of such employee. Deductions specifically included in this clause shall be any benefits paid by the Workers' Compensation Board, the Canada Pension Plan, the Criminal Injuries Compensation Board or a claim or suit in tort made against any person in respect of the death of such employee. In the event of the foregoing benefits taking the form of a lump sum settlement rather than a monthly allowance, such amounts shall be spread over a ten (10) year period to determine the month amount deductible. It shall be the responsibility of the employee's estate to apply for every benefit available before taking advantage of the provisions of the clause.

iv) The City's liability hereunder shall continue:

1. In the event of the death of an employee leaving a spouse.
2. In the event of the death of an employee leaving a spouse and dependent child or children.
3. In the event of the death of an employee leaving no spouse but a dependent child or children until they cease to be considered dependants under the definition set forth in this clause.
4. In no event shall payments be continued beyond the earliest date at which such deceased employee would have been eligible for retirement superannuation benefits from the City had the employee's death not occurred.
5. In the event a spouse abandons or deserts any dependent children, the City shall have the right to direct that any payment forthcoming, by virtue of these provisions, shall be paid to the benefit of such children following application by the Official Guardian to the Court pursuant to the provision of *The Infants Act*, R.S.S., Chapter 342.

Disablement Benefits

- i) In the event an employee becomes disabled and is unable to perform assigned duties, within I.B.E.W. Local No. 319 jurisdiction, the City shall guarantee to the employee an amount equal to the amount of monthly salary such employee would have received in the same or equivalent position in which employed at the time the disability occurred.
- ii) Disability benefits payable herein shall be subject to the provisions of Article 16, Workers' Compensation, of this Agreement,
- iii) In calculating the amount to be paid by the City in any month, the provisions of Article 17 b) 3) respecting deductions shall apply with the necessary changes, including contributions for payment to, and in accordance with the Civic Pension Plan, and other deductions that may be required of the City.

iv) In no event shall payments be continued beyond the earliest date at which such disabled employee would have been eligible for retirement within I.B.E.W. Local No. 319 jurisdiction had disablement not occurred,

v) Reduction by City of Amount Payable

1. In the event that an employee recovers from a disability to the extent of being capable of gainful employment, becomes so employed, and received remuneration there from which is less than the entitlement under this Agreement, such amount shall be paid, assigned or delivered to the City by the employee, or such other equivalent arrangements as shall be determined by the City.
2. In the event that an employee recovers from the disability and becomes gainfully employed and receives remuneration there from which is in excess of what the employee would have been entitled to have been paid under this Agreement, the responsibility of the City for further payments shall cease.
3. In the event that the City is satisfied that the employee is unreasonably refusing to accept gainful employment which the employee is capable of performing, the City may reduce or discontinue any payments subject to Clause 4. i).
4. i) In the event of a dispute arising from medical grounds as to the validity of a claim for disability benefits, then, upon the application of either the city or the employee concerned, the matter shall be referred to an independent medical practitioner, whose findings shall be final and binding upon both the City and the employee.

ii) The practitioner so referred to shall be appointed by the Dean of Medicine, University of Saskatchewan or his designate and shall be a specialist in the field of medicine relating to the disability suffered by the employee. The expenses incurred shall be borne by the City.

ARTICLE 18. HOURS OF WORK

a) Typical Working Hours

<u>Staff</u>	<u>Day</u>	<u>Time</u>	<u>Hours/Day</u>
Normal	Every Mon-Thurs. & Every Other Friday	08:00- 12:00; 12:42-17:00	8.3
Clerk Steno	Every Mon-Thurs. & Every Other Friday	08:00 – 13:00; 13:42 – 17:00	8.3
Utility Worker II	Every Mon – Thurs. & Every Other Friday	07:00 – 11:00; 11:42 – 16:00	8.3
Shift Meter Installer	Every Mon – Thurs. & Every Other Friday	12:12 - 20:30	8.3

Trouble Shift:
Refer to Article 24.

b) Lunch Break Flexibility

i) Employees will have the option of:

1. Working through their entire lunch break and taking a corresponding amount of time off at the end of the day.
2. Taking their lunch break on site (or nearby) and arriving back at the work site at the end of the lunch break; or,
3. Returning to their respective shops for lunch arriving back at the work site at the end of the lunch break.

ii) Employees must have the approval of their Foreman/Supervisor on which option they are taking, at the start of the day.

iii) When this option has been agreed to, the Foreman/Supervisor will communicate this information to the General Foreman/Engineer at the start of the day to ensure that operational requirements are being met.

c) Staff Coverage on Fridays

Through a joint process, staff coverage will be determined within each working section. Normally this will be approximately a 50/50 split.

d) Coverage For Leave Requests

In order to provide flexibility to accommodate leave requests, employees may be requested to work their normal Friday Off.

- i) If an employee is requested to work and is provided with a minimum of one (1) week notice, then the employee shall receive a day in lieu, that may be **scheduled** and approved through the normal process. This one (1) week notice will be defined as: notice being given prior to the end of the normal working day on the Thursday the week before the requested Friday.
- ii) If an employee is requested to work and is provided with less than one (1) week notice, then double (2X) the regular rate of pay will be paid for those hours worked on that day. This one (1) week notice will be defined as: notice being given prior to the end of the normal working day on the Thursday the week before the requested Friday.
- iii) Attempts will be made to minimize the number of times employees are requested to work on their normal Friday Off. These requests will be rotated as much as possible to qualified employees within the working groups.

e) Trading Fridays ~~Off~~

In order to provide the opportunity for employees to trade Fridays Off, the following conditions will apply:

- i) Employees must sign a four part form identifying who is trading and what dates are being traded. (Copies to: Employees; Foreman/Supervisor; General Foreman/Engineer).
- ii) Only qualified employees within the same bid position or relief position and working section are eligible to trade. Any request for trading among others will be considered, and must be approved by the General Foreman/Engineer.
- iii) Pay will be based on "actual" hours worked in pay period (for hourly staff).
- iv) **No** premium pay will be considered during regular working hours for employees trading their Friday's off except as per Article 19 a), e), and f).

f) Other Staff Absences

This will include all unplanned absences where a leave request is not submitted in advance of the absence on a Friday (sick leave, bereavement leave, etc.)

- i) Coverage will normally be done by staff present on that Friday.

- ii) If a staff absence creates a vacant position that is of promotional nature (other than the Trouble Shift), and filling that position by the staff present as in i) will leave staffing levels below operational requirements, qualified staff will be called back in the following order:
- Revised
1. The employee holding that Relief Bid Position (where applicable),
 2. A qualified employee holding that Bid Position according to the **Overtime Report**.
 3. The senior qualified employee with no Bid Position.
 4. The senior qualified employee holding any Relief Bid Position.
 5. The senior qualified employee with any Bid Position.
- iii) The vacant positions of a promotional nature referred to in ii) may be temporarily filled, if required, by staff present on that Friday until a replacement arrives to assume the position.
- Revised
- iv) If replacement staff are required to be called back to provide for operational requirements, and the required staff positions are not of a promotional nature, then qualified staff will be called back according to the **Overtime Report**.
- v) Employees called back will be paid double (2X) the applicable rates of pay for those hours worked on that day.
- g) Transition to A Different Friday Off
- i) Short Term (Leave of Absences, Temporary Appointments)
- When employees shift between crews or assume a new temporary position that has a different **Friday Off** schedule, they will maintain their current Friday Off schedule.
- ii) Long Term (Annual Crew changes, URD changes, New Permanent Positions)
- When employees shift between crews or assume a new position that has a different Friday Off schedule, they will assume the new Friday Off schedule.
1. Attempts will be made to schedule shift changes following an employee's normal working Friday.
 2. Employees will work two (2) Fridays in a row, and **will** have the option of taking a day off in lieu (through normal procedures), or pay at straight time for that extra Friday worked.
 3. If the shift occurs immediately following the employee's working Friday, then the employee will immediately assume the new schedule.

4. If the shift occurs immediately following the employee's Friday Off, then the employee will work the following Friday, and then assume the new schedule.

- h) All employees shall be at their respective worksite ready to commence work at their regular starting times.
- i) All employees shall be entitled to two (2) fifteen (15) minute rest periods per eight point three (8.3) hour shift. Whenever possible these rest periods are to be split into the morning and afternoon or whatever is applicable to the shift. These rest periods are to be taken at the job site at the discretion of the Foreman.
- j) The work week shall be defined as Saturday midnight to Saturday midnight.

ARTICLE 19. PREMIUM PAY

Employees shall be paid the following overtime rates or premium rates:

a) On Regular Working Days

- i) Double (2X) regular rate of pay shall be paid for all hours after regular working hours until relieved.
- ii) For work commencing within six (6) hours before regular starting time, double time (2X) for all such hours worked before regular starting time, reverting to straight time for work during regular working hours.
- iii) In addition to ii) above, all time worked beyond twelve (12) continuous hours shall be paid at double time (2X). Continuous hours shall refer to those starting work within six (6) hours of their regular starting time, and working through their lunch break.
- iv) For work commencing prior to six (6) hours before regular starting time, a "break" of four (4) continuous hours from duty shall constitute "relief" as referred to in i) above.
- v) Employees shall be entitled to one (1) fifteen (15) minute paid rest period for each four (4) hours of overtime worked.

b) Work on a Public or Proclaimed Holiday

Employees required to work on a public or proclaimed holiday shall receive eight point three (8.3) hours' pay at straight time, and in addition, shall be paid double (2X) the regular rate of pay for all hours worked.

c) Work on Regular Off-Days

When an Employee is required to work on any day which is not normally a working day for him, he shall be paid double time **(2X)** for all hours worked. Should the off day also be a public holiday, the employee shall also receive a normal day's pay.

d) Callback Premium

Overtime arising out of:

- i) A callback without prior notice;
- ii) A callback with prior notice but an isolated time neither immediately before or after regular working hours, shall qualify for a minimum two (2) hours at **double** time **(2X)**, provided that none of the preceding premium pay clauses provide for a better condition;

A call out shall not be considered an extension of regular hours of work for overtime purposes.

e) Work During Noon Lunch Period

Any employee called back to work during the noon lunch period shall be paid double **(2X)** his regular rate for time worked during the lunch period. Any subsequent time taken off for lunch shall be deducted at straight time from the premium payment made for work during the regular lunch period.

f) Danger Pay

Employees working at a height over sixty-nine (69) feet from the point where the pole, timber, bridge, tower or fixture rests upon, is affixed to, or inserted in the ground, shall be paid at the rate of two times **(2X)** regular rate for all time actually worked above a height of **sixty-nine** (69) feet.

g) Except in cases of emergencies, the following shall apply (an emergency shall be defined as per The *Labour Standards Act*):

- i) Notice of overtime or cancellation shall be given as far in advance as is practical.
- ii) An employee who demonstrates reasonable personal needs shall not be required to work overtime.
- iii) Overtime shall, to the extent possible, be distributed equally to the **employees** who normally perform the work or who hold the bid position. Guidelines will be used as a reference to aid in the selection of personnel for overtime situations.

h) Where practical for planned overtime when three (3) or more employees are required on the same project, a Foreman shall be called out.

i) Standby Pay

The following outlines the standby procedure for the Electronics Shop:

i) Term of Duty - One (1) Traffic Signals Technician/Electronic Technician and one (1) Electronic Communications Technician/Electronic Technician shall be on standby duty for the following hours:

- Term to commence Wednesday at 5:00 p.m.;
- Term to ~~end~~ Wednesday at 8:00 a.m. of ~~the~~ following week.

The standby schedule only covers the time outside normal working hours (Mon. - Fri. 8:00 to 17:00), except public holidays.

ii) Responsibilities - While a Technician is on standby duty he shall be available to carry out emergency repairs to radio, traffic signal and fire alarm systems.

To be available shall mean to be able to be contacted by cellular telephone, or by telephone at home.

While on standby, the employee shall be supplied with a cellular telephone and a vehicle.

iii) Rotation - Each Technician shall take their regular term at standby duty on a rotating basis by schedule in consultation between the Management and the Shop Steward except in the following cases:

1. Week assigned is their regular Friday off,
2. Scheduled annual vacation,
3. Sickness, or
4. For compassionate reasons due to demonstrated family or health problems.

In the event an employee is not able to perform the duties required for any of the above reasons, he shall inform the Foreman, who will in turn arrange for a replacement.

If a term of standby duty is postponed, due to any of the above, the employee shall take his term beginning at the start of the next term of duty.

iv) Standby Pay - While on standby duty, a Technician shall be paid at an hourly rate of ~~one-eighth~~ (1/8) his normal hourly pay. In addition, he will be paid for the following:

- 1. Regular days pay on public holidays as per Article 9 of the Agreement.
 - 2. Premium pay as per Article 19 of the Agreement,
- j) Banking of Overtime
- i) During each vacation year (April 01 to March 31) permanent employees (other than 12-hour shift employees) may elect to bank any portion of overtime hours worked (one (1) overtime hour = two (2) banked hours) up to a maximum of eight (8) working days, to be taken at a future date as leave with pay.
 - ii) Under normal circumstances, employees are encouraged to take banked overtime leave in one day blocks. However, employees may take shorter banked overtime allotments (down to one hour blocks) where the need arises, with the approval of the Branch Manager or designate. Such approval will be based on meeting operational requirements in the opinion of the Branch Manager or designate.
 - iii) Banked overtime leave will be paid at the employee's current wage rate. Banked overtime may be paid out upon written request by the employee.
 - iv) All banked overtime not taken by the end of the vacation year it was earned, will be paid to the employee.

ARTICLE 20. PAY DAYS

Hourly employees shall be paid on the seventh (7th) and ~~twenty-second~~ (22nd) days of each month and monthly employees on the fifteenth (15th) and last day of each month, or when any of these days fall on a Saturday, Sunday or statutory holiday, on the previous working day. All employees shall be paid on the job during working hours.

The parties will continue to work toward bi-weekly pay days during the life of this agreement,

ARTICLE 21. PROMOTIONS, VACANCIES AND TRANSFERS

- a) All new permanent positions and vacancies to be filled within the scope of this Agreement shall be bulletined. Such bulletins shall indicate the nature of the vacancy and the closing date and hour for bidding. Bulletins shall be posted for a period of seven (7) days prior to an appointment being made.
- b) A copy of all position vacancy bulletins will be sent to the Union Secretary.
- c) When the City creates a new position not listed in Article 25 h) within the scope of this Agreement, the job description for such new positions shall be created in accordance with Article 27 a), and the wages shall be determined in accordance with Article 27 d).

- d) Applications from members of Local No, 319 shall receive first consideration when filling vacancies for new positions not listed in Article 25 h) and, providing these applicants have the qualifications to perform the duties, they shall be given preference.
- e) Upon appointment to another position, an employee shall be allowed a trial period of six (6) calendar months. If not considered capable within this period, or if he so requests, he shall be returned to the position formerly held without loss of seniority.
- f) All new employees appointed to permanent positions shall be on probation for a six (6) month working period. The probationary period will be extended by the length of any absence from work.
- g) Foremen, Relief Foremen and Trouble Shift employees who have passed their six month probation period and wish to revert back to their respective trade position or a Groundman position and rate of pay, may do so upon written request to the Branch Manager with 30 days notice.
- h) Employees, during their trial period under Article 21 e), or during their probationary period under Article 21 f), may not exercise any bidding rights, except for positions which may affect the time required to serve in an apprenticeship or positions with a higher salary.
- i) All employees presently working in a trade who have had (as of January 1, 1975) at least four (4) years' experience (including apprenticeship time) in a trade or who have a Provincial Journeyman's License, shall be considered for any promotions that require the appropriate Journeyman qualifications.
- j) Where there are no qualified applicants with classification seniority in accordance with Article 25 a) for a bulletined position, a qualified candidate with seniority of service within Local No. 319 shall have preference.

ARTICLE 22. TEMPORARY APPOINTMENTS AND POSITIONS

Subject to the following conditions, all employees - if assigned to another position with a higher rate of pay - shall be paid at the higher rate of pay:

- a) During the absence of a Foreman on vacation or sickness, the tradesman who **takes** over the full duties of a Foreman's position shall be paid at the Foreman's rate.
- b) Where a qualified tradesman or relief foreman is supervising three (3) or more tradesmen, he shall, while so employed, be known as a Foreman and shall not normally engage in any of the duties of the men under his supervision.

c) Where a qualified tradesman is supervising three (3) or more other employees, at least one (1) being a tradesman, he shall be known as a Foreman and paid at the Foreman's rate. He shall normally use the tools of his trade, subject to (b) above.

d) i) Charge Hand

Revised

1. Where two (2) or three (3) tradesmen only are working together without the direct supervision of the Foreman, the senior tradesman shall be known as Charge Hand.
2. Where one (1) tradesman and three (3) or more non-trades are working together without the direct supervision of the Foreman, the tradesman shall be known as Charge Hand.
3. **Effective June 26, 2007**, a Charge Hand shall be paid a premium of **seventy-five cents (75¢)** per hour, while so designated,

ii) Designated Tradesman U.R.D. and Power Electrician's Section

Revised

1. Where four (4) or more employees are working together, at least two (2) being tradesmen, and the U.R.D. Foreman or Power Electrician Foreman is not in direct supervision, the Foreman shall designate the senior tradesman to supervise during his absence from the work site.
2. The "Designated Tradesman" shall be considered as the "second tradesman" for safety purposes.
3. **Effective June 26, 2007**, the "Designated Tradesman" shall be paid a premium of ~~one~~ one dollar and fifty **cents (\$1.50)** per hour, while so designated.

e) i) If the Foreman is absent from his duties for:

- medical appointments;
- dental appointments;
- sick leave;
- vacation leave;
- leave of absence;
- banked overtime leave;
- Workers' Compensation;
- required training seminars or conferences away from the normal work location;

Revised

he shall designate the Senior Tradesman (in the absence of the Relief Foreman) to take his place, and that ~~employee~~ shall be paid in accordance with (b), (c), or (d) above.

ii) For the Saskatoon Light and Power, if the Storekeeper is absent from his duties for reasons as e) i) above, the Assistant Storekeeper shall assume his duties and be paid at the Storekeeper's rate of pay.

- New**
- f) i) When a Technologist II is absent for one (1) or more days on approved leave, or required training, seminars, or conferences away from the Saskatoon Light and Power, a Technologist I who is qualified to perform Technologist II duties shall assume the duties of the Technologist II and shall receive the following premium pay:
 1. A Technologist I in the maximum step of his salary range shall receive the fourth step of the Technologist II range.
 2. A Technologist I, in steps one (1) through five (5) of the Technologist I salary range, shall receive fifty-two dollars (\$52.00) per month.
 - ii) When the Senior Clerk is absent for one (1) or more days on approved leave or required training seminars or conferences away from the Saskatoon Light and Power, the position and duties will be filled from within the Clerk position according to seniority and qualifications.
 - g) When the shift meter installer is absent on approved leave for one or more days and management elects to fill that vacancy, a meter installer will be selected to fill the vacancy in order of seniority. On the first day of relief, the employee filling the vacancy will work the regular meter installer shift and will continue to work until 8:30 p.m. Applicable overtime rates will apply after regular working hours. The relief employee will not have the option of leaving forty-two (42) minutes early if required to work through the lunch break. Effective the second day of relief, the employee will assume the shift meter installer hours of work for the duration of the vacancy.
 - h) All temporary promotions of a duration of three (3) days or less except for scheduled vacations, normally shall be made from within the working sections which are: Line, Electricians, Electronics, Meter, Stores, Technical and Clerical.
 - i) In the event a temporary vacancy occurs that is of a promotional nature and management elects to fill that vacancy, personnel will be selected in the following sequence subject to g), i), and j):
 - i) The employee holding the relief bid position for that classification in which the vacancy exists;
 - ii) The senior qualified employee with no bid position;
 - iii) The senior qualified employee with any relief bid position;
 - iv) The senior qualified employee with any bid position.

j) For application to Article 22 h), bid positions are defined as:

Foreman's Positions	Crane Operator
Patrolman/Service Operator	Equipment Operator
Trouble/Service Lineman	Machine Operator
Bucket Truck Operator I	Relief URD Foreman
Bucket Truck Operator II	Relief Electronics Foreman
Relief Line Foreman	Relief Operator (Training).
Relief Machine Operator	

(The training rate shall be fifteen (15) cents per hour above the maximum Groundman rate. The training period shall be four (4) months.)

- k) Employees holding bid positions or relief bid positions shall at all times fill their respective positions first.
- l) In the event that a position must be filled temporarily for a period in excess of three (3) months, the position will be posted.
- i) The position will be filled by the senior qualified applicant within the applicable classification.
- ii) If there are no qualified applicants within the applicable classification, preference will be given to the senior qualified applicant within Local No. 319.
- Where there are no qualified applicants within Local No. 319, consideration will be given to Local No. 319 applicants who have the majority of the qualifications. Discussion will be undertaken with Local No. 319 to determine the suitability of these applicants.
- iii) Upon expiration of the temporary appointment, a permanent employee who filled the position will revert to his previous position without loss of seniority or permanent status.

ARTICLE 23. TEMPORARY EMPLOYEES

- a) A temporary employee shall be defined as a person holding a position of limited duration of less than one (1) year. This period shall only be extended beyond a year with consultation and agreement with the Union.
- b) Temporary employees shall not be able to exercise seniority rights during this period.
- c) Temporary employees appointed to permanent positions shall be credited with seniority retroactively for all accumulated service, providing that employee has worked for any period of time during consecutive calendar years.

- d) For the purpose of salary increments, time worked shall be accumulated providing an employee works for any period of time during consecutive calendar years.
- e) Notwithstanding the foregoing, temporary employees shall receive consideration for permanent positions, providing they possess the required qualifications, and providing no qualified permanent candidate has applied.

When considering temporary employees for appointment to permanent positions, the length of previous service time the employee has shall be a consideration.

Revised

- f) Temporary employees shall not be eligible for temporary promotions or overtime (except for continuation of the normal working day), except when permanent employees are not available, within the Department ~~or~~ a **temporary employee is filling a vacancy of a permanent position for a limited time.**
- g) Temporary employees will require six (6) months of service to be eligible for sick leave credits that will accumulate at the rate ~~of~~ one and one-quarter (1%) days per month. For the purpose of sick leave credits, time worked shall be accumulated providing an employee has less than ~~182~~ days break in service.

ARTICLE 24. TROUBLE SHIFT

The parties hereby agree that twelve (12) hour shifts for ~~Patrolman/Service~~ Truck Operator and ~~Trouble/Service~~ Lineman, as described below, are subject to the following terms and conditions:

- a) Definitions
 - i) **Shift** - means 8:00 a.m. to 8:00 p.m. designated as Shift "A" on the work schedule, or 8:00 p.m. to 8:00 a.m. designated as Shift "B" on the work schedule.
 - ii) Work Schedule - means the master schedule of all crews on all shifts for the period January 1 to December 31, in each project year.
 - iii) Crew - means one ~~(1)~~ four (4) groups of employees designated on the Work Schedule as 1, 2, 3, or 4.
 - iv) Day - means a ~~twenty-four~~ (24) hour period from midnight to midnight or a calendar day or an employee's work day or a shift, as required by the context.
 - v) Block - means a complete shift cycle including two (2) "A" shifts, two (2) "B" shifts, followed by four (4) days off.
- b) Hours of Work

- i) Employees shall be entitled to two (2) half (½) hour lunch breaks during each shift. Lunch breaks shall be flexible such that no additional premium shall be paid for a call out during lunch breaks.
 - ii) Under normal circumstances, Trouble Shift employees will work all shifts as scheduled. However, where the need arises, employees may exchange shifts as required and must notify the General Foreman and document the change.
- c) Vacations
- i) Vacations shall be calculated by converting the provisions in Article 10(a) to hours by dividing by twelve (12) as follows:

After one (1) year	$120 / 12 = 10$ days
After eight (8) years	$160 / 12 = 13.33$ days
After sixteen (16) years	$200 / 12 = 16.66$ days
After twenty-four (24) years	$240 / 12 = 20$ days
 - ii) Fractional vacation days may be accumulated until they equal one (1) full day or may be paid out, at the employee's option.
 - iii) No more than ~~two~~ (2) Linemen and ~~two~~ (2) Patrolmen may be on vacation from all of the crews at any one time, except during July and August, when vacation leave shall be subject to operational requirements, and approval will be required for more than one (1) Lineman and one (1) Patrolman.
 - iv) Vacations shall be taken in blocks wherever possible. However, one block may be taken as four (4) individual days.
- d) Relief Work will be drawn from:
- i) When notification of absence is received after regular working hours on a Friday, or a Saturday, Sunday, or public holiday for relief on those days, eligible 12-hour shift employees shall be called first in order of seniority.
 - ii) If a vacancy on the 12 hour Shift A occurs on a Friday (other than as per Article 9 a) Public Holidays) then the first to be selected to relieve will be drawn from those employees working on that Friday followed by the rest of the eight point three (8.3) hour employees.

All relief shall be drawn from the eight point three (8.3) hour employees as per the following:

1. The senior qualified employee with no bid position [Article 22 i)]. (For the Patrolman/Service Truck Operator position, selection will be made from the Groundman positions before utilizing the Electrician Helper positions.)
 2. The senior qualified employee with any relief bid position.
 3. The senior qualified employee with any bid position.
- iii) Employees on twelve (12) hour shifts shall be 'eligible' for relief work subject to d) iv).
 - iv) No employee shall work two (2) consecutive twelve (12) hour shifts.
 - v) Employees on twelve (12) hour shifts shall not be called to relieve for scheduled vacations.
 - vi) An eight point three (8.3) hour shift employee who accepts relief work during the same day as his 8:00 a.m. to 5:00 p.m. shift shall not work beyond 1:00 a.m. the following morning,
 - vii) An eight point three (8.3) hour shift employee who accepts relief work shall be paid appropriate overtime rates on the first (1st) and second (2nd) relief shift if applicable and thereafter shall be paid the same as a twelve (12) hour shift employee.
 - viii) An eight point three (8.3) hour employee who has commenced to relieve for the twelve (12) hour shift cannot be bumped out by anyone for five (5) consecutive blocks, after which he may be bumped by a senior eight point three (8.3) hour shift employee.
 - ix) When an eight point three (8.3) hour employee provides relief for a twelve (12) hour shift he assumes the hours of work and schedule for that shift. The first (1st) and second (2nd) day of relief will be paid as follows:
 1. If the day is one which is normally worked under his eight point three (8.3) hour schedule, and the employee works the twelve (12) hour shift, he will be paid eight point three (8.3) hours' regular pay plus three point seven (3.7) hours' premium pay.
 2. If the day is one which is normally not worked under his eight point three (8.3) hour schedule and the employee works the twelve (12) hour shift, he will be paid twelve (12) hours at premium pay,
 - x) Beyond the first (1st) and second (2nd) days of relief, the eight point three (8.3) hour employee on the twelve (12) hour shift schedule will be paid the same as a twelve (12) hour shift employee.

- xi) Employee seniority will be used as the basis for selecting twelve (12) hour shift employees to relieve for vacancies in the twelve (12) hour shift schedule, provided that the employees are eligible subject to d) i), ii), iii) and v).

e) Public Holidays

- i) An employee who works on a public holiday shall receive:

Shift A: Eight point three (8.3) hours' pay for the holiday plus double time (2X) for all hours worked.

Shift B: (holiday began at midnight)

Eight point three (8.3) hours' pay for the holiday plus four (4) hours' pay at double time (2X) plus eight (8) hours' pay at straight time from midnight to 8:00 a.m.

Shift B: (holiday begins at midnight)

Eight point three (8.3) hours' pay for the holiday plus four (4) hours at straight time, plus eight (8) hours at double time (2X) from midnight to 8:00 a.m.

- ii) An employee who does not work on a public holiday shall receive eight point three (8.3) hours' pay at straight time.
- iii) No employee shall be paid twice for the same hours.

f) Other Benefits

- i) Shift differential shall be paid for all hours worked between 4:00 p.m. and 8:00 a.m.
- ii) All other contractual benefits shall be calculated on an hour for hour basis.

g) Filling of New Positions

- i) All twelve (12) hour shift positions shall be filled in accordance with Article 21.
- ii) During the probationary period an employee may revert back to an eight point three (8.3) hour shift in accordance with Article 21 e), however, if his formerly held position no longer exists he shall be offered a Lineman or Groundman position.

h) Wages

The basic rate of pay for Trouble Shift employees shall be:

- i) Trouble/Service Lineman at Pay Grade A4 of the salary schedule.
- ii) Patrolman/Service Truck Operator at Pay Grade B11 of the salary schedule.

ARTICLE 25. SENIORITY - PERMANENT EMPLOYEES

Seniority of service shall be determined by the length of continuous employment within Local No. 319's jurisdiction.

a) Filling Vacant Positions in the Followinn Groupsi) Trade Group

Qualifications and ability being sufficient, seniority within the applicable trade classification shall be given preference.

Seniority of a tradesman is the period of time spent within that trade classification (including apprenticeship) while employed with the City under Local No. 319.

ii) Non-Trade Group

Qualifications and ability being sufficient, seniority of employees with ten (10) years' or more service within the non-trades group shall be given preference.

In the event the vacancy is not filled by the above-mentioned preferred group, seniority of service (as defined) shall prevail.

iii) Clerical Group

Qualifications and ability being sufficient, seniority within the clerical group shall be given preference.

b) Apprentices Retaininn Non-trade or Clerical Seniority

An apprentice, while serving his apprenticeship, shall continue to accumulate his seniority within the non-trades or clerical group until completion of his apprenticeship. The foregoing to be applied in the case of inability to complete his apprenticeship, or because of illness, and to be in effect only after expiration of Article 21 e) and h).

c) Layoff

Management agrees to inform the Union of any probable forthcoming layoffs as far in advance as is possible.

When reducing permanent staff, employees with the least seniority in affected position(s) will be given layoff notice.

If an employee is absent from work, the layoff notice will be delivered to the employee by double registered mail.

Upon receiving written notification of layoff, the affected employee(s) will have the option to displace an employee with less seniority of service as follows:

- i) Laid-off trades group employees may displace a less senior person in any trade position, providing they are qualified to do so and have trade classification seniority, or they may displace a less senior person in either the non-trades or clerical group, provided they are qualified to do so.
- ii) Laid-off non-trades or clerical group employees may displace a less senior person in the non-trades or clerical groups, provided they are qualified to do so.
 - 1. In all cases of layoff, employees may displace a less senior employee in positions at the same or lower salary range.
 - 2. Where qualifications or certification can be obtained during the layoff notice period, laid-off employees shall be considered qualified under i) and ii) above.
 - 3. If, due to his seniority, the laid-off employee has no position to bump to at the same or lower salary range (as per NOTE 1 above) discussions will be undertaken between the parties with a view to providing accommodation. The employee so affected could displace the least senior employee in a higher salary range provided he is qualified to do so. The employee's salary would be frozen at its current rate. This provision is only to be applied as a final step before layoff.

d) Layoff Notice

The notice of layoff shall be issued as far in advance as is (reasonably) possible,

Permanent employees shall receive the following minimum notice of layoff:

- i) less than 10 years 6 weeks
- ii) 10 or more years 8 weeks

e) Displacement

Management agrees to work together with the Union on any displacement process.

- i) Where notice of layoff is issued the affected employee will have the right to accept layoff or to displace another employee as in Article 25 c). The Branch Manager or designate, must be informed by the employee of the decision to displace not less than five (5) working days prior to the intended layoff date.
 - ii) The affected employee will forfeit the right to displace if the above notification is not received by the Branch Manager.
 - iii) Upon receiving written notification of displacement the affected employee will receive five (5) working days to either accept layoff or to displace another employee as per **Article 25 c)**. If layoff ~~is~~ chosen, the five working days will form **part** of the minimum notice of **layoff**.
 - iv) **The** last employee **affected** by the displacement process shall receive the minimum notice of layoff where Article 25 c) cannot be used.
 - v) Employees will not be entitled to change their decision of displacement.
 - vi) Where multiple notices of layoff are issued, the Union and management will work together to facilitate the **layoff/displacement** process.
- f) Where no permanent displacement is possible, temporary employees will normally be terminated (end of temporary assignment) before permanent employees are laid off, as long as the **laid-off** permanent employees are qualified for the available work,
- g) **Employees** who are laid off have the right to **be** recalled to positions **for** which they are qualified and shall be considered for vacancies in keeping with Article 25 a). Employees who remain on layoff for a period of twenty-four (24) months shall be considered terminated.

h) Employee Groups, Classifications and Positions

GROUP	CLASSIFICATION	POSITION
Trades	Line Trade	Line Foreman URD Foreman Apprentice Lineman
	Power Electrician Trade	Power Electrician Foreman Power Electrician Apprentice Power Electrician
	Meter Repair Trade	Metering Foreman Metering Technician Apprentice Metering Technician Quality Assurance Technician
	Electronic Trade	Electronic Foreman Relief Electronic Foreman Electronic Technician Traffic Signal Technician Apprentice Traffic Signal Technician Electronic Communications Technician Apprentice Electronic Communications Technician
	Engineering Technology Trade	Electrical Engineering Technologist II Electrical Engineering Technologist I System Operator Traffic Signals Technologist II
	Drafting Technology Trade	Drafting Technologist GIS/LAN Support Technician GIS Technologist
	Non-Trades	Meter Installer II Meter Installer I Meter Installer (Shift) Bucket Truck Operator II Bucket Truck Operator I Patrolman/Service Truck Operator Machine Operator Relief Machine Operator Crane Operator Equipment Operator Relief Operator Groundman Electrician Helper Storekeeper Assistant Storekeeper

		Utilityworker II Utilityworker I Labourer Electronics Storekeeper Electronics Helper Buyer
Clerical		Senior Clerk Clerk Clerk-Steno

ARTICLE 26. JURISDICTION OF LOCAL NO. 319

- a) Journeymen Linemen shall have jurisdiction over the following work within the City of Saskatoon-owned Electrical Utility System:
- i) Framing, erecting, stringing overhead wires, hanging of all transformers, multiple street lamps and fixtures, stringing of all aerial cables, all ornamental street lighting, the lighting of subways and bridges, splicing of overhead wires and all temporary decorative streamers and the construction and maintenance of all overhead lines.
- b) In addition to the above, Linemen's jurisdiction will be extended to include underground distribution in all voltages of 25,000 and under.
- Notwithstanding the foregoing, it is understood that, in the event of Linemen not being available for this work, the Electrician staff may be used on any underground system.
- c) Members of Local No. 319 shall continue to be employed in stringing cables and guys to the extent they may be required to do so in connection with the traffic light system.
- d) ,Journeyman Metering Technicians of Local No. 319 shall have jurisdiction over:
- i) The maintenance and calibration of all electrical meters;
 - ii) Installation and wiring of all instrument transformers for electrical utility revenue metering of the City of Saskatoon Utility Services Department, Saskatoon Light and Power.
 - iii) The certifying of Electric revenue meters, subject to Saskatoon Light and Power Meter Shop accreditation through Measurement Canada.
- e) Journeymen Electronics Technicians shall have jurisdiction over the following work:
- i) Installation, maintenance and removal of mobile radio equipment in use in all City Departments, except for the following:

1. Removal and replacement of bus radio units and installation of bus antennas at the Transit Services Branch.
 - ii) Installation, maintenance and removal of base station equipment in use in all City Departments.
 - iii) Installation, maintenance and removal of radio control centre and remote control equipment in use in all City Departments.
 - iv) Installation, maintenance and removal of traffic signals and associated equipment.
 - v) Inspection and assistance for the purpose of familiarization on the installation of fire alarm dispatch, radio communication and traffic signal equipment where such installation is being done under contract.
 - vi) Inspection of the installation of underground facilities for traffic signals where such work is being done by contract.
 - vii) It is agreed that when and if a Journeyman Electronic Technician is employed for maintenance purposes at the ~~Waterworks~~ Plant and/or the Pollution Control Plant, Local No. 319 shall have jurisdiction over such work provided a suitable accommodation has been reached with C.U.P.E. Local No. 47.
- f) Journeyman Traffic Signal Technicians shall have jurisdiction over the following work:
- i) Installation, maintenance and removal of traffic signals and associated equipment.
 - ii) Inspection and assistance for the purpose of familiarization on the installation of traffic signal equipment where such installation is being done under contract.
 - iii) Inspection of the installation of underground facilities for traffic signals where such work is being done by contract.
- g) Journeymen Electronic Communications Technicians shall have jurisdiction over the following work:
- i) Installation, maintenance, and removal of mobile radio equipment in use in all City Departments (with the exception of Transit radios and antennas.)
 - ii) Installation, maintenance and removal of base stations equipment in use in all City Departments.
 - iii) Installation, maintenance and removal of radio control centre and remote control equipment used in all City Departments.

- iv) Inspection and assistance for the purpose of familiarization on the installation of fire alarm dispatch and radio communication equipment where such installation is being done under contract.
- h) Journeymen Power Electricians shall have jurisdiction over the following work within the City of Saskatoon-owned Electrical Utility System:
 - i) All high voltage underground subtransmission cables in duct banks directly linking substation to substation.
 - ii) Installation and repair of all electrical substation equipment including underground feeder and associated secondary conductors. Effective January 1, 1998, feeder cables coming out of the substation will be the Power Electrician's jurisdiction to whichever comes first: the first manhole out of the substation or the first termination/splice point. The installation of these feeder cables can be extended beyond the first manhole with agreement between Union and Management. Where the fine section is installing feeder cables, they may install the cables beyond the first manhole into the substation with agreement between Union and Management. Terminations/splices will be done by the applicable trade groups.

Feeder cables that were installed previous to this date in duct banks beyond the first manhole or termination/splice point by the Power Electricians will remain within their jurisdiction.
 - iii) Installation, splicing and maintenance of;
 1. lead covered high voltage cables.
 2. metal covered high voltage cables and conductors used in Article 26 h) i), ii) and vi).
 - iv) The wiring of subway and bridges in conduit and ducts.
 - v) The maintenance of conduit and duct systems installed under Article 26 h) i), ii), iv) and vi).
 - vi) Electrical construction and maintenance of underground network systems.
 - vii) Installation and maintenance of building or structural wiring and fixtures in electrical utility buildings.
 - viii) Normal maintenance, repair and testing of distribution and power transformers and street light fixtures, street light relays and similar devices.
 - ix) Testing and purification of transformer oils.
 - x) Periodic testing of safety equipment.

- xi) All underground street light systems on highways, freeways and throughways. Where a Line crew is repairing streetlights, they are permitted to complete the work, after consulting with the Power Electrician Foreman.
- xii) Notwithstanding the foregoing, it is understood that, in the event of Power Electrician staff not being available for this work, the Line staff may be used for substation work involving overhead lines and towers as well as underground street light systems on highways, freeways and throughways.
- i) It is further agreed that general electrical maintenance requirements in various City facilities and buildings shall be discharged by appropriate trade staff from the Saskatoon Light and Power when other utility employment demands permit.
- j) When Electricians are performing duties within the Lineman URD area of jurisdiction, the URD Foreman will supervise. Where the Line staff are performing duties within the Power Electrician area of jurisdiction, the Power Electrician Foreman will supervise.

Staff belonging to their respective sections (jurisdictions) will be called first for any planned overtime occurrences. Where the extension of the day is required, staff will continue working.

ARTICLE 27. JOB DESCRIPTIONS

Management agrees to maintain appropriate job descriptions for all positions within the scope of this Agreement.

a) New or Revised Job Descriptions

New job descriptions or changes to existing job descriptions will be discussed prior to implementation. Management recognizes the value of consulting the Union in jointly developing or revising job descriptions.

b) Changes to Qualifications

When the qualifications of an existing position require change, the Union shall be given a minimum of six (6) months' notice of such change. Where six (6) months' notice is not given, applicants with the existing qualifications will qualify for postings within the notice period.

c) Changes to Duties and Responsibilities

- i) If there is a significant change in duties and responsibilities of a permanent filled position either on an identifiable date or gradually over a period of time, a review of the position(s) may be requested by the Union or by Management, as represented by the Human Resources Department.
- ii) The party initiating the review request shall submit a Position Analysis Questionnaire (P.A.Q.) completed in full to the Human Resources Department. The P.A.Q. will be accompanied by a memorandum indicating the reasons for the request for a change in classification. A copy shall be forwarded to the Secretary of I.B.E.W. Local No. 319.
- iii) Subsequent to the receipt of the P.A.Q. and memorandum above, the Human Resources Department will initiate the review of the position. Such review will be concluded within three (3) months of the request. The Human Resources Department shall conclude:
 1. confirmation of the current position; or,
 2. upgrading of the current position; or,
 3. downgrading of the current position and initiate appropriate action to effect the decision and to inform the parties to this agreement in writing.
- iv) Should the Union disagree with the decision, it may appeal such within fifteen (15) calendar days of receipt of written notification, referred to in c) iii) above, to the Position Appeals Committee.
- v) The Position Appeals Committee shall consist of one member appointed by the Union, one member appointed by the City, and a Chairperson mutually acceptable to both parties. The committee shall hear evidence and shall consider only the duties and responsibilities of the position as of the date of the request for review.
- vi) The Position Appeals Committee shall be authorized to direct:
 1. that the decision be confirmed and the appeal denied; or,
 2. that the appealed position be reallocated to an established position and/or classification; and,
 shall **make one of** such directions in respect of each appeal.
- vii) Decision of the Committee shall be binding upon the parties to this agreement and upon the appellant. The Committee may recommend that a new position be established.

viii) The City shall authorize leave of absence with pay to Union representatives, providing they are in the employ of the City. The Chairperson, if in the employ of the City, shall be granted leave of absence with pay. If the Chairperson is not a City employee, the remuneration shall be as determined between the parties to this agreement and him/herself and shall be shared equally by the principals.

ix) Position adjustments shall be effective retroactively to the start date of the next pay period following the date of the initial request for review as specified in c) ii). Incumbents who requested the review shall be retroactively compensated provided the position was upgraded and they still hold the position in question.

x) If the position is upgraded to a higher level the incumbent shall receive the greater of:

1. the minimum for the adjusted position;

OR

2. the applicable salary level which is equal to or greater than their previous salary level,

Adjustments to this practice shall be made for any intervening increments that may have come due during the appeal process.

xi) If the position is adjusted to a lower level, the incumbent shall not be affected and will proceed through the existing salary range and receive any general economic increases agreed to in collective bargaining. Upon vacating the position, the down-graded position will be effected.

d) Wages

The wages for new job descriptions shall be the subject of negotiations with the Union. If agreement cannot be reached on wages, the matter may be referred to the grievance procedure.

e) All Foremen shall first and foremost be engaged in their role as supervisors and responsible for their crews. However, where safety and training requirements permit, these foremen may use the tools of the trade. A Foreman may be considered the second qualified tradesman, if that Foreman and the General Foreman agree that the job assignments permit.

ARTICLE 28. APPRENTICESHIP

Union and Management recognize the value of a continuing Joint Apprenticeship Program. It is important that employees with seniority and qualifications be given an opportunity to obtain a trade through the Joint Apprenticeship Program.

- a) Management and Union will be equally represented on the Joint Apprenticeship Training committee (J.A.T.C.), Union representatives to come from the respective trades. The committee will meet four (4) times each year.
- b) If an apprentice has had one (1) year's previous experience in a related trade, he may receive credit for up to one (1) year (or as governed by the Trade Advisory Board) and may start at the appropriate apprentice rate.
- c) The J.A.T.C. shall be allowed to recommend an extension to the apprenticeship period. Where an apprenticeship is extended, the employee is to remain at the present percentage of the journeyman's rate.
- d) Existing and new apprentices in the trades shall be considered journeymen only after having completed both the following:
 - i) Four (4) years' experience in the trade within Local No. 319 or as mutually agreed to by the Union and the City.
 - ii) Successful completion of the appropriate government training and exams or successful completion of a mutually-agreed course of study between Management and Union if government training courses are unavailable.
- e) i) There shall be no more than one (1) apprentice to every two (2) Journeymen Power Electricians and one (1) apprentice to every two (2) Journeymen Linemen. All other trades are one (1) apprentice to three (3) journeymen.
 - ii) No apprentice shall be allowed to work on power circuit voltage exceeding 300 volts to ground prior to the last eighteen (18) months of apprenticeship.
 - iii) Apprentices shall not be considered as qualified tradesmen unless working with a journeyman.
- f) Travel and sustenance for apprentices will be paid at rates set out by City policy.
- g) Registration fees will be paid by the City and reimbursement for tuition fees are subject to City Policy.
- h) Apprentices will receive their negotiated wage rate while on course. Additional payments from any other sources will be forwarded to the City.
- i) Tradesmen shall not be considered for an apprenticeship without having worked for five (5) years as a journeyman in I.B.E.W. Local No. 319 in the first trade.

j) Tradesmen with less than five (5) years in the first trade, who are no longer capable of performing their duties, shall be given consideration for an apprenticeship, providing seniority and qualifications are met.

k) i) Apprentices rates for Line, Meter, Electronics

1st 6 months	67% of Trade Rate
2nd 6 months	76% of Trade Rate
Next 12 months	84% of Trade Rate
Next 12 months	90% of Trade Rate
Next 12 months	95% of Trade Rate

ii) Apprentices rates for Power Electrician

1st 6 months	67% of Trade Rate
2nd 6 months	76% of Trade Rate
Next 12 months	84% of Trade Rate
Next 12 months	88% of Trade Rate
Next 12 months	93% of Trade Rate
Next 12 months	97% of Trade Rate

ARTICLE 29. DISCIPLINE

- a) The City agrees that, in the event of the Union desiring to investigate the grounds for the dismissal of an employee, it shall do everything that it reasonably can to acquaint the Union with the grounds for dismissal.
- b) The City agrees that, in the event that it is found necessary to reprimand an employee, the Union shall be notified and be given an opportunity to be present and make representations on the employee's behalf.
- c) All letters of discipline shall be copied to the Union. Failure to provide a copy of the disciplinary letter does not void or modify the discipline. If a copy has not been provided, the Employer shall forward a copy of the letter upon request from the Union.
- d) After two (2) years of subsequent employment following a minimum reprimand (written warning), during which no disciplinary action is taken, an employee may apply to the Employer to have the written warning removed from his personnel record.
- e) Upon request, an employee shall have access to view his personnel file at Human Resources, City Hall, in the presence of an authorized representative of Human Resources.

ARTICLE 30. GENERAL

The City agrees that direct buried underground installation shall be made under the supervision of a competent Journeyman Tradesman.

ARTICLE 31. GRIEVANCE PROCEDURE

a) Settlement Through Discussion

Whenever possible, the Union will discuss complaints with Management prior to filing a formal grievance. If a matter cannot be resolved through discussion, the grievance procedure shall be as follows:

Step One The grievance shall be referred, in writing, signed by the Union, to the Branch Manager within ten (10) calendar days of its occurrence in order to be considered as such. The Branch Manager **shall** render his written decision within seven (7) calendar days of the hearing.

Step Two A grievance that is unresolved at the Branch Manager level may be referred, in writing, to the General Manager. The General Manager shall hear the Grievance within thirty (30) calendar days and shall render his decision, in writing, within seven (7) calendar days of the hearing.

Step Three A grievance that is unresolved at the General Manager's level may be referred, in writing, to the City Manager who shall render a written decision within thirty (30) calendar days from the date of referral.

Step Four A grievance that is unresolved at the City Manager's level may be referred to City Council or it may be referred to arbitration by notifying the General Manager of Corporate Services in writing. **Such** referral must be **made** within forty-five (45) calendar days of the City Manager's written decision or City Council's written decision, as applicable.

b) The above time limits may be changed by mutual agreement between the parties.

ARTICLE 32. COMMUNICATION REQUESTS

Any written requests, of the Union or representative of the Union shall be accorded a prompt hearing by the Branch Manager, the General Manager, the City Manager, or City Council in their respective order. Any written communication or request forwarded to the Union by Heads of Departments, the City Manager or City Council shall be dealt with by the Union with promptness and dispatch.

ARTICLE 33. HEALTH BENEFITSa) Group Health and Vision Care Plan

A capped benefit of one per cent (1.0%) of total payroll as per attached Memorandum of Agreement dated October 8, 1997, resolving grievance 97-03 shall be provided. Any amount less than 1.0% required to fund the plan shall be kept in reserve to be applied to future plan development and/or deficits.

b) Group Dental Plan

A capped benefit of decimal eight seven five of one per cent (0.875%) of total payroll as per attached Memorandum of Agreement dated October 8, 1997 resolving Grievance 97-03 shall be provided effective July 01, 1997. Any amount less than 0.875% required to fund the plan shall be kept in reserve to be applied to future plan development and/or deficits.

ARTICLE 34. SAFETY

The provisions of the Safety Manual, as adopted by mutual consent, shall be deemed to form part of this agreement.

The City and the Union agree to take all reasonable steps to ensure the provisions of necessary safety measures and safe working practices of employees.

ARTICLE 35. SUPERANNUATION

Superannuation Plan negotiations shall take place through the Pension Benefits Committee.

ARTICLE 36. CLOTHINGa) The following uniform issue shall be made to employees in the categories of ~~Trouble/Service~~ Lineman and ~~Patrol/Service~~ Truck Operator:

- | | |
|-------------------------------|------------------------|
| i) Initial Issue: | 2 - pair trousers |
| | 2 - work shirts |
| | 1 - windbreaker jacket |
| | 1 - parka |
| ii) Subsequent Annual Issue: | 2 - pair trousers |
| | 2 - work shirts |
| iii) Replacement as required: | 1 - windbreaker jacket |
| | 1 - parka |

b) The following uniform issue shall be made to Metering Section employees:
 i) Foreman, Metering Technician and Apprentice:

1 - parka

ii) Meter Installer:

1 - parka

1 - windbreaker jacket

c) All employees, except the Clerical and Drafting Sections, shall receive an initial issue of:

1 - pair of gloves (short or long)

1 - pair of mitts

1 - pair of coveralls/overalls

Employees may substitute for either coveralls or overalls at the time of replacement.

d) All employees, except the Clerical and Drafting Sections, shall be issued a suit of rain gear of durable quality. These employees shall also be issued a pair of safety rubber boots when required.

e) No clothing issued in a), b) or c), shall be replaced to temporary employees or those employees in their initial probationary period after achieving permanent status.

f) Articles listed in a) iii), b), c) and d), will be replaced as required. All employees are required to return their previous issue for replacement.

g) Clothing Credit:

i) Effective January 1, 2001, all permanent employees, except the Clerical Section, shall receive a credit of sixty dollars (\$60.00) per year to use towards the purchase of either safety footwear as specified in the Saskatoon Light and Power Safety Manual or a parka as issued in a) and b).

ii) Effective January 1, 1998, all permanent employees of the Clerical Section shall receive ~~forty-eight~~ dollars (\$48.00) per year to be used in the repair and maintenance/replacement of clothing.

iii) These credits are accumulative and any unused portions of the credit will be carried forward to following years. These credits may also be used to repair footwear. Employees must provide proof of purchase or repair for reimbursement.

h) Lineman Boot Replacement - Effective January 1, 2001, each employee in the Line Trade Classification will be entitled to the difference between the price of lineman boots and the employee's clothing credit, as per clause i), up to a maximum of one hundred dollars (\$100) every four (4) years.

ARTICLE 37. SEVERANCE PAY

- a) For employees hired prior to August 31, 1976, severance pay will be payable on the basis of two percent (2%) per year of employment of accumulated sick leave credits at the date of the implementation of the STD, LTD Plan, to a maximum of sixty percent (60%) of such credit. Payment to be based on the average rate of pay during the employee's last six (6) years of service and to be paid in cash or in such manner as the employee may direct.

Payment to be made on retirement, or involuntary release from the service on account of technological changes - but not on dismissal for cause - provided the employee has completed ten (10) years' service, or in the case of resignation, twenty (20) years' service is required.

Should an employee die while in the service and having completed ten (10) years' service, a gratuity shall be paid to his estate. The gratuity will be calculated in the manner outlined in this section.

- b) i) All employees employed after August 31, 1976, having completed fifteen (15) years of service will be eligible for one (1) day severance pay, at the current rate of pay, for every year of service upon normal retirement.
- ii) Employees hired prior to August 31, 1976, and electing the option as outlined in clause (c), shall be eligible for payment upon resignation, providing they have twenty (20) years of service.
- c) Employees who commenced employment prior to August 31, 1976, shall have the option of selecting either clause (a) or (b) i) of this Article.

ARTICLE 38. SERVICE PAY

In recognition of the lack of promotional opportunities because of the fixed franchise area of the City Electrical Utility, it is **agreed** that **long** service pay, in addition to the pay otherwise provided for in this Agreement, shall be paid on the following basis:

- \$ 5/month after 5 years' service
- \$10/month after 10 years' service
- \$30/month after 15 years' service
- \$40/month after 20 years' service
- \$50/month after 25 years' service
- \$60/month after 30 years' service
- \$70/month after 35 years' service

This Article will not apply to any employees hired after June 14, 1982.

ARTICLE 39. SHIFT DIFFERENTIAL

- a) Employees working regularly-scheduled shifts, including:
- i) Meter Installer (shift) working 12:12 to 20:30;
 - ii) Electronics Shop staff (shift) working after normal hours;
 - iii) Trouble Shift as per Article 24 f).

shall be paid a shift differential of sixty cents (60¢) per hour above their regular rate.

- b) Shift differential only applies for hours worked and is not to be applied when an employee works at overtime rates.

ARTICLE 40. PRODUCTIVITY

The Union and the City agree to continue on a formal basis the Productivity Committee, whose membership will include representatives from the Union and the City. The Union and City accept a responsibility to pursue, discuss and implement methods and procedures that will improve the efficiency of the operation through: elimination of restrictive work practices, decreasing of waste and better allocation of duties. The objective is to achieve a higher level of productivity in the Saskatoon Light and Power and the Electronics Shop,

ARTICLE 41. SPECIAL RETIREMENT LEAVE

Five (5) days' retirement leave to be granted for each of five (5) twelve (12) month periods prior to the normal retirement date of the employee, provided the employee has a minimum of fifteen (15) years' service. This leave shall not be considered as forming a part of the normal vacation allowance, and no pay in lieu of carryover will be permitted. If an employee is eligible for thirty (30) days' vacation, no benefits under this Article are allowed.

ARTICLE 42. NO STRIKE, NO LOCKOUT

The Union agrees that it will not recommend, cause, nor support a strike by any or all of its members during the term of the Agreement. Management agrees that it will not initiate a lockout of any or all of the members of I.B.E.W. Local No. 319 during the term of the Agreement.

WAGES

January 1, 2007 – Employees shall receive a 4% increase.

January 1, 2008 – Employees shall receive a 4% increase

January 1, 2009 – Employees shall receive a 4% increase.

Dated this 26th day of June, 2007, in the City of Saskatoon in the Province of Saskatchewan.

On Behalf of
I.B.E.W. Local No. 319


B. Rolleston, President/Business Manager


M. Olenchuk, Secretary

On Behalf of
The City of Saskatoon


D. Atchison, Mayor


J. Mann, City Clerk

IBEW 319
Effective: January 01, 2007 to December 31, 2007

Grade A00				
<i>step</i>	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$21.91	\$1,772.84	\$3,545.68	\$42,548.16
2 (2nd 12 mo.)	\$22.63	\$1,830.46	\$3,660.92	\$43,931.04
3 (3rd 12 mo.)	\$23.36	\$1,889.94	\$3,779.88	\$45,358.56
4 (4th 12 mo.)	\$24.12	\$1,951.36	\$3,902.72	\$46,832.64
5 (maximum)	\$24.91	\$2,014.79	\$4,029.58	\$48,354.96
Drafting Technologist				

Grade A01				
Step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$25.12	\$2,031.98	\$4,063.96	\$48,767.52
2 (2nd 12 mo.)	\$26.38	\$2,134.08	\$4,268.16	\$51,217.92
3 (maximum)	\$28.09	\$2,272.49	\$4,544.98	\$54,539.76
GIS/LAN Support Technician				

Grade A02				
Step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$21.79	\$1,763.02	\$3,526.04	\$42,312.48
2 (2nd 12 mo.)	\$22.85	\$1,848.42	\$3,696.84	\$44,362.08
3 (3rd 12 mo.)	\$24.20	\$1,957.38	\$3,914.76	\$46,977.12
4 (5th 12 mo.)	\$25.92	\$2,096.77	\$4,193.54	\$50,322.48
5 (4th 12 mo.)	\$28.13	\$2,275.45	\$4,550.90	\$54,610.80
6 (maximum)	\$30.00	\$2,426.61	\$4,853.22	\$58,238.64
Electrical Engineering Technologist I				

Grade A03				
step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$30.05	\$2,430.53	\$4,861.06	\$58,332.72
Electronic Communications Technician				Electronic Technician
Lineman				Power Electrician
Traffic Signal Technician				
				Metering Technician

Grade A04				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$33.12	\$2,678.89	\$5,357.78	\$64,293.36
Trouble/Service Lineman				

IBEW 319

Effective: January 01, 2007 to December 31, 2007

Grade A05
step

	Hourly	Pay Period	Monthly	Annual
I (1st 12 mo.)	\$28.19	\$2,280.34	\$4,560.68	\$54,728.16
2 (2nd 12 mo.)	\$29.21	\$2,362.80	\$4,725.60	\$56,707.20
3 (3rd 12 mo.)	\$30.02	\$2,428.58	\$4,857.16	\$58,285.92
4 (4th 12 mo.)	\$30.84	\$2,494.34	\$4,988.68	\$59,864.16
5 (maximum)	\$31.67	\$2,562.08	\$5,124.16	\$61,489.92
Electrical Engineering Technologist II		Traffic Signals Technologist II		

Grade A00
Step

	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$32.36	\$2,618.02	\$5,236.04	\$62,832.48
Electronic Foreman	Line Foreman		Metering Foreman	
Power Electrician Foreman	URD Foreman			

Grade A07
Step

	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$25.37	\$2,052.60	\$4,105.20	\$49,262.40
2 (2nd 12 mo.)	\$27.19	\$2,199.85	\$4,399.70	\$52,796.40
3 (3rd 12 mo.)	\$29.01	\$2,347.10	\$4,694.20	\$56,330.40
4 (maximum)	\$30.02	\$2,428.58	\$4,857.16	\$58,285.92
System Operator				

Grade A08
Step

	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$22.47	\$1,817.63	\$3,635.26	\$43,623.12
2 (2nd 12 mo.)	\$23.15	\$1,873.07	\$3,746.14	\$44,953.68
3 (3rd 12 mo.)	\$23.80	\$1,925.32	\$3,850.64	\$46,207.68
4 (4th 12 mo.)	\$24.47	\$1,979.67	\$3,959.34	\$47,512.08
5 (maximum)	\$25.99	\$2,102.26	\$4,204.52	\$50,454.24
GIS Technologist				

Grade A09
step

	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$31.38	\$2,538.06	\$5,076.12	\$60,913.44
Quality Assurance Technician				

Grade B01
Step

	Hourly	Pay Period	Monthly	Annual
I (maximum)	\$17.45	\$1,411.60	\$2,823.20	\$33,878.40
Drafting Student	Labourer		Technology Student	

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Grade	Step	Hourly	Pay Period	Monthly	Annual
B02					
	1 (1st 6 mo.)	\$18.98	\$1,535.29	\$3,070.58	\$36,846.96
	2 (2nd 6 mo.)	\$19.79	\$1,601.05	\$3,202.10	\$38,425.20
	3 (3rd 6 mo.)	\$20.14	\$1,629.51	\$3,259.02	\$39,108.24
	4 (4th 6 mo.)	\$21.00	\$1,699.22	\$3,398.44	\$40,781.28
	5 (5th 6 mo.)	\$21.39	\$1,730.62	\$3,461.24	\$41,534.88
	6 (6th 6 mo.)	\$21.81	\$1,764.01	\$3,528.02	\$42,336.24
	7 (maximum)	\$22.19	\$1,795.41	\$3,590.82	\$43,089.84
Electrician Helper		Electronics Helper		Groundman	
Utility Worker I					
B03					
Not Currently Used					
B04					
	1 (maximum)	\$22.72	\$1,837.63	\$3,675.26	\$44,103.12
Equipment Operator					
B05					
	1 (maximum)	\$22.76	\$1,841.55	\$3,683.10	\$44,197.20
Meter Installer I					
B06					
	1 (maximum)	\$23.36	\$1,889.66	\$3,779.32	\$45,351.84
Bucket Truck Operator I		Meter Installer (Shift)		Meter Installer II	
B07					
	1 (1st 12 mo.)	\$22.53	\$1,822.90	\$3,645.80	\$43,749.60
	2 (2nd 12 mo.)	\$22.97	\$1,858.24	\$3,716.48	\$44,597.76
	3 (maximum)	\$23.43	\$1,895.54	\$3,791.08	\$45,492.96
Electronics Storekeeper					
B08					
	1 (maximum)	\$23.87	\$1,930.87	\$3,861.74	\$46,340.88
Assistant Storekeeper		Bucket Truck Operator II			
BO9					
step		Hourly	Pay Period	Monthly	Annual
1 (maximum)		\$24.91	\$2,015.31	\$4,030.62	\$48,367.44
Buyer		Storekeeper			

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Grade B10				
step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$24.91	\$2,015.31	\$4,030.62	\$48,367.44
Crane Operator	Machine Operator			
Grade B11				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$25.35	\$2,050.64	\$4,101.28	\$49,215.36
Patrolman/ Service Truck Operator				
Grade C01				
Not Currently Used				
Grade C02				
Step	Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)	\$16.60	\$1,342.88	\$2,685.76	\$32,229.12
2 (2nd 6 mo.)	\$17.00	\$1,375.28	\$2,750.56	\$33,006.72
3 (2nd 12 mo.)	\$17.57	\$1,421.41	\$2,842.82	\$34,113.84
4 (3rd 12 mo.)	\$18.25	\$1,476.38	\$2,952.76	\$35,433.12
5 (maximum)	\$18.83	\$1,523.50	\$3,047.00	\$36,564.00
Clerk-Steno				
Grade C03				
Step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$20.82	\$1,684.49	\$3,368.98	\$40,427.76
2 (2nd 12 mo.)	\$21.43	\$1,733.57	\$3,467.14	\$41,605.68
3 (3rd 12 mo.)	\$21.96	\$1,776.76	\$3,553.52	\$42,642.24
4 (maximum)	\$22.55	\$1,823.88	\$3,647.76	\$43,773.12
Clerk				
Grade C04				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$25.58	\$2,069.29	\$4,138.58	\$49,662.96
Senior Clerk				
Grade C05				
Step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$21.00	\$1,699.22	\$3,398.44	\$40,781.28
2 (2nd 12 mo.)	\$21.74	\$1,759.08	\$3,518.16	\$42,217.92
3 (maximum)	\$22.47	\$1,817.99	\$3,635.98	\$43,631.76
Utility Worker II				

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Grade	D01				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)		\$20.13	\$1,628.46	\$3,256.92	\$39,083.04
2 (2nd 6 mo.)		\$22.83	\$1,847.20	\$3,694.40	\$44,332.80
3 (2nd 12 mo.)		\$25.24	\$2,041.65	\$4,083.30	\$48,999.60
4 (3rd 12 mo.)		\$27.04	\$2,187.48	\$4,374.96	\$52,499.52
5 (maximum)		\$28.54	\$2,309.00	\$4,618.00	\$55,416.00
Apprentice Electronic Communications Technician				Apprentice Lineman	
Apprentice Metering Technician				Apprentice Traffic Signals Technician	

Grade	E01				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)		\$20.13	\$1,628.46	\$3,256.92	\$39,083.04
2 (2nd 6 mo.)		\$22.83	\$1,847.20	\$3,694.40	\$44,332.80
3 (2nd 12 mo.)		\$25.24	\$2,041.65	\$4,083.30	\$48,999.60
4 (3rd 12 mo.)		\$26.44	\$2,138.87	\$4,277.74	\$51,332.88
5 (4th 12 mo.)		\$27.94	\$2,260.39	\$4,520.78	\$54,249.36
6 (maximum)		\$29.14	\$2,357.61	\$4,715.22	\$56,582.64
Apprentice Power Electrician					

IBEW 319
Effective: January 01, 2008 to December 31, 2008

Grade	A00				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)		\$22.79	\$1,843.76	\$3,687.52	\$44,250.24
2 (2nd 12 mo.)		\$23.53	\$1,903.68	\$3,807.36	\$45,688.32
3 (3rd 12 mo.)		\$24.30	\$1,965.54	\$3,931.08	\$47,172.96
4 (4th 12 mo.)		\$25.09	\$2,029.42	\$4,058.84	\$48,706.08
5 (maximum)		\$25.90	\$2,095.37	\$4,190.74	\$50,288.88
Drafting Technologist					

Grade	A01				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)		\$26.12	\$2,113.26	\$4,226.52	\$50,718.24
2 (2nd 12 mo.)		\$27.44	\$2,219.44	\$4,438.88	\$53,266.56
3 (maximum)		\$29.22	\$2,363.39	\$4,726.78	\$56,721.36
GIS/LAN Support Technician					

Grade	A02				
step		Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)		\$22.66	\$1,833.54	\$3,667.08	\$44,004.96
2 (2nd 12 mo.)		\$23.76	\$1,922.36	\$3,844.72	\$46,136.64
3 (3rd 12 mo.)		\$25.16	\$2,035.67	\$4,071.34	\$48,856.08
4 (5th 12 mo.)		\$26.96	\$2,180.65	\$4,361.30	\$52,335.60
5 (4th 12 mo.)		\$29.25	\$2,366.47	\$4,732.94	\$56,795.28
6 (maximum)		\$31.20	\$2,523.67	\$5,047.34	\$60,568.08
Electrical Engineering Technologist I					

Grade	A03				
Step		Hourly	Fay Period	Monthly	Annual
1 (maximum)		\$31.25	\$2,527.75	\$5,055.50	\$60,666.00
Electronic Communications Technician Electronic Technician					
Lineman Metering Technician Power Electrician					
Traffic Signal Technician					

Grade	A04				
Step		Hourly	Pay Period	Monthly	Annual
1 (maximum)		\$34.44	\$2,786.05	\$5,572.10	\$66,865.20
Trouble/Service Lineman					

Grade	A05				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)		\$29.32	\$2,371.56	\$4,743.12	\$56,917.44
2 (2nd 12 mo.)		\$30.38	\$2,457.31	\$4,914.62	\$58,975.44
3 (3rd 12 mo.)		\$31.22	\$2,525.72	\$5,051.44	\$60,617.28
4 (4th 12 mo.)		\$32.07	\$2,594.11	\$5,188.22	\$62,258.64
5 (maximum)		\$32.94	\$2,664.56	\$5,329.12	\$63,949.44
Electrical Engineering Technologist II Traffic Signals Technologist II					

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Grade A06				
Step		Hourly	Pay Period	Monthly
1 (maximum)		\$33.66	\$2,722.74	\$5,445.48
Electronic Foreman	Line Foreman			\$65,345.76
Power Electrician Foreman	URD Foreman		Metering Foreman	

Grade A07				
Step		Hourly	Pay Period	Monthly
1 (1st 12 mo.)		\$26.39	\$2,134.71	\$4,269.42
2 (2nd 12 mo.)		\$28.28	\$2,287.84	\$4,575.68
3 (3rd 12 mo.)		\$30.18	\$2,440.98	\$4,881.96
4 (maximum)		\$31.22	\$2,525.72	\$5,051.44
System Operator				\$60,617.28

Grade A08				
Step		Hourly	Pay Period	Monthly
1 (1st 12 mo.)		\$23.37	\$1,890.34	\$3,780.68
2 (2nd 12 mo.)		\$24.08	\$1,947.99	\$3,895.98
3 (3rd 12 mo.)		\$24.75	\$2,002.33	\$4,004.66
4 (4th 12 mo.)		\$25.45	\$2,058.86	\$4,117.72
5 (maximum)		\$27.03	\$2,186.35	\$4,372.70
GIS Technologist				\$52,472.40

Grade A09				
Step		Hourly	Pay Period	Monthly
1 (maximum)		\$32.63	\$2,639.58	\$5,279.16
Quality Assurance Technician				\$63,349.92

Grade B01				
Step		Hourly	Pay Period	Monthly
1 (maximum)		\$18.15	\$1,468.06	\$2,936.12
Drafting Student	Labourer			\$35,233.44
			Technology Student	

Grade B02				
Step		Hourly	Pay Period	Monthly
1 (1st 6 mo.)		\$19.74	\$1,596.70	\$3,193.40
2 (2nd 6 mo.)		\$20.58	\$1,665.09	\$3,330.18
3 (3rd 6 mo.)		\$20.95	\$1,694.69	\$3,389.38
4 (4th 6 mo.)		\$21.84	\$1,767.19	\$3,534.38
5 (5th 6 mo.)		\$22.25	\$1,799.85	\$3,599.70
6 (6th 6 mo.)		\$22.68	\$1,834.57	\$3,669.14
7 (maximum)		\$23.08	\$1,867.23	\$3,734.46
Electrician Helper	Electronics Helper			\$44,813.52
Utility Worker I			Groundman	

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Grade **B03**
Not Currently UsedGrade **B04**

step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$23.62	\$1,911.13	\$3,822.26	\$45,867.12

Equipment Operator

Grade **B05**

Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$23.67	\$1,915.21	\$3,830.42	\$45,965.04

Meter Installer I

Grade **B06**

Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$24.29	\$1,965.24	\$3,930.48	\$47,165.76

Bucket Truck Operator I Meter Installer (Shift) Meter Installer II

Grade **B07**

step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$23.43	\$1,895.81	\$3,791.62	\$45,499.44
2 (2nd 12 mo.)	\$23.89	\$1,932.57	\$3,865.14	\$46,381.68
3 (maximum)	\$24.37	\$1,971.37	\$3,942.74	\$47,312.88

Electronics Storekeeper

Grade **B08**

Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$24.82	\$2,008.10	\$4,016.20	\$48,194.40

Assistant Storekeeper Bucket Truck Operator II

Grade **B09**

Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$25.91	\$2,095.92	\$4,191.84	\$50,302.08

Buyer Storekeeper

Grade **B10**

Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$25.91	\$2,095.92	\$4,191.84	\$50,302.08

Crane Operator Machine Operator

Grade **B11**

Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$26.36	\$2,132.67	\$4,265.34	\$51,184.08

Patrolman / Service Truck Operator

Grade **CO1**
Not Currently Used

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Grade	C02				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)		\$17.26	\$1,396.60	\$2,793.20	\$33,518.40
2 (2nd 6 mo.)		\$17.68	\$1,430.29	\$2,860.58	\$34,326.96
3 (2nd 12 mo.)		\$18.27	\$1,478.27	\$2,956.54	\$35,478.48
4 (3rd 12 mo.)		\$18.98	\$1,535.44	\$3,070.88	\$36,850.56
5 (maximum)		\$19.59	\$1,584.45	\$3,168.90	\$38,026.80
Clerk-Steno					
Grade	C03				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)		\$21.66	\$1,751.87	\$3,503.74	\$42,044.88
2 (2nd 12 mo.)		\$22.29	\$1,802.92	\$3,605.84	\$43,270.08
3 (3rd 12 mo.)		\$22.84	\$1,847.83	\$3,695.66	\$44,347.92
4 (maximum)		\$23.45	\$1,896.83	\$3,793.66	\$45,523.92
Clerk					
Grade	C04				
Step		Hourly	Pay Period	Monthly	Annual
1 (maximum)		\$26.60	\$2,152.06	\$4,304.12	\$51,649.44
Senior Clerk					
Grade	C05				
step		Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)		\$21.84	\$1,767.19	\$3,534.38	\$42,412.56
2 (2nd 12 mo.)		\$22.61	\$1,829.45	\$3,658.90	\$43,906.80
3 (maximum)		\$23.37	\$1,890.71	\$3,781.42	\$45,377.04
Utility Worker II					
Grade	D01				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)		\$20.93	\$1,693.60	\$3,387.20	\$40,646.40
2 (2nd 6 mo.)		\$23.75	\$1,921.09	\$3,842.18	\$46,106.16
3 (2nd 12 mo.)		\$26.25	\$2,123.32	\$4,246.64	\$50,959.68
4 (3rd 12 mo.)		\$28.12	\$2,274.98	\$4,549.96	\$54,599.52
5 (maximum)		\$29.69	\$2,401.36	\$4,802.72	\$57,632.64
Apprentice Electronic Communications Technician				Apprentice Lineman	
Apprentice Metering Technician				Apprentice Traffic Signals Technician	

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Grade	E01				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)		\$20.93	\$1,693.60	\$3,387.20	\$40,646.40
2 (2nd 6 mo.)		\$23.75	\$1,921.09	\$3,842.18	\$46,106.16
3 (2nd 12 mo.)		\$26.25	\$2,123.32	\$4,246.64	\$50,959.68
4 (3rd 12 mo.)		\$27.50	\$2,224.43	\$4,448.86	\$53,386.32
5 (4th 12 mo.)		\$29.06	\$2,350.81	\$4,701.62	\$56,419.44
6 (maximum)		\$30.31	\$2,451.92	\$4,903.84	\$58,846.08
Apprentice Power Electrician					

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Grade	A00	Hourly	Pay Period	Monthly	Annual
Step					
1 (1st 12 mo.)		\$23.70	\$1,917.50	\$3,835.00	\$46,020.00
2 (2nd 12 mo.)		\$24.47	\$1,979.83	\$3,959.66	\$47,515.92
3 (3rd 12 mo.)		\$25.27	\$2,044.16	\$4,088.32	\$49,059.84
4 (4th 12 mo.)		\$26.09	\$2,110.60	\$4,221.20	\$50,654.40
5 (maximum)		\$26.94	\$2,179.19	\$4,358.38	\$52,300.56
Drafting Technologist					

Grade	A01	Hourly	Pay Period	Monthly	Annual
Step					
1 (1st 12 mo.)		\$27.17	\$2,197.78	\$4,395.56	\$52,746.72
2 (2nd 12 mo.)		\$28.53	\$2,308.21	\$4,616.42	\$55,397.04
3 (maximum)		\$30.38	\$2,457.92	\$4,915.84	\$58,990.08
GIS/LAN Support Technician					

Grade	A02	Hourly	Pay Period	Monthly	Annual
Step					
1 (1st 12 mo.)		\$23.57	\$1,906.88	\$3,813.76	\$45,765.12
2 (2nd 12 mo.)		\$24.71	\$1,999.26	\$3,998.52	\$47,982.24
3 (3rd 12 mo.)		\$26.17	\$2,117.10	\$4,234.20	\$50,810.40
4 (5th 12 mo.)		\$28.04	\$2,267.88	\$4,535.76	\$54,429.12
5 (4th 12 mo.)		\$30.42	\$2,461.13	\$4,922.26	\$59,067.12
6 (maximum)		\$32.45	\$2,624.62	\$5,249.24	\$62,990.88
Electrical Engineering Technologist I					

Grade	A03	Hourly	Pay Period	Monthly	Annual
Step					
1 (maximum)		\$32.50	\$2,628.86	\$5,257.72	\$63,092.64
Electronic Communications Technician Electronic Technician					
Lineman Metering Technician Power Electrician					
Traffic Signal Technician					

Grade	A04	Hourly	Pay Period	Monthly	Annual
Step					
1 (maximum)		\$35.82	\$2,897.49	\$5,794.98	\$69,539.76
Trouble/Service Lineman					

Grade	A05	Hourly	Pay Period	Monthly	Annual
Step					
1 (1st 12 mo.)		\$30.49	\$2,466.42	\$4,932.84	\$59,194.08
2 (2nd 12 mo.)		\$31.59	\$2,555.61	\$5,111.22	\$61,334.64
3 (3rd 12 mo.)		\$32.47	\$2,626.75	\$5,253.50	\$63,042.00
4 (4th 12 mo.)		\$33.35	\$2,697.87	\$5,395.74	\$64,748.88
5 (maximum)		\$34.26	\$2,771.14	\$5,542.28	\$66,507.36
Electrical Engineering Technologist II Traffic Signals Technologist II					

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Grade	A06		Hourly	Pay Period	Monthly	Annual
Step						
■ (maximum)			\$35.01	\$2,831.66	\$5,663.32	\$67,959.84
Electronic Foreman		Line Foreman			Metering Foreman	
Power Electrician Foreman		URD Foreman				

Grade	A07		Hourly	Pay Period	Monthly	Annual
Step						
1 (1st 12 mo.)			\$27.44	\$2,220.09	\$4,440.18	\$53,282.16
2 (2nd 12 mo.)			\$29.41	\$2,379.36	\$4,758.72	\$57,104.64
3 (3rd 12 mo.)			\$31.38	\$2,538.62	\$5,077.24	\$60,926.88
4 (maximum)			\$32.47	\$2,626.75	\$5,253.50	\$63,042.00
System Operator						

Grade	A08		Hourly	Pay Period	Monthly	Annual
step						
■ (1st 12 mo.)			\$24.30	\$1,965.95	\$3,931.90	\$47,182.80
2 (2nd 12 mo.)			\$25.04	\$2,025.91	\$4,051.82	\$48,621.84
3 (3rd 12 mo.)			\$25.74	\$2,082.43	\$4,164.86	\$49,978.32
4 (4th 12 mo.)			\$26.47	\$2,141.21	\$4,282.42	\$51,389.04
5 (maximum)			\$28.11	\$2,273.80	\$4,547.60	\$54,571.20
GIS Technologist						

Grade	A09		Hourly	Pay Period	Monthly	Annual
Step						
■ (maximum)			\$33.94	\$2,745.16	\$5,490.32	\$65,883.84
Quality Assurance Technician						

Grade	B01		Hourly	Pay Period	Monthly	Annual
Step						
■ (maximum)			\$18.87	\$1,526.78	\$3,053.56	\$36,642.72
Drafting Student		Labourer			Technology Student	

Grade	B02		Hourly	Pay Period	Monthly	Annual
Step						
1 (1st 6 mo.)			\$20.53	\$1,660.57	\$3,321.14	\$39,853.68
2 (2nd 6 mo.)			\$21.41	\$1,731.70	\$3,463.40	\$41,560.80
3 (3rd 6 mo.)			\$21.79	\$1,762.48	\$3,524.96	\$42,299.52
4 (4th 6 mo.)			\$22.72	\$1,837.88	\$3,675.76	\$44,109.12
5 (5th 6 mo.)			\$23.14	\$1,871.84	\$3,743.68	\$44,924.16
6 (6th 6 mo.)			\$23.58	\$1,907.95	\$3,815.90	\$45,790.80
7 (maximum)			\$24.00	\$1,941.92	\$3,883.84	\$46,606.08
Electrician Helper		Electronics Helper			Groundman	
Utility Worker I						

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Grade **B03**
Not Currently Used

Grade B04				
step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$24.57	\$1,987.58	\$3,975.16	\$47,701.92
Equipment Operator				

Grade B05				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$24.62	\$1,991.82	\$3,983.64	\$47,803.68
Meter Installer I				

Grade B06				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$25.27	\$2,043.85	\$4,087.70	\$49,052.40
Bucket Truck Operator I	Meter Installer (Shift)		Meter Installer II	

Grade B07				
Step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$24.37	\$1,971.64	\$3,943.28	\$47,319.36
2 (2nd 12 mo.)	\$24.85	\$2,009.88	\$4,019.76	\$48,237.12
3 (maximum)	\$25.34	\$2,050.23	\$4,100.46	\$49,205.52
Electronics Storekeeper				

Grade B08				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$25.82	\$2,088.43	\$4,176.86	\$50,122.32
Assistant Storekeeper	Bucket Truck Operator II			

Grade B09				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$26.95	\$2,179.76	\$4,359.52	\$52,314.24
Buyer	Storekeeper			

Grade B10				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$26.95	\$2,179.76	\$4,359.52	\$52,314.24
Crane Operator	Machine Operator			

Grade B11				
Step	Hourly	Pay Period	Monthly	Annual
1 (maximum)	\$27.42	\$2,217.97	\$4,435.94	\$53,231.28
Patrolman / Service Truck Operator				

Grade **C01**
Not Currently Used

IBEW 319
Effective: January 01, 2009 to December 31, 2009

Grade C02

Step	Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)	\$17.95	\$1,452.46	\$2,904.92	\$34,859.04
2 (2nd 6 mo.)	\$18.39	\$1,487.50	\$2,975.00	\$35,700.00
3 (2nd 12 mo.)	\$19.00	\$1,537.40	\$3,074.80	\$36,897.60
4 (3rd 12 mo.)	\$19.74	\$1,596.86	\$3,193.72	\$38,324.64
5 (maximum)	\$20.37	\$1,647.82	\$3,295.64	\$39,547.68

Clerk-Steno

Grade C03

step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$22.52	\$1,821.94	\$3,643.88	\$43,726.56
2 (2nd 12 mo.)	\$23.18	\$1,875.04	\$3,750.08	\$45,000.96
3 (3rd 12 mo.)	\$23.76	\$1,921.75	\$3,843.50	\$46,122.00
4 (maximum)	\$24.39	\$1,972.70	\$3,945.40	\$47,344.80

Clerk

Grade C04

Step	Hourly	Pay Period	Monthly	Annual
I (maximum)	\$27.67	\$2,238.14	\$4,476.28	\$53,715.36

Senior Clerk

Grade COS

Step	Hourly	Pay Period	Monthly	Annual
1 (1st 12 mo.)	\$22.72	\$1,837.88	\$3,675.76	\$44,109.12
2 (2nd 12 mo.)	\$23.52	\$1,902.63	\$3,805.26	\$45,663.12
3 (maximum)	\$24.31	\$1,966.34	\$3,932.68	\$47,192.16

Utility Worker II

Grade D01

Step	Hourly	Pay Period	Monthly	Annual
I (1st 6 mo.)	\$21.77	\$1,761.35	\$3,522.70	\$42,272.40
2 (2nd 6 mo.)	\$24.70	\$1,997.94	\$3,995.88	\$47,950.56
3 (2nd 12 mo.)	\$27.30	\$2,208.25	\$4,416.50	\$52,998.00
4 (3rd 12 mo.)	\$29.25	\$2,365.97	\$4,731.94	\$56,783.28
5 (maximum)	\$30.87	\$2,497.41	\$4,994.82	\$59,937.84

Apprentice Electronic Communications Technician

Apprentice Lineman

Apprentice Metering Technician

Apprentice Traffic Signals Technician

IBEW 319
Effective: January 01, 2009 to December 31, 2009

Grade	E01				
Step		Hourly	Pay Period	Monthly	Annual
1 (1st 6 mo.)		\$21.77	\$1,761.35	\$3,522.70	\$42,272.40
2 (2nd 6 mo.)		\$24.70	\$1,997.94	\$3,995.88	\$47,950.56
3 (2nd 12 mo.)		\$27.30	\$2,208.25	\$4,416.50	\$52,998.00
4 (3rd 12 mo.)		\$28.60	\$2,313.40	\$4,626.80	\$55,521.60
5 (4th 12 mo.)		\$30.22	\$2,444.84	\$4,889.68	\$58,676.16
6 (maximum)		\$31.52	\$2,549.99	\$5,099.98	\$61,199.76
Apprentice Power Electrician					

MEMORANDUM OF AGREEMENT
between
International Brotherhood of Electrical Workers Local 319
(hereinafter referred to as the Union)
and
The City of Saskatoon
(hereinafter referred to as the City)

“Without Prejudice”

The City shall pay to Saskatchewan Blue Cross on behalf of the Union the amount of **\$19,825.81**.

The above amount represents **full** contribution under Article 31 of the Collective Agreement, and shall be apportioned **as** follows:


Group Health and Vision for the years of 1995, 1996 and 1997 to August 31, 1997.....	\$18,060.72
Group Dental Plan for the year of 1997 and to August 31, 1997	<u>\$1765.09</u>
Total to be paid to Saskatchewan Blue Cross	\$19,825.81


The **City** agrees to continue the payment of Dental Plan and **Group** Health and Vision Plan premiums as per the Collective bargaining Agreement based upon the adjusted payroll records from **August 31, 1997** onward.

The **Union** agrees to withdraw its Grievance # 97-03.

This agreement **is** without prejudice and will not be used, produced, or referred **to by** either party in any future grievance, arbitration, **or** any other **matters** undertaken **by** the parties **subsequent** to this date, except for the purposes **of** enforcing this agreement.

Signed this 08 day of Oct, 1997.



(City of Saskatoon)


(I.B.E.W. Local 319)

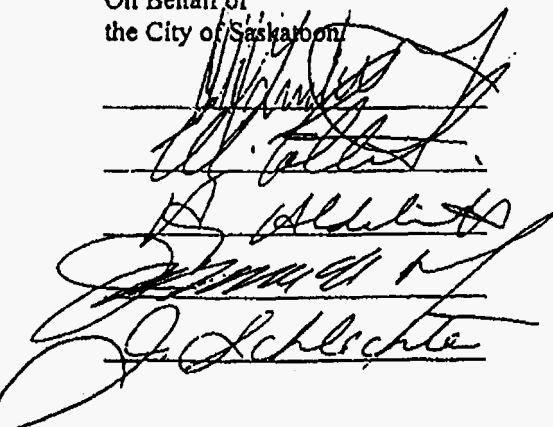
**LETTER OF UNDERSTANDING
BETWEEN
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (I.B.E.W.)
LOCAL NO. 319
AND
THE CITY OF SASKATOON**

The parties agree that the **URD** and Line Sections will be combined into one section, effective **January 1, 1999**, subject to the following:

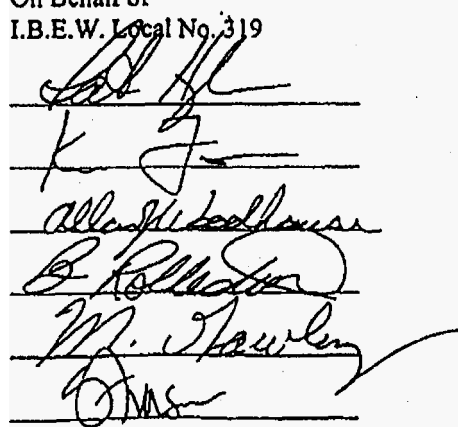
- i) The regular **URD** crew will consist of the Foreman, Relief **URD Foreman**, the **FWD Crane** Operator, the Tractor Operator, and Relief Operator. All other Linemen, except the relief Foreman, will be assigned by the General Foreman as per the current practice with the overhead crews on a crew rotation basis.
- ii) The members of the regular **URD crew**, except for the **URD Relief Foreman** and Relief Operator, will be called **first** as required for **overtime purposes, planned** or unplanned for **overtime** on the **URD** crew.
- iii) When not relieving as Foremen, the **Relief O/H Foreman** and Relief **URD Foreman** will be included with all other Linemen for the purposes of overtime.
- iv) The Relief **O/H Foreman** and Relief **URD Foreman** will continue to fulfill their responsibilities relieving their respective **Foreman** positions.
- v) The Relief Machine Operator and Relief Operator will continue to fulfill their responsibilities relieving for their respective positions.
- vi) When not relieving as Operators, the Relief Machine Operator and Relief Operator will be included with all other **Groundsman** for the purposes of overtime.
- vii) All other relief or vacancies will be filled according to Article 20 (h).

Dated this 03 day of November, 1998 in the City of Saskatoon in the Province of Saskatchewan.

On Behalf of
the City of Saskatoon



On Behalf of
I.B.E.W. Local No. 319



Allan H. Sedhouse
B. Kollman
M. Hawley

**LETTER OF UNDERSTANDING
BETWEEN
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (I.B.E.W.)
LOCAL NO. 319
AND
THE CITY OF SASKATOON**


The Parties agree to the following:

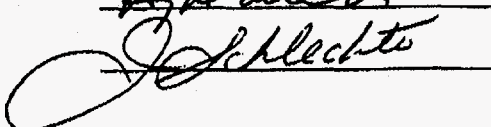
1. The City will revise the existing 'Bucket Truck/Jib Operator' job description.
2. The revisions to the job description will be discussed with the Union, prior to implementation, as per Article 25 (a) of the Collective Agreement,
3. The revised duties will include, but not be limited to, operating vehicles certified for 25 kV live line work.
4. The revised qualifications will include, but not be limited to, applicable training for 25 kV live line work procedures. The parties also agree to waive Article 25 (b) of the Collective Agreement.
5. The revised job description will apply to Bucket Truck Operators (bid positions) operating trucks certified for 25 kV live line work (currently units 1309, 1310, 1320 and 1321).
6. The rate of pay for the revised 'Bucket Truck/Jib Operator' job description will remain unchanged (i.e. Pay Grade B8: \$19.67/hr. @ 2000 rates) and will not have access to Article 25 c) of the Collective Agreement between the parties, as a result of this revision, The new title for this revised job description will be 'Bucket Truck Operator 11'.
7. The rate of pay for the current 'Bucket Truck Operator' job description will remain unchanged (i.e. Pay Grade B6: \$19.25/hr @ 2000 rates) and will not have access to Article 25 c) of the Collective Agreement between the parties, as a result. The new title for the current 'Bucket Truck Operator' job description will be 'Bucket Truck Operator I'.
8. Temporary 'Bucket Truck Operators' will be paid the 'Bucket Truck Operator I' rate except when relieving for the 'Bucket Truck Operator II' positions they shall be paid at Pay Grade B8.
9. The revised job description will be implemented within three months of the date of signing this Letter of Understanding with applicable rate increases retroactive to the date of signing.
10. The Union will not file any grievance relating to this matter.

This agreement is without prejudice and will not be used, produced, or referred to by either party in any future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this agreement.


Signed this 28 day of June, 2001.

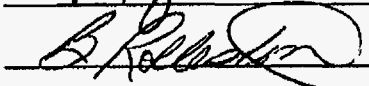
On Behalf of
The City of Saskatoon





On Behalf of
I.B.E.W. Local No. 319





MEMORANDUM OF AGREEMENT
BETWEEN THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)
LOCAL 319
AND
CITY OF SASKATOON

The **parties** agree to the following Memorandum of Agreement. **This Agreement** will continue from year to **year** hereafter unless otherwise mutually agreed, and will **form part** of the Collective Agreement.

The intent of **this** Agreement is to stipulate **the terms and conditions** that will **apply** for the organizational change **at the Traffic Planning and Operations Branch's Electronics Shop**. The change will **involve** the division of duties of the existing Electronics **Technician position** into two distinct functional **areas of responsibility**, resulting **in** the creation of the **Traffic Signal Technician** position within the **new Traffic Signal Section**, and the creation of the Electronic Communications Technician **position** within the **new Electronic Communications Section**. There will be some areas of **overlap of duties** but, ~~for~~ **for the most part**, the two **new positions will have** separate **and** distinct **areas** of responsibility. The **division** of duties will come into effect on **January 1, 1999**.

The current arrangement of duties **at the Electronics Shop** has been established such that **all Electronics Technicians** are expected to work on all City of Saskatoon infrastructure as identified **within** Article 24 - Jurisdiction, of **the IBEW Local 319 Collective Agreement**.

In addition, there are electronic systems **within the City** for which the Electronics Shop **has** historically **provided** installation and maintenance. **Although** not specifically addressed **within** the Collective Agreement, these **include**:

- * **Scoreboards**
- * **Sound systems**
- * **Alarms**
- * **Radar units**
- * **Cathodic protection**
- * **Video/digital systems**
- * **Fibre optics (as requested)**
- * **Miscellaneous electronic equipment for civic departments (e.g. sewer cameras, metal detectors, arrow boards)**

It is the intent of management to distinctly separate **the** functional duties of the **existing** Electronics Technicians, **as** indicated **above**, to allow for **a more efficient and** effective delivery of services at **the** Electronics Shop, Technology **is** evolving in both **areas such that it is** no longer the intent of management, from workload, cost, **service** delivery **and** efficiency perspectives, to maintain a complement, or pool, of generalized staff capable of **satisfactorily fulfilling** all customer needs in these two distinct **program** areas. It **is** no longer feasible to train technicians to **be** competent and fully qualified in all areas of responsibility that currently fall **within** the Electronics Shop.

Existing Staffing

The existing staff complement **at** the Electronics Shop consists of the following:

Electronics Shop Foreman	Stan Schroeder
Electronics Technician (7)	Stew Fraser (also Relief Foreman) Brian Craggs Glen Mogenson Glen Potter Jack South Len Minor Mike McNealy
Electronics Technician Apprentice	vacant
Bucket Truck Operator (2)	Tom Speed Bill Sofiak
Storeskeeper	Don Dusterbeck
Traffic Signal Technologist	Joe Lynn
Electronics Helper (temporary)	Jim Kowalski

As a result of historic **staff assignments**, two Electronics Technicians (**Brian Craggs and Len Minor**) have been assigned to **radio/radio trunking work** 100 percent of the time, **The** workload in **this area is** becoming such that **two individuals can no** longer cope with the demand and expectations **and, as** such, **a** third technician is required in **this area**. **This has** resulted in the remaining technicians, at **one** point or another, **predominately** spending their time performing **work** in the **area** of traffic signals.

New Organization Structure and Staffing

The problems associated **with the** current structure led to the following organizational **structure** being **created** which, in essence, creates two **new** distinct positions (**i.e.** Traffic Signal **Technician** and Electronic Communications Technician). The **two new** positions will remain within the current Electronics Trade group classification, but their respective jurisdictional **areas will be** distinctly defined. The Electronics Technician position will **also be** retained for all existing technicians on staff, **i.e.** their seniority **and** jurisdiction **will** remain the **same**. **The two new**

positions will only apply to new staff hired for either Section. Over the passage of time, the Electronics Technician position will be phased out as existing staff leave the City, leaving only the two new positions.

At present, the Electronics Shop Foreman will maintain supervisory control over both functional areas, and there will be no physical separation of the program areas. All activities and staff will remain at the Electronics Shop. All other reporting structures will remain intact.

The assignment of the existing staff to the new Sections will take the following format:

Traffic Signal Section

Traffic Signal Technologist - Joe Lynn

Traffic Signal Technicians - initially four required

Apprentice Traffic Signal Technician - vacant

Areas of Responsibility:

- * Traffic signal installation
- * Traffic signal maintenance
- * ITCS installation and maintenance
- * Pedestrian signal installation
- * Pedestrian signal maintenance
- * Pedestrian corridor installation \
- * Pedestrian corridor maintenance \

This Section will have a separate standby rotation, and training, specific to the area of expertise.

Electronic Communications Section

Electronic Communications Technicians - initially three required, two of which will be the existing Electronics Technicians -- Brian Craggs and Len Minor.

Areas of Responsibility:

- * Electronic Communications system (radio, video, digital) installations/removals
- * Electronic Communications system maintenance

This Section will have a separate standby rotation, and training, specific to the area of expertise.

Any work **the** Electronics Shop performs on the following City infrastructure will be considered to be a common area of duties for the Electronics Technicians and a defined area (through job description) for either the Traffic Signal Technician or the Electronic Communications Technician. **As such, new** job descriptions will be created for the Traffic Signal Technician and the Electronic Communications Technician.

- * Scoreboards
- * Sound systems
- * **Alarms**
- * Fibre optic **network** (when requested)
- * Cathodic protection systems
- * Radar units
- * Cathodic protection
- * Video/digital systems
- * Miscellaneous electronic equipment for civic departments (e.g. sewer cameras, metal detectors, **arrow boards**)

The two Bucket Truck Operators will **primarily** be assigned to the Traffic Signal Section, but will be available to work in the Electronic Communications Section if the type of work being undertaken required the use of these units. The Storeskeeper will continue to provide inventory control/stores functions for **both Sections**. The temporary Electronics Helper could be assigned to either area, depending upon workload, **and** will have the ability to **float** between the areas,

In the case of the Electronics Technicians, there will not be the casual **ability** to move between the functional areas once an employee is assigned to one specific Section. The exception to **this** will be in cases where, due to operational requirements, staff could be temporarily assigned from one Section to another. Furthermore, it is understood that there will **be** no further cross-training of technicians once they are assigned to a Section. Training will be provided for their specific area of responsibility.

The following clauses outline the specific terms of **this** Agreement:

1. Electronics Foreman Position

The existing Electronics Technicians on staff, at the time of signing this Agreement, will **qualify** for the existing Electronics Foreman position, **based upon seniority**, when it becomes vacant subject to **the** following:

- a) **Changes** to the qualifications of the existing Electronics Foreman will not disqualify **any** of the existing Electronics Technicians from consideration for the position.
- b) If the position is not filled by **any** of **the** existing Electronics Technicians, then the position will be **filled according** to Article 23 a) i) within **the** Electronics Trade classification.

- c) If the Electronics Foreman position evolves into **two** separate Foreman positions within each Section, then negotiations with the Union will take place as to how this occurs.

2. Job Descriptions

- a) Existing Electronics Technicians on staff at the time of signing **this** Agreement shall retain their existing job descriptions.
- b) New job descriptions will be jointly developed and agreed to by the Union, for the Traffic Signal Technician and the Electronic Communications Technician, including **an** applicable apprentice position for each.

3. Seniority

- a) Seniority **will** continue to accumulate for all existing Electronics Technicians **within** their trade classification as per Article 23 a) i).
- b) **Seniority** will accumulate for the Traffic **Signal Technicians** and the Electronic Communications Technicians **within** their trade positions as per Article 23 a) i).
- c) No existing Electronics Technician, regardless of what Section they are working in, will be laid off before all Traffic Signal Technicians and the Electronic Communications Technicians have been laid off. Layoffs will be done according to Article 23.

4. Filling of Positions

Given that the existing Electronics Technicians will be split into two working Sections, **those** being **the** Traffic Signal Section **and** the Electronic Communications Section, the following will apply:

- a) The opportunity to move **one** Electronics Technician into the Electronic Communications Section **will** be offered, based upon seniority, to the remaining Electronics Technician not already assigned to the Electronic Communications Section.
- b) That the Electronics Technician assigned, in 4. a) above, be granted a three-month trial **period** during which they may decide to revert to their former position.
- c) If what **is** described in b) above occurs, **then** the opportunity to move one of **the** remaining Electronics Technicians into the Electronic Communications Section **will be** offered, based **upon** seniority. If **an** Electronics Technician should accept this opportunity, they too **will** be granted a three-month trial period during which they may decide to revert to their former position. Should no existing Electronics Technicians wish to accept this opportunity, the position will be posted under the new job description **for** the Electronic Communications Technician.
- d) If a vacancy occurs within the Electronic Communications Section, then discussions **will** take place to determine the potential for filling **the** vacancy from within the remaining pool of **Electronics** Technicians.

5. Wages
Traffic Signal Technician **and** Electronic Communications Technician wage **rates shall be the same as *the*** existing Electronics Technicians.
6. Cross Over of Jurisdiction
When operational requirements in either Section are **such** that temporary assistance **is required**, then **help** will be drawn first **from** the Electronics Technicians for this work, then **from** either the Traffic Signal Technicians **or** the Electronic Communications Technicians.
7. Jurisdiction
It is the intent of this Agreement to create **two** new jurisdiction clauses for ***the*** Traffic Signal Technician **and** the Electronic Communications Technician.
- a) Article 24 e) shall remain as per the Collective Agreement for the Electronics Technicians.
- b) A new Article 24 f) to be created which reads:
Journeyman Traffic Signal Technicians shall have jurisdiction over the following work:
- i) Installation, maintenance and removal of traffic signals and associated equipment.
 - ii) Inspection **and** assistance for the **purpose** of familiarization on the installation of traffic signal equipment where **such** installation **is** being done under contract.
 - iii) Inspection **of** the installation of underground facilities for traffic **signals** where such work is being done by contract.
- c) A new Article 24 g) to be created which reads:
Journeyman Electronic Communications Technicians shall have jurisdiction **over** the following work:
- i) Installation, maintenance **and** removal of mobile radio equipment in use in all City **Departments** (with the exception **of** Transit radios **and** antennas).
 - ii) Installation, maintenance **and** removal of base station equipment in use in all **City Departments**.
 - iii) Installation, maintenance **and** removal of **radio** control centre **and** remote control equipment **used** in all **City Departments**.
 - iv) Inspection **and** assistance for the purpose **of** familiarization on the installation of fire alarm **dispatch** and radio communication equipment where such installation **is** being done **under** contract.
- d) Existing Articles 24 f) **and** 24 g) shall be **renumbered** as 24 (h) and 24 (i).

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8. Standby

There will *be* **two** separate **standby rotations** involving the Electronics Technicians using the same format **as** per Article 17 i) of **the** Collective Agreement. There **will** be a rotation **list** for each of **the** Traffic **Signal** and Electronic Communications Sections that **will** be comprised of the Electronics Technicians **assigned to** their respective Sections. The following exceptions will **apply**:

- (a) If **an** Electronics Technician exercises his option to assume **the vacant** position in the Electronic Communications Section, then he **will** remain included **on** Traffic Signal standby for a period of **six months**. **A** review will **then** take **place** involving the **Foreman, the** Electronics Technicians from **the** Electronic Communications Section and management to **determine** the **suitability** for **transferring that** Electronics Technicians into **the** Electronic Communications standby rotation. He **shall remain** in the **Traffic Signal** rotation **until** it **is determined** that **he is** ready to **be** transferred.
- (b) The new Electronics Technician being hired for the **Traffic Signal** Section will not be included into **that** Section's standby rotation **for** a period of at least **six** months. **A** review will then take **place** involving the Foreman, the Electronics Technicians from **the** Traffic Signal Section **and** management to determine the suitability for including that Electronics Technician into the **Traffic Signal** standby.
- (c) **Any** persons hired under the new job descriptions **of** Traffic Signal Technicians **and** Electronic Communications Technicians will be included into their **respective** Section's **standby** rotation after following the same procedure as outlined above in (b).

9. Training

- (a) It **is** recognized **and** accepted by management **that** comprehensive **training involving** both practical applications **and required theory** for the Electronics Technician transferring into the **Electronic** Communications Section **will** begin immediately. This **will** be in **order to bring** that Electronics Technician **up to a** sufficient level of knowledge **and exposure** to be able to perform all related duties, within that Section.
- (b) It **is also** recognized **and** accepted by management that continuing training, exposure **and** education **will be provided** to **all** Electronics Technicians, Traffic Signal Technicians and Electronic Communications Technicians in order to **keep up with** technological **change, system and apparatus improvements, new equipment and tools** so **that they** will be able to perform **all** related duties within their respective Sections.

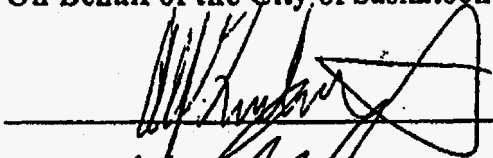
10. Trade Classification

The new positions of Traffic Signal Technician, Electronic Communications Technician, Apprentice Traffic Signal Technician, and Apprentice Electronic Communications Technician shall be added under the Trade Group of the Electronic Trade Classification in Article 23 h) of the Collective Agreement.

Dated this 03 day of November, 1998, in the City of Saskatoon in the Province of Saskatchewan.

On Behalf of the City of Saskatoon

On Behalf of IBEW Local No. 319

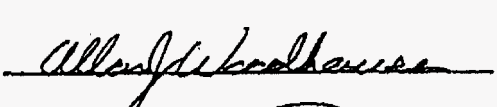




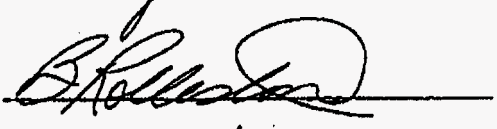


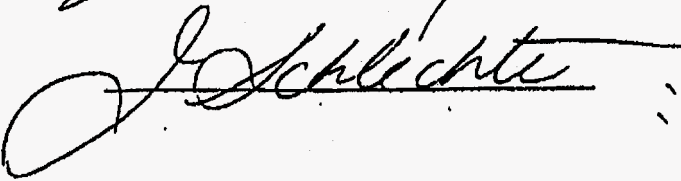




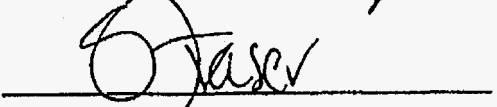












MEMORANDUM OF AGREEMENT
between
THE CITY OF SASKATOON
and
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 319

This agreement replaces the agreement regarding deletion of the Office/Inventory Supervisor position, dated May 13, 2002.

The parties hereby agree:

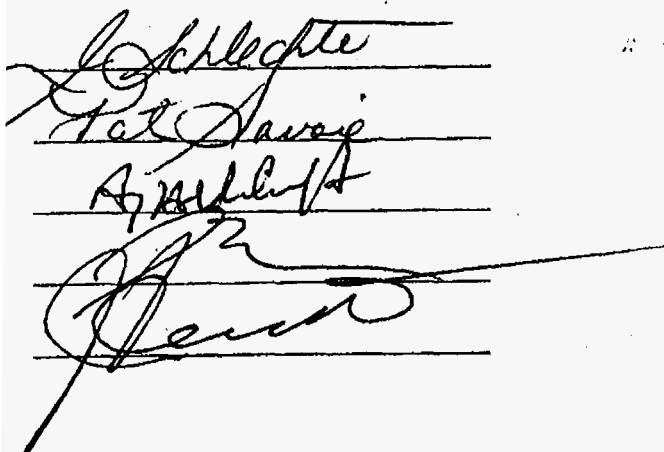
- 1) The incumbents in **the** Clerk position, **as** of May 13, 2002, shall be considered qualified for the Senior Clerk position, while they hold the position of Clerk.
- 2) If an incumbent vacates the Clerk position for another position (other than the Senior Clerk position) and has completed the trial period, **as** per Article 21 e) she shall be required to meet the qualifications of the Senior Clerk job description, in order to be considered qualified.
- 3) The incumbent Clerks are: Brenda Hyde
Renae Schell

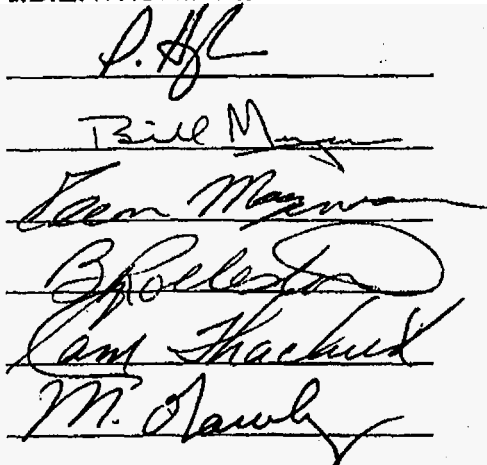
This agreement is without prejudice and will not be used, produced, or referred to by either party in **any** future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this agreement.

Signed this 29 day of November, 2004.

On behalf of
The City of Saskatoon

On behalf of
I.B.E.W. Local 319


Four handwritten signatures are written on four horizontal lines. The signatures are in cursive and appear to be: 1. A signature starting with 'L' and 'S'. 2. A signature starting with 'T' and 'S'. 3. A signature starting with 'A' and 'S'. 4. A signature starting with 'P' and 'S'.


Five handwritten signatures are written on five horizontal lines. The signatures are in cursive and appear to be: 1. A signature starting with 'P'. 2. A signature starting with 'B'. 3. A signature starting with 'L'. 4. A signature starting with 'C'. 5. A signature starting with 'M'.

**LETTER OF UNDERSTANDING
BETWEEN
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (I.B.E.W.)
LOCAL NO. 319
AND
THE CITY OF SASKATOON**

The above parties agree to **the** following:

During negotiations for the Collective Agreement covering the period of January 1, 2004 to December 31, 2006 changes were made to Article 12: *Leave of Absence*. **This** article was split into the following three articles:

- Article 12: Leave of Absence
- Article 13: Bereavement Leave
- Article 14: Parenting Leaves

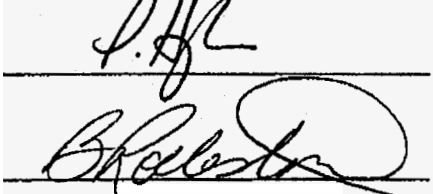
As a result of these changes, the ~~number~~ sequencing for all articles following Article 14: Parenting Leaves will be increased by two to reflect the changes. (e.g. Article 14: Worker's Compensation will become Article 16: ~~Worker's~~ Compensation).

Whereas, the ~~existing~~ Letters of Understanding **and** Memoranda of Agreement, **and** the newly added Letter of Understanding: Bucket ~~Truck~~ Operators (dated June 28, 2001), attached to the Collective Agreement were not changed to ~~show~~ the revised number sequencing,

The parties agree that, where applicable, the number sequencing in the 2004 – 2006 Collective Agreement will be used in referencing the articles listed in these attached documents.

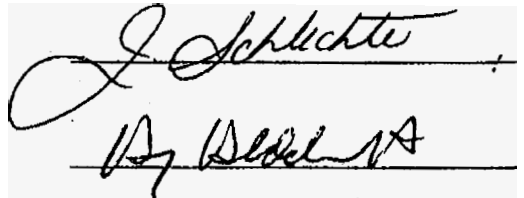
Dated this 29th day of November, 2004 in the City of Saskatoon in the Province of Saskatchewan.

On behalf of I.B.E.W. Local No. 319



Two handwritten signatures are present on a horizontal line. The top signature is in dark ink and appears to be 'D. J. L.'. The bottom signature is in black ink and is more stylized, possibly reading 'B. Roberts'.

On behalf of the City of Saskatoon



Two handwritten signatures are present on a horizontal line. The top signature is in dark ink and appears to be 'J. Schlichter'. The bottom signature is in black ink and is more stylized, possibly reading 'By [unclear]'.

**LETTER OF UNDERSTANDING
BETWEEN
I.B.E.W. LOCAL NO. 319
AND THE
CITY OF SASKATOON**

The above parties agree to the following:

During discussions at the Jurisdiction Committee meetings, it was determined that there was a need to resolve misunderstandings and to clarify the Jurisdiction Article of the Collective Agreement pertaining to the Line and Electrician Section. Our determination was based on but not limited to the wording of the Collective Agreement and past and present practices.

1. Wiring and installations of transformers in **non-network** vaults shall **be** the jurisdiction of the Power Electricians until the first primary voltage connection point outside the **vault** with the exception of **Avord** Towers where the connection point is Inside the vault. These vaults are determined as being a contained room which holds City of Saskatoon owned transformers. If the transformers in these vaults are replaced by exterior **padmount** transformers, the jurisdiction will change to the line section. However, removal of vault equipment will be completed by the electrician section.
2. Manholes containing cables will be the jurisdiction of the applicable trade group. There are also manholes defined as "joint use" as they are housing cables from both trade groups. Maintenance of manholes can be performed by either section.
3. Street Lighting – Article h) xi) shall be clarified using the Street Name Classification developed by City of Saskatoon Infrastructure Services Department. .

Power Electrician street light jurisdiction will be all underground street light systems on highways, freeways, expressways, and major arterials (controlled access). The jurisdiction will also include underground wiring of the following major arterials: **22nd Street west of 1st Avenue North; 8th Street; 25th Street east of Idylwyld Drive; Idylwyld Drive from 20th Street to 39th Street; Street lights on Airport Road from Circle Drive to Cardinal and Robin Crescent; Circle Drive from Ave C to Millar Ave; College Drive from Cumberland Ave to the University Bridge.**

The wiring of subways and bridges will be as per the Collective Agreement Article 26 h) iv).


All other street lighting shall be the jurisdiction of the Line Trade.

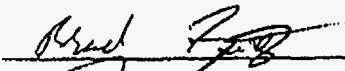
4. The installation and maintenance of fibre optics is ~~is~~ not defined as Line or Power Electrician duties. Allocation of fibre optic work will be determined through discussion with **Saskatoon Light and Power and IBEW Local 319.**

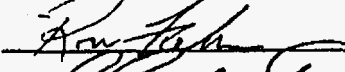
Dated this 19th day of December, 2006 in the City of Saskatoon In the Province of Saskatchewan


On behalf of IBEW Local 319

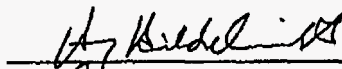
On behalf of the City of Saskatoon














DATE: November 9, 2007

SUMMARY OF AGREEMENT

EMPLOYER: City of Saskatoon NUMBER OF EMPLOYEES: 117
UNION OR ASSOCIATION: **International Brotherhood of Electrical Workers, Local No. 319**
PERIOD OF AGREEMENT: January 1, 2007 to December 31, 2009
RENEWAL: X NEW:
DURATION OF PREVIOUS CONTRACT: January 1, 2004 to December 31, 2006
AGREEMENT REACHED THROUGH: Negotiation

SALARY INCREASE

January 1, 2007 4%
January 1, 2008 4%
January 1, 2009 4%

KEY COMPARISONS

Classification	<u>Previous Rate</u>	<u>New Rate</u>		
	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
Journeyman Lineman	28.85	30.05	31.25	32.50

General Superannuation Plan

Unfunded Liability

The City of Saskatoon and General Superannuation Plan members will share the cost of eliminating the current unfunded liability (30.6 million dollars as at December 31, 2005) by each increasing contribution rates by 0.61%, based on a three-year phase-in period (January 1st in each year of 2007, 2008, and 2009). This would be a permanent increase. The contribution rates would not revert back to the current contribution rates after the three year phase in period. The City of Saskatoon and General Superannuation Plan members will commence payment of the increased contribution rates on January 1, 2007.

Plan Improvement

The City of Saskatoon and General Superannuation Plan members will share the cost of extending the 2% benefit formula for five years (2009-2013) by each increasing contribution rates by 0.29%, based on a three-year phase-in period (January 1st in each year of 2007, 2008, and 2009). This would be a permanent increase. The contribution rates would not revert back to the current contribution rates after the three year phase in period. The City of Saskatoon and General Superannuation Plan members will commence payment of the increased contribution rates on January 1, 2007.

FOR FURTHER INFORMATION CONTACT:

NAME:	Stacey Venaas	TITLE:	Labour Relations Officer
ADDRESS:	Human Resources Department	PHONE:	(306) 975-2690
	City Hall	FAX:	(306) 975-3247
	222 Third Ave N	EMAIL:	stacey.venaas@saskatoon.ca
	Saskatoon, SK S7K 0J5		

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