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CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL UNION NUMBER 1001

and



UNIVERSITY OF WINDSOR

between

March 28, 1997

COLLECTIVE AGREEMENT

SOURCE	UAW
EFF.	960401
TERM.	980731
NO. OF EMPLOYEES	150
NUMBERS D'EMPLOYES	15

THIS AGREEMENT made this **28th day of March, 1997**

BETWEEN:

UNIVERSITY OF WINDSOR, hereinafter called the "Employer"

OF THE FIRST PART

and

CANADIAN UNION **OF PUBLIC EMPLOYEES, LOCAL,**
UNION NUMBER 1001, hereinafter called the "Union"

OF THE SECOND PART

**UNIVERSITY OF WINDSOR AND C.U.P.E. LOCAL 1001
(PART-TIME EMPLOYEES)**

LETTER OF UNDERSTANDING REGARDING THE APPLICATION OF THE EXISTING
C.U.P.E. LOCAL 1001 COLLECTIVE AGREEMENT TO
PART-TIME C.U.P.E. LOCAL 1001 EMPLOYEES.

As a result of negotiations and the application by C.U.P.E. Local 1001 to amalgamate the new Part-time Bargaining Unit with the existing Full-time Bargaining Unit:

1. The parties agree that only the following Articles and Clauses of the existing C.U.P.E. Local 1001 Agreement **apply, without amendment**, to Part-time Employees:

Article 1	Article 21
Article 2	Article 24
Article 6	Article 25
Article 7	Article 26
Article 11	Article 27
Article 12	Article 29

2. The parties agree that the following Articles and Clauses in the existing C.U.P.E. Local 1001 Collective Agreement **apply** to Part-time Employees with **amendments**:

Article 3	Article 8
Article 4	Article 3
Article 5	Schedule "A"

3. The parties **agree** that the following Articles and Clauses in the existing C.U.P.E. Local 1001 Collective Agreement **do not apply** to Part-time Employees, **except where specifically amended**:

Does not apply

Article 9
Article 10
Article 14
Article 15
Article 16
Article 17
Article 18

Does apply only

Clauses 9:01(b), 9:04, 9:13(b) and 9:07
Clauses 10:12, 10:13, and 10:14, 10:01(b)(c)
Clauses 14:01(b), 14:03(c), 14:04(b)
Clause 15:01(b)
Clause 16:18
Clause 18:14

Article 19, 20

Clauses 19:01 and 19:02

Article 22

Clauses 22:04(d), 22:12

Article 23, 28

Clause 23:01(c)

4. The parties agree that only the following Letters and Memoranda of Agreement **affixed** to the existing C.U.P.E. Local 1001 Collective Agreement for Full-time Employees apply to Part-time Employees:

Letter of Intent Regarding Employee Assistance Program

Letter of Understanding - Employment Equity

Letter of Understanding - Temporary Vacancies

Letter of Understanding Re: Pension Negotiations

Letter of Agreement Re: Part-time Employment

INDEX

<u>Article Number</u>	<u>Subject Matter</u>	<u>Page Number</u>
1	Preamble	1
2	Reservation of Management Rights	2
3	Recognition	2
4	No Discrimination	3
5	Union Security	5
6	Strikes and Lockouts	6
7	Notices	7
8	Representation	7
9	Seniority	8
10	Job Posting	15
11	Grievance Procedure	23
12	Arbitration	26
13	Discipline and Discharge Cases	27
14	Hours of Work	28
15	Holidays	34
16	Vacations	36
17	Long Term Salary-Wage Continuance Insurance Plan	40
18	Leave of Absence	43
19	Wages	54
20	Protection of Interests	56
21	Safety	58
22	Benefits	59
23	Clothing	64
24	General Conditions	69
25	Copies of Agreement	71
26	Apprenticeship Plan	71
27	Term of Agreement	72
28	Miscellaneous	72
29	Cost of Living Allowance	73
	Letter of Intent Regarding Absenteeism	74
	Letter of Intent Regarding Employee Assistance Program	75
	Letter of Understanding Regarding Article 9:06	75
	Letter of Clarification Regarding Clause 10	76
	Letter of Understanding Regarding Employment Equity	77
	Letter of Understanding Regarding Temporary Vacancies	77
	Letter of Understanding Regarding Scheduling	78
	Letter of Understanding Regarding the Assignment of Weekend Overtime in the Housekeeping Department Dated February 11, 1988	78
	Letter of Clarification Regarding Article 17:01	79
	Letter of Understanding Regarding Article 17:01	80

Letter of Clarification Regarding the Application of 18:04 to Situations Where Relatives Die Overseas	80
Letter of Clarification Regarding Article 18:07 Maternity/Paternity Leaves	80
Letter of Understanding Regarding Extended Absences on Long-Term Disability and/or Workers' Compensation	81
Letter of Intent Concerning Pension Plan	81
Statement of Clarification respecting the Letter of Intent Concerning Pension Plan	83
Letter of Understanding Regarding Pension Negotiations	84
Memorandum of Agreement - Rehabilitation Committee - Modified Work	84
Letter of Intent Regarding Staff Replacements	84
Letter of Agreement Re Part-time Employment	85
Schedule "A" - Base Hourly Wage Rates - Full-Time Staff	86
Schedule "A" - Base Hourly Wage Rates - Part-Time Staff	87

AGREEMENT

THIS AGREEMENT made this 28th day of March, 1997

BETWEEN:

UNIVERSITY OF WINDSOR, hereinafter called the "Employer"

OF THE FIRST PART

and

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL UNION
NUMBER 1001, hereinafter called the "Union"

OF THE SECOND PART

ARTICLE 1 - PREAMBLE

WHEREAS it is the desire of both parties to this Agreement:

1. To maintain the existing harmonious relations and settled conditions of employment between the Employer and the Union.
2. To secure prompt and equitable disposition of grievances arising out of the administration of the within Agreement.
3. To encourage efficiency in operation.
4. To promote the morale, well-being and security of all employees in the Bargaining Unit.
5. To facilitate the best possible physical environment for higher learning within the facilities of the University of Windsor.

NOW THEREFORE, the parties agree as follows:

ARTICLE 2 - RESERVATION OF MANAGEMENT RIGHTS

- 2:01 The Union acknowledges that all managerial rights of the Employer hitherto exercised by the Employer shall be reserved to it, except to the extent herein limited; and without limiting the generality of the foregoing, the Union acknowledges that it is the right of the Employer to:
- (a) Manage, conduct and operate the University of Windsor;
 - (b) Maintain order, discipline and efficiency;
 - (c) Establish and enforce rules and regulations not inconsistent with the provisions of this Agreement, governing the conduct of the employees;
 - (d) Hire, classify, direct, transfer, layoff, promote, demote, and for just cause discipline and discharge employees, subject to the right of the employees to lodge a grievance as herein provided.
- 2:02 The Employer agrees that such rights will be exercised in a manner consistent with the terms of this Agreement.

ARTICLE 3 - RECOGNITION

- 3:01 The Employer recognizes the Union as the sole Bargaining Agent of all lay employees of the University of Windsor, save and except supervisor, persons above the rank of supervisor, stationary engineers and persons primarily engaged as their helpers, security guards, persons employed in Conference Services, Human Kinetics and the Mini Mart, students employed during vacation periods, students engaged in office and administrative departments, teaching personnel and academic technicians, office staff and those employees of the Employer covered by the Board's Certificates issued to the **Canadian Power Engineers Unit of Service Employees' International Union, Local 210**; to the **National Automobile, Aerospace and Agricultural Implement Workers Union of Canada (C.A.W. - Canada), Local 195 on September 1, 1993**; to the Canadian Union of Public Employees, Local 1393, on May 4, 1971; to the Service Employees International Union, **Local 210**, on May 3, 1976; and to the University of Windsor Faculty Association on May 11, 1976.

For Purpose of Clarity

The classification "office staff" includes **Facilities and Service Coordinator** in the Athletics office and his/her assistant, clerks, typists and business machine operators engaged in offices, and persons employed in the Computer Centre, including keypunch operators and programmers, department heads and cataloguers, cashiers and clerks employed in the University Library, animal room attendants engaged in the Departments of Biological Sciences and Psychology, draftsmen engaged in the Office of Physical Plant, switchboard operators, projectionists and other technicians engaged in audio-visual work, clerks, cashiers and persons engaged in the Bookstore, clerks and mail carriers engaged in the Post Office and Bulk Stores, cashiers in the Accounting Office, operators engaged in Duplicating Services, persons employed in the University Health office, technicians engaged in the Media Centre.

- 3:02 **No** employee shall be required or permitted to make any written or verbal agreement which may conflict with the terms of this Contract.
- 3:03 In respect of employees covered by this Agreement, the Employer shall not recognize during the currency of this Agreement any other Bargaining Agent in respect of any matters herein dealt with.
- 3:04 The Employer agrees to provide the Union each pay period with a listing of part-time **and temporary/casual** employees and the number of hours worked per **week** during the previous pay period.

ARTICLE 4 - NO DISCRIMINATION

- 4:01 The parties agree that there shall be no discrimination, intimidation, interference, restriction, or coercion exercised or practised with respect to any employee in any matter by reason of race, creed, colour, age (except for the retirement provisions of the Canadian Union of Public Employees Local 1001 Pension Plan), sex, marital status, family relationship, number of dependents, nationality, ancestry, place of origin, citizenship, place of residence, political or religious affiliation or beliefs, sexual preference or orientation, physical disability where the disability **does** not render the employee incapable of fulfilling his/her duties and obligations under this Agreement, nor by reason **of** membership or non-membership in the Union.

4:02

Sexual Harassment

Definition: Sexual harassment is a form of sex discrimination.

Sexual Harassment is:

- unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted;
- implied or expressed promise of reward for complying with a sexually oriented request;
- implied or expressed threat of reprisal or the denial of opportunity for refusal to comply with a sexually oriented request;
- sexually oriented remarks and behaviour which may reasonably be perceived to create a negative psychological **and** emotional environment for work;
- persistent denigration of an individual because of his/her sex and/or sexual orientation.

Any complaint **of sexual** harassment may be grieved using the procedures set out in Article 11 of the Collective Agreement.

If **an** employee chooses - prior to the grievance procedure the complaint may be made to the Committee on Sexual Harassment.

A complaint of this nature shall be promptly investigated and appropriate action taken.

Every effort shall be made and maintained by all parties to treat the complaint in **a** sensitive and confidential fashion, consistent with providing reasonable information to the complainant and the person against whom the complaint is made as to the nature of the allegation, the progress of the complaint and its resolution or disposition.

It is **agreed** that the complainant may choose a Union representative to assist him/her in presenting the complaint.

Where the alleged harasser is the person who would normally deal with any of **the** steps of the complaint or grievance, the complaint or grievance shall automatically be sent forward to the next step.

At no time during or after a sexual harassment grievance shall the grievor be removed from the area of the alleged harasser unless fully and entirely voluntarily requested by the grievor and without prejudice to the validity of the grievance.

4:03 The Union, its members and/or its Agents shall not, during the hours of employment or on the Employer's premises, conduct or attempt to conduct Union activities except as hereinafter expressly provided for.

ARTICLE 5 - UNION SECURITY

5:01 The Employer shall deduct from the first pay of each calendar month of each employee within the Bargaining Unit such monthly dues and/or assessments as are levied by the Union in accordance with its constitution and by-laws. It shall be a condition of remaining in the employ of the Employer that each such employee authorize the Employer to make such deductions in the following form:

"CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1001

CHECK OFF CARD

NAME _____

DATE _____

"I hereby authorize the University of Windsor to deduct from my first pay, the Union initiation fee of _____ dollars and from the pay **due** me each calendar month for the duration of the Collective Agreement and as a condition **of** my employment the **sum** of the monthly dues and/or assessments as certified by the Canadian Union **of** Public Employees, Local Union Number 1001, and to pay the sum deducted to **a** designated official of the said Union.

Signature

Witness

Date

- 5:02 The amount of such dues and/or assessments shall be certified to the Employer by the Secretary of the Union. In the event of a change therein, not less than thirty (30) days notice thereof shall be given to the Employer.
- 5:03 The dues and/or assessments deducted from the pay of employees shall be forwarded by the Employer to the Union not later than the 20th day of each month. The Employer agrees to provide the Union with a monthly listing of dues and/or assessment deductions, giving a brief explanation regarding each employee from whom dues and/or assessments have not been deducted. Further, the Employer agrees to identify in the monthly listing those Employees who are Full-Time Staff and those who are Part-Time Staff.
- 5:04 It is agreed that upon commencement of employment, new employees will be advised in an appropriate manner by a representative of the Union of the existence of the Union and of the conditions surrounding their employment as contained in the within Collective Agreement, at which time the Employer will secure execution of the Authorization Form hereinbefore described by such new employees.
- 5:05 The Employer will provide to the Union, through its Secretary, the names of new employees, the names of employees whose employment has terminated, the names of employees who have attained seniority, changes in classification of employees and the names of employees and their appointments made under the job posting procedure.

ARTICLE 6 - STRIKES AND LOCKOUTS

- 6:01 The Union agrees that during the term of this Agreement, there shall be no strikes, suspension or slow down of work. It further agrees to use its best efforts to prevent picketing or other interference with the Employer's operation during the term of the Agreement. The Employer agrees that there shall be no lockout of the employees during the currency of this Agreement.
- 6:02 In the event that any employees of the Employer, other than those covered by this Agreement, engage in a strike or where employees in a labour dispute engage in a **strike** and maintain picket lines, the employees covered by this

Agreement shall have the right to refuse to cross such picket lines. Failure to cross such a picket line by the members of this Union shall not be considered a violation of this Agreement, nor shall it be grounds for disciplinary action.

ARTICLE 7 - NOTICES

7:01 Notices required to be served hereunder upon either the Union or the Employer shall be deemed to be served sufficiently if mailed or delivered to the Secretary of the Union and the Director of Personnel Services of the Employer respectively.

ARTICLE 8 - REPRESENTATION

8:01 The Employer acknowledges and recognizes the right of the Union to appoint or otherwise select a Committee comprised of not more than four **(4)** persons, which committee shall be called the Union Administrative Committee, one of whose members shall be the Chief Steward, who are authorized to represent the employees from time to time in discussions and dealings with the Employer in connection with matters which may properly arise out of the administration of this Agreement. The Union agrees to notify the Employer in writing of the names of the members of the Committee and of any changes therein.

8:02 The Committee may be enlarged at any time by the addition of a representative of the Canadian Union of Public Employees when dealing with the Employer.

8:03 It is agreed that so far as possible meetings between the Employer and the said Union Administrative Committee called at the request of either party will be held out of regular working hours, unless otherwise mutually agreed. Employees attending meetings within working hours shall suffer no loss of wages.

8:04 In the event of either party wishing to call a meeting for the purpose of discussing employee-management relations or matters arising out of the administration of the within Agreement, the Director of Personnel Services of the Employer and/or the Union's Secretary shall be notified in writing. The

said meeting shall be held at a time and place that shall be **fixed** by mutual agreement. The said meeting shall be held within seven (7) working days following delivery of the said notice in writing, except when such period of time is enlarged by agreement between the parties.

8:05 The Employer acknowledges the right of the Union to appoint or elect twelve (12) stewards at least three (3) of whom are part-time employees. Two (2) of these three (3) part-time stewards must be working within the Food Service Department. One of the aforementioned twelve (12) shall be designated as Chief Steward. The Union shall inform the Director of Personnel Services of the Employer in writing of the names of the Chief Steward and of the other Stewards and **of** any other changes therein.

8:06 The Union Negotiating Committee will consist of seven (7) members, of which there will be one (1) full-time Food Services employee and one (1) part-time Food Services employee, including the President, plus the National Representative. The University is prepared, from time to time, as a result of mutual agreement between the National Representative and the Director of Human Resources to permit an additional representative on an ad hoc basis. Members of the Negotiating Committee of the Union, established to conduct negotiations for a renewal of the within Collective Agreement pursuant to Article 28 hereof, when acting in such capacity, will not suffer any loss of pay if negotiations are conducted during working hours, but nothing herein shall be construed **as** an agreement by the Employer to pay members of such Committee for negotiating during a strike or during any other work stoppage. In no event, will members of the Union Negotiating Committee be paid more than eight (8) hours wages **as** aforesaid during any one (1) regularly scheduled work day.

ARTICLE 9 - SENIORITY

9:01(a) Full-time Employee Seniority

Full-time seniority shall be defined **as** length of continuous service **as** a permanent full-time employee within the bargaining unit from the date upon which the employee last became **a** permanent full-time employee.

9:01(b) Part-time Seniority

Part-time seniority shall be "the **start** date" **as** indicated on the part-time

seniority listing dated December 4, 1996. All employees subsequently hired after this date shall have a seniority date based **on** their first day worked.

9:01(c) Classification Seniority

Classification seniority shall be defined **as** bargaining-unit-wide seniority within the employee's current classification as described in Schedule A.

9:01(d) Permanent Layoff(s)

Permanent layoff shall be defined **as** any period which is longer than four **(4)** weeks in length.

9:01(e) Temporary Layoff(s)

Notwithstanding **9:01(d)**, temporary layoff(s) shall be defined **as** the annual summer slowdown period (May 1st - August 31st) and for any other period of four **(4)** weeks or less. The annual summer slowdown period (May 1st - August 31st) applies to Food Services only.

9:02 On all occasions full-time seniority shall supercede part-time seniority.

9:03 Continuous service shall mean unbroken employment and shall include vacations and holidays, scheduled days off, approved leaves of absence, absence because of illness or injury, layoffs and suspension.

9:04 Classifications shall be those set forth and described in the wage schedule attached hereto. Notwithstanding the foregoing, part-time classifications will be designated **as** a full-time classification for purposes of layoff and recall only. Prior to the annual part-time scheduling procedure, the parties will mutually agree upon the appropriate corresponding full-time classification for each part-time assignment.

It is understood that such designations are only applicable to the application of this article and cannot be used **as** a comparator for the purposes of Pay Equity.

9:05 Seniority lists shall be posted on the first day of April of each year by the Employer on the bulletin boards herein provided for. Copies of the said seniority lists shall be mailed to the Union Secretary on such date. The current address for each employee shall be mailed to the Union the first day of April of each year.

The terms "seniority date in classification" herein referred to shall refer to the date of employment within a classification by the employee in Assumption College, Assumption University of Windsor, Essex College, Windsor Teachers' College and the University of Windsor.

9:06(a) In the case of elimination or discontinuance of a job/classification as set forth in Schedule "A" hereof, length of continuous service in the Bargaining Unit shall prevail.

Whenever the work force within the Bargaining Unit is to be reduced by the Employer, the employee with the least Bargaining Unit wide seniority within the classification as per Schedule "A" that is to be reduced shall be laid off first.

The employee(s) displaced by such elimination or discontinuance of a job and/or classification shall have the option of accepting the layoff or assume the job of an employee with lesser bargaining unit wide seniority, that he/she is capable of performing. In addition, employees assuming the jobs of Baker and Cook shall be required to be in possession of a Journeyman's Certificate or better qualification valid in the Province of Ontario. Further, employees assuming the jobs of Porter 1, **Porter, Helper, and Groundskeeper** shall be required to be in possession of a Driver's Licence valid in the Province of Ontario sufficient to permit said employee to operate all the University owned vehicles, or such other licence as may be acceptable to the Employer. **The Groundskeeper position also requires a DZ licence valid in the Province of Ontario. It is understood and agreed that this requirement does not apply to those Groundskeepers and Porters who were employed prior to January 1, 1997.** In order that the operation of the Union will not become disorganized when layoffs are being made, the President of the Union and the Stewards shall be the last persons laid off during their term of office, so long as full-time or **part-time work** which they are qualified to perform is available.

The employer shall provide an employee with **eight (8) weeks** written notice or pay in lieu of notice of the discontinuance of his/her job through permanent layoff. All bumping shall be completed within the said **eight (8) weeks**. By mutual agreement, this said **eight (8) weeks** may be extended.

Bumping procedures and regulations will be administered by one (1) representative of the Union selected by that body, and one (1) representative appointed by the University. In the event the aforementioned two (2) persons are unable to resolve any matter related to the bumping procedure mentioned herein, such dispute will be processed through the grievance procedure as set forth in Article 11 hereof. Employees shall exercise their rights to "layoff or bump" as set forth in the within clause. In the event such employees elect not to "bump" the Employers shall be entitled to transfer such employees to any classification the Employer shall decide provided there is a job available and the employee has the required qualifications for the job. If the said employees refuse the transfer, the said employees shall no longer have seniority.

For the purposes of the within clause, the Employer and the Union are agreed on the order of shift preference as follows:

- (1) five **(5)** day days,
- (2) seven **(7)** day days,
- (3) five (5) day afternoons,
- (4)** seven (7) day afternoons,
- (5) five (5) day midnights,
- (6)** seven **(7)**day midnights.

If a full-time member of the bargaining unit is permanently laid off, such Employee shall be entitled to exercise their bargaining unit wide seniority to bump a less senior full- or part-time employee. If such employee bumps into another full-time classification, the employee shall be paid the hourly rate, as listed in Schedule "**A**", for the classification they are assuming.

If a full-time member of the bargaining unit is permanently laid off, such employee shall be entitled to exercise their bargaining-unit-wide seniority to bump a less senior part-time employee. The employer agrees to pay the full-time hourly rate of the applicable job classification **as** per the full-time hourly rates contained in Schedule "A". Such employee shall be entitled to their full-time benefits for up to **a** maximum of **two** years.

Any full-time employee who is permanently laid off shall be entitled to their full-time benefits for up to a maximum of two years.

It **is** understood and agreed that employees undergoing a permanent layoff **must** within three (3) days of receiving notification, indicate to the Employer their decision to bump or accept the layoff.

9:06(b)

Whenever the work force within a classification shall be reduced by the Employer, employees working in a "temporary vacancy" will be returned to their former position, on a bargaining-unit-wide seniority basis.

Whenever a temporary layoff occurs affecting the Physical Plant area, the layoff procedure shall be as per the terms and conditions as contained in 9:06(a) above, it being understood that Physical Plant employees cannot bump into the Food Services Department.

With respect to classifications in the Food Service Department only, it is understood that probationary employees within the classification to be reduced will be the first to be laid off. If more layoffs are implemented the lowest senior employee in the said classification shall be the next laid off.

In order that the operation of the Union will not become disorganized when temporary layoffs are being made, the President and Stewards shall be the last persons to be laid off during their term of office, so long as full- or part-time work which they are qualified to perform at their own or at a lower wage level, is available.

Full-time employees in the Food Services Department who are laid off may exercise their seniority to displace part-time employees in any other Department provided they are capable of performing the duties of the job.

When temporarily transferring employees out of the Food Services Department during the layoff periods to the Housekeeping or Grounds Department, the most senior employees within the Food Services Department shall be given the option first of transferring to the Housekeeping Department or Grounds Department.

The displacement in other departments for part-time work **must** be under the same terms and conditions of employment subject to the application of 17:01(3). Employees laid off from the General Cafeteria classification shall be entitled to work available hours **SERVING CONFERENCE MEALS**, i.e., buffet or line service.

If the Employer finds it necessary to recall employees within any classification back to the **Food** Services Department at some point during the layoff period, the Employer shall first recall the employees on layoff, then, secondly, employees who are working temporarily in another Department shall be recalled by classification, with the **most** junior employees being recalled **first**. In **some** cases, the Employer may have to recall a person as needed.

Any full-time employee who **is** temporarily laid off shall be entitled to their

full-time benefits during the period of the temporary layoff.

Employees laid off shall be recalled by seniority for residential summer clean up.

9:06(c) The recall of employees from layoff will be in order of seniority. The first person called back to work will be the last person laid off.

9:06(d) If the Employer requires an employee to obtain or retain any special licences or certifications, excluding an **Ontario** Class "G" Driver's Licence, such employee shall be reimbursed for all reasonable expenses related thereto.

9:07 The seniority of and the employment of an employee shall terminate if:

1. He/She is discharged for just cause and not reinstated;
2. He/She resigns;
3. He/She is absent from work in excess of five (5) working days without notifying the Employer unless such notice was not reasonably possible;
4. After a layoff he/she fails to return to work within seven (7) calendar days after being notified by registered mail **or any other source of mailing requiring employee's signature** to do **so**, addressed to his/her last residence address unless he/she is unable to do **so** by reason of sickness or other reasonable cause. It shall be the responsibility of the employee to keep the Employer informed of his/her current residential address;
5. He/She is laid off for a **period** longer than two (2) years which **period** shall be from the effective date of layoff unless the employee shall have been recalled from layoff for a period in excess of six (6) months.
6. A Part-time Employee has been provided the opportunity to work and has refused such opportunity over **a** five (5) month period.

9:08 The selection or appointment of an employee for any position which is in the employ of the University **and** not subject to this Agreement, is not governed by this Agreement. However, if **an** employee so chooses or is found unsuitable in

such position within six (**6**) months following the date of appointment to such position, he/she shall be returned to his/her former position without loss of seniority and shall be required to repay the Union dues for the period during which he/she occupied the position outside the Collective Agreement.

9:09 In the event that the Employer shall merge, amalgamate or combine any of its operations or functions with another employer, the Employer agrees to use its best efforts to secure the retention of seniority rights for all employees with the new employer.

9:10 The Employer shall, except in cases of emergency and circumstances beyond its control, notify employees who are to be laid off according to the following schedule:

Permanent layoff = **eight (8) weeks** notice; applies to
Food Services as well

Temporary layoff = 5 days notice (excludes Food Services)
(1 - 29 days)

Temporary layoff = 30 days notice (excludes Food Services)
(**30** days and greater)

Temporary layoff = Manager to notify/post names of those who are
(Food Services) working in lieu of notice to those who
are not working.

If employees laid off have not had the opportunity to work their notice **period**, they shall be paid in lieu of work for that portion during which work was not made available; provided however that during the so-called Summer, Christmas, and Mid-Year **Recess** week layoff periods within the Food Services Department, which **said** periods occur from the months of May to September, both inclusive, and the months of December and January, both inclusive, and normally the last week of February, respectively. It is understood **and** agreed that prior to such layoff periods, all Food Services employees will be requested to signify to the Employer in writing their desire to accept employment during such layoff periods. It is agreed that only such **Food Services** employees who indicate their desire to accept employment during such layoff periods will be given notice **of** recall for work during such periods and such notice shall be given by telephone not less than twenty-four (**24**) hours prior to the time such employees are

required to return to employment.

- 9:11 Seniority shall be determinative only as herein provided.
- 9:12 Any controversy over an employee's seniority shall be subject to the grievance procedure herein set forth.
- 9:13(a) Full-Time Employee Seniority - Any new employee will be considered to be on probation and will not acquire seniority status until he/she has been employed for a period of sixty (60) calendar days within a consecutive eight (8) month period, at which time his/her seniority shall commence from the date of hiring. If extenuating circumstances prevent the University from evaluating any new employee during the initial sixty (60) calendar day period the Director of **Human Resources** will advise the Union in writing of the intent to extend the probationary period an additional thirty (30) calendar days. The provisions of the within Agreement shall not apply to a probationary employee except such provisions as are expressly made applicable to such employee.
- 9:13(b) Part-Time Employee Seniority - A new employee will be considered to be on probation **and** will not acquire seniority status until they have been employed for a period of 280 hours on an accumulated basis. The provisions of the within agreement shall not apply to a Part-Time Probationary Employee except such provisions as are expressly made applicable to such Part-Time Probationary Employee.
- 9:14 Notwithstanding the foregoing, the parties agree that the normal seniority provisions may be waived by mutual agreement between the Employer **and** the Union under those circumstances whereby employment equity initiatives **can** be achieved as per the Employment Equity program initiated by the University in consultation with the Advisory Committee.

ARTICLE 10 - JOB POSTING

- 10:01 (a) **When new jobs are created or vacancies occur, they shall be posted by the Employer on the bulletin boards as herein provided for, for seven (7) calendar days. Such new jobs or vacancies shall be defined for the purpose**

of this clause as being a particular classification as set forth in Schedule "A" attached hereto. All bargaining unit members may apply in writing by completing the "Application for Transfer" form provided by the Employer and forward same to the Department of Human Resources. The posting of new jobs and vacancies shall be limited to such first new jobs or first vacancies and none other. It is understood and agreed that the within clause shall apply to the new job or vacancy that is created by the application of clause 10:07 or 10:08, where applicable.

10:01(b) When new part-time jobs are created or part-time vacancies occur after the annual scheduling procedure described in Article **10:13**, they shall be posted by the Employer on the bulletin boards **as** herein provided for, for seven (7) calendar days. Such new jobs or vacancies shall be defined for the purposes of this clause as being a particular classification as set forth in Schedule "A". Employees may apply in writing by completing the "Application for Transfer" form provided by the employer and forward same to the Department of Human Resources. The next two (2) subsequent vacancies will be posted for a period of seven (7) calendar days. Vacancies will be awarded to the most senior qualified applicant. Further subsequent vacancies will be filled from those part-time employees who may be on layoff, in order of seniority. Part-time employees hired under Clause **10:01(b)** will receive **100%** of the appropriate base wage rate for full-time employees **as** per Schedule A.

10:01(c) Temporary replacement positions, when approved for replacement shall be posted by the employer on the bulletin board herein provided for, for seven (7) calendar days. All bargaining unit members may apply in writing by completing the "Application for Transfer" form provided by the employer and forward same to the Department of Human Resources.

Persons who have applied for the initial temporary opening will be considered, by seniority, for all subsequent full-time openings that occur from this initial temporary posting.

Following the placement of the first part-time employee into a temporary full-time position, this first part-time opening will be posted for a period of seven (7) calendar days. **This** vacancy will be awarded to the ~~most~~ senior qualified part-time applicant.

Upon awarding the first part-time vacancy, the subsequent part-time vacancy will be posted for a period of seven (7) calendar days. **This**

temporary part-time vacancy will be awarded to the most senior qualified applicant.

Subsequent part-time positions will be filled from those part-time staff who may be on layoff, in order of seniority.

10:01 (d) The University will continue its practice during the life of this Agreement as per the following:

The employment of temporary employees would be discontinued in favour of Food Service employees who are laid off for the Summer Shut Down Period provided such Food Service employees are qualified to perform the duties of such temporary employees.

Postings required shall be posted on those bulletin boards physically nearest to any and all time clocks where employees punch in and punch out. Employees who wish to be considered for Job Posting shall make their intention known in writing to the Department of Human Resources and a list will be maintained and utilized when Job Postings occur.

10:02 Employees applying for positions in the Tradesman's classification, shall be required as a condition of their attainment of such positions, to be in possession of a valid tradesman's certificate as awarded by the Ontario Department of Labour. Notwithstanding the foregoing, the Employer shall select the employee having the longest seniority in the employment of the Employer.

10:03 No advertisement for additional employees shall be made until after posting has been completed as herein provided for except in the case of new jobs or vacancies occurring within the Food Services Department classifications or Tradesman classifications, in which case advertisement may be made from and after the first day of posting.

10:04 The successful applicant for a new job or vacancy shall be placed on probation for a trial period. Such period shall not exceed the probationary period as hereinbefore provided. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period, such employee shall be returned to his/her former classification with all rights, privileges and wage rates previously enjoyed. In such event, the Employer shall then select the employee who has applied for the position and has the second longest seniority in the employment of the Employer. In the event the second

successful applicant proves unsatisfactory in the position during the aforementioned trial period, such second employee shall be returned to his/her former classification with all rights, privileges and wage rates previously enjoyed. In such event, the Employer shall then select the employee who has applied for the position and has the third longest seniority in the employment of the Employer. In the event the third successful applicant proves unsatisfactory in the position during the aforementioned trial period, such third employee shall be returned to his/her former classification with all rights, privileges and wage rates previously enjoyed. In such event, the Employer shall be entitled to award the position to an employee of the Employer's choice.

If extenuating circumstances prevent the University from evaluating any employee during the initial sixty (60) calendar day period, the **Department of Human Resources** will advise the Union in writing of the intent to extend the probationary period an additional thirty (30) calendar days.

10:05 The Employer agrees not to change employees from their regular shifts to other shifts except that under the following temporary situations such changes of shifts may be made:

Vacations, Leaves of Absence, Illness, Training Periods not to exceed four (4) weeks in duration, where some members of a Classification are moved according to seniority in Classification, during temporary summer and winter work schedules and during emergencies except that staff within the Food Services Department may be subject to changes in shift in "slow periods". "Slow periods" are defined as the last day of classes in April to the first day of classes in September; and the last day of classes in December to the first day of classes in January; and Mid-Year Recess. Also included are Easter Weekend, Thanksgiving Weekend and Study ~~Week~~.

The Employer agrees that if changes in shifts are for more than thirty (30) calendar days, the Employer will give the employee(s) affected not less than twenty-one (21) calendar days notice of such extension and the reasons therefor.

With regard to the above noted temporary situation, seniority within the classification shall determine preference or priority for any change in shifts pursuant to this clause provided the employee under consideration for the preference or priority is qualified.

10:06 Posted vacancies shall be filled within a period of forty (40) calendar days from the date of posting. However, it is agreed the Employer may take an extension

above and beyond the allotted forty (40) days, by notifying the Union Secretary of the extension and by informing the Union Secretary of the reason for such extension.

10:07

The employer agrees to establish a list of employees in the classification of Custodian and Housekeeping only, who desire shift or location transfers. For the purpose of this Article a shift transfer shall be defined as a move from one shift to another. Shifts are defined as: a day shift, an afternoon shift, a midnight shift, and all are seven day operations.

Employees may apply through their supervisor at any time on the prescribed form and their names will be kept on file until such time as the employee is transferred, or he/she applies in writing to have his/her name removed from the list. Only the most recently dated form shall constitute the official request. (will become effective 30 days following ratification. Failure to complete shift/location preferences using the prescribed form shall be deemed to mean that the employee has no shift/location preference. The list and/or subsequent move will be maintained and/or done in seniority order, for the classification Custodian. The applicant should indicate a first and a second choice. The employer will use the list to fill the first new job or vacancy and subsequent vacancies to a maximum of three (3).

10:08

The Employer agrees to establish lists of employees in the classifications of Helper and Stock Clerk only, who desire transfers. For the purpose of this clause, a transfer shall be defined as a move from:

(a) a Five (5) to a Seven (7) Day Operation - or vice versa on the same shift, or,

(b) one of said operations to another or same type of operation on an other shift.

Employees may apply through their supervisor at any time and their names will be kept on file until such time as the employee is transferred, or he/she applies in writing to have his/her name removed from the list.

The applicant should indicate a first and a second choice. The employer will use the transfer list to fill the first new job or vacancy and subsequent vacancies to a maximum of three (3).

The Employer shall consider the factors set out in Clause 10:02 in determining

which employee is selected for all transfers effected by the provisions of the within clause. It is understood and agreed that transfers affected by provisions of the within clause would not become effective until such time as the employee who is employed under the provisions of Clause 10:01 (c) attains seniority in his/her classification.

10:09 It is recognized by the parties that at the date hereof employees in the classifications of Helper, Groundskeeper and Housekeeper are not affected by the transfer provisions of the within Agreement. However, should conditions of shift and/or operations be changed by the Employer, it is understood and agreed the provisions of either clause 10:07 or clause 10:08 shall apply.

10:10 For purposes of application of all clauses of Article 10 of the within Agreement except in the case of clauses 10:07 and 10:08, the Union and the Employer are agreed to the following order of shift preference:

- (1) five (5) day days,
- (2) seven (7) day days,
- (3) five (5) day afternoons,
- (4) seven (7) day afternoons,
- (5) five (5) day midnights,
- (6) seven (7) day midnights.

10:11 When a member of the Housekeeping Department applies for and receives a change of shift and then decides within thirty (30) calendar days that he/she wishes to return to his/her former shift, the next senior person who applied unsuccessfully shall be placed on the shift so vacated.

10:12(a) (For Part-Time Members Only)

On or before April 1st of each year, the University will approach each Part-time Employee and ask them to sign a form (list) informing the University of:

- (i) their intent to return to work at the University of Windsor the following September.
- (ii) their summer mailing address

Employees who indicate in writing that they do not intend to return to

work the following September will be considered to have officially resigned from the University of Windsor.

A copy of the above-noted completed list will be sent to the Union.

10:12(b) (For Part-Time Members Only)

On or before **April 1st** of each year, the Department of Human Resources will complete an up-to-date seniority list of all Part-Time Employees (based on accumulated hours worked **as of March 1st of the current year**) and:

- (i) forward a copy to the Union
- (ii) post a copy in each Food Service and Housekeeping work location

10:12(c)

On or before July 1st of each year, the University will send by registered mail, to each employee who **stated their intent to return to work under 10:12(a)** notification of the assigned designated date and time in which the employee will register for the work assignment (position/shift) of their choice for the following year (September 1 to August **31**). Designated time slots will be allocated in order of seniority. The person with the most seniority will be given the first time slot. When there is more than one employee with the same amount of seniority, each employee will be given the same time slot. The order of selection for these employees will be determined by a draw during their designated time slot. (Note: Each of the people drawing from the Same time slot will be given 10 minutes each in which to make their selection.) A person may only apply for one work assignment (position/shift) when registering.

The letter of notification will include:

- (i) notification that the selection process will commence the first Monday of the third week in August
- (ii) that the employee has been scheduled for selecting their work assignment (position/shift) of choice in order of seniority
- (iii) a proxy form. if the employee cannot attend the designated time slot, it is their responsibility to send someone in their place with the completed proxy form.
- (iv) notification that the work assignment (position/shift) for the following year will be posted on or before August 1st on the **Food** Service bulletin board in Vanier Hall and the Housekeeping bulletin board in the CAW Student Centre for employees' review.

10:12(d) (For Part-Time Members Only)

On or before July 1st of each year, the University will send a master list of names and time slots listing each employee. A copy of the master list will be sent to the Union Office and copies will be posted on the Food Service bulletin board in Vanier Hall and the Housekeeping bulletin board in the C.A.W. Student Centre.

10:12(e) (For Part-Time Members Only)

On or before August 1st of each year, the University will post the anticipated schedules for Food Service and Housekeeping staff for the following year on the appropriate employee bulletin boards in Vanier and the C.A.W. Student Centre plus send a copy to the Union. The schedules will include:

- (i) the work assignment (position/shift)(where and what)
- (ii) the hourly rate assigned to the work assignment (position/shift)
- (iii) the regularly scheduled weekly shift (Note: Actual shifts may be changed throughout the year due to catering/conference business needs, unforeseen emergencies, and to cover for absent employees).
- (iv) the minimum number of weeks this work assignment (position/shift) is guaranteed for during the next year (September 1 to August 31).
- (v) the anticipated layoff and return dates for Christmas, Reading Week and April (summer layoff).
- (vi) catering shifts will be shown as "according to business" and will be offered for the period of September 1 to August 31
- (vii) Custodial and Housekeeping shifts will be shown as "according to business" and will be offered September 1 to August 31

10:12(f) (For Part-Time Members Only)

Beginning on the third Monday of each August, during their predetermined designated time slot, each employee or their designated proxy will choose any available work assignment (position/shift) of their choice.

Employees choosing a:

* driving or porter position must possess a valid driver's licence and must be approved by the University's insurance carrier.

* cashier's position must have prior cashier experience.

- * cook's helper or grill cook's position must demonstrate previous experience.
- * wait staff position in the University Club must be over 18 years of age, completed the **Smart Serve Program**, and have cashier experience.
- * catering wait position or bar service position must be over 18 years of age, **completed the Smart Serve Program**, and have previous experience.
- * lead hand position must have supervisory experience.
- * **The Smart Serve Program will be offered at least once per annum for staff interested in applying for the above positions.**

Each employee or their designated proxy will choose the work assignment (position/shift) of their choice during their designated time slot of 10 minutes. Once the employee has chosen their work assignment (position/shift), the employee will sign their name beside their chosen work assignment (position/shift), to acknowledge their selection. Once an Employee chooses their work assignment (position/shift), it is the Employee's responsibility to fulfil the work assignment (position/shift) requirements as outlined.

If an employee does not register for their chosen work assignment (position/shift) during their designated time nor send someone on their behalf with their completed proxy form, they will have forfeited their right to choose the work assignment (position/shift) of their choice. These employees will then be assigned one of any remaining positions left at the end of the work assignment (position/shift) selection process.

10:13 Part-Time Employees who have been scheduled for layoff will have the right to submit their names **by April 15th** for any work available **in the bargaining unit** from May 1st to September 1st of each year. Employees who have submitted their names for possible summer work will be called on an as needed based on seniority. Summer schedules will be posted no later than 5 p.m. every Thursday for the beginning of the following work week.

10:14 The Parties agree that Part-Time Employees shall be eligible to apply for **full-time** posted positions as per Article 10.

ARTICLE 11 - GRIEVANCE PROCEDURE

11:01 Should a dispute arise between the Employer and the employee regarding the interpretation, application or alleged violation of this' Agreement, including any question as to whether a matter is arbitrable or where an allegation is made that

this Agreement has been violated, an earnest effort should be made to settle the dispute in the following manner:

- STEP 1:** An employee or employees having a grievance or complaint shall first present the same in writing to his/her Steward.
- STEP 2:** The employee concerned together with his/her Steward or member of the Grievance Committee shall, within seven (7) calendar days after the circumstances giving rise to the complaint have occurred, submit the signed grievance in writing to his/her immediate supervisor, or if he/she be a member of the Food Services Department, to the Department Head - Food Services, stating the nature of the grievance, the remedy sought and specify the alleged violation(s) of the Collective Agreement. The supervisor or Department Head - Food Services shall thereupon render a decision in writing within five (5) calendar days following receipt of the grievance.
- STEP 3:** If the decision under Step 2 is unacceptable to the grievor, he/she may, within five (5) calendar days following receipt of such decision, together with his/her Steward or a member of the Grievance Committee, submit the grievance in writing, if he/she be a member of the Housekeeping Department to the **Director of Physical Plant Operations** and if he/she be a member of the Maintenance Department, to the **Director of Physical Plant Operations**, and if he/she be a member of the Food Services Department, to the **Department Head, Food & Hospitality Services**, and if he/she be a member of the Grounds Department to the Superintendent - Housekeeping and Grounds. The said person shall render a decision thereon within five (5) calendar days following receipt of the Grievance. If the grievance of a member of the Housekeeping Department or the Maintenance Department, as the case may be, is not settled, the grievor may within five (5) calendar days following receipt of the decision of the Superintendent -Housekeeping and Grounds, or the Maintenance Superintendent, as the case may be, submit the grievance in writing to the Director of Physical Plant, who shall render a decision thereon within five (5) calendar days following receipt of the grievance.
- STEP 4:** If the decision rendered under Step 3 is unacceptable to the grievor, he/she may, within five (5) calendar days following receipt of the said decision, submit the grievance in writing to the Director of Personnel Services of the Employer. The Director of Personnel Services shall render a decision in writing within five (5) calendar days of receiving the same, except that the Director of Personnel Services shall call a meeting with the Grievance Committee hereinbefore referred to, at which time the grievor may be in attendance if he/she so desires. In the event the Director of Personnel Services shall call such a meeting such meeting will be held within fourteen (14) calendar days from the date upon which the grievance was submitted to the Director of Personnel Services.

Further, in the event such meeting is called, the Director of Personnel Services shall within five (5) calendar days of the date of such meeting render a decision in writing.

STEP 5: If the decision of the Director of Personnel Services is not acceptable to the grievor, the Union may, on the giving of notice within seven (7) calendar days' following receipt of the said decision, notify the Employer through the Director of Personnel Services of his/her intention to refer the dispute to arbitration.

11:02 The Employer shall grant sufficient time to a Steward for the investigation and the adjustment of grievances without loss of pay. The Steward shall notify and secure permission of his/her immediate supervisor when leaving and returning to his job to investigate or adjust a grievance, and such permission shall not be withheld.

11:03 Replies to grievances shall be in writing at all stages.

11:04 The Grievance Committee of the Union hereinbefore referred to shall be comprised of the Chief Steward, the Steward from the grievor's department, and one (1) other employee who shall be a member of the Union executive or another Steward.

11:05 Any **and** all time limits fixed by this Article may, at any time, be extended by written mutual consent of both parties.

11:06 The Union shall ensure that employees who submit a grievance state the Article(s) or clause(s) alleged to have been violated on the grievance form and at Steps 3, 4, and 5, state on the original grievance form, why they do not find acceptable the replies previously given by representatives of the Employer.

11:07 Where a number of employees have identical grievances and each employee would be entitled to grieve separately, they shall present a group grievance in writing, signed by each employee, to the Director of Personnel Services within seven (7) calendar days following the occurrence or origination of the common circumstances giving rise to the grievance commencing at Step 2 of the Grievance Procedure. The grievance shall then be treated throughout the balance of the Grievance Procedure as a single grievance.

11:08 The Union shall have the right to file a grievance based on a difference arising directly out of the Agreement concerning the interpretation, application, administration or alleged violation of this Agreement. A Union grievance shall be presented in writing, signed by the Union President or his/her designate to the Director of Personnel Services within seven (7) calendar days after the circumstances giving rise to the complaint having occurred. The grievance shall then be processed in accordance with Step 4 of the Grievance Procedure.

ARTICLE 12 - ARBITRATION

12:01 When either party requests that a grievance be submitted to arbitration, the request shall be made by notice in writing addressed to the other party to the Agreement. Within five (5) days thereafter, the parties shall meet together, if necessary, and appoint an Arbitrator. If the parties fail to agree upon the selection of an Arbitrator, the appointment shall be made by the Minister of Labour for the Province of Ontario upon request of either party.

12:02 No person shall be selected as Arbitrator who (a) is acting or has within a period of six (6) months preceding the date of his/her appointment, acted in the capacity of a Solicitor, Legal Adviser, Counsel, or paid Agent of either of the parties; (b) has any pecuniary interest in the matters in dispute, or (c) has a conflict of interest. The foregoing does not preclude either party from making an application under the mediation/arbitration provisions in the Ontario Labour Relations Act.

12:03 The decision of the Arbitrator shall be final and binding upon the parties to this Agreement, but in no event shall the Arbitrator have the power to alter, modify or amend this Agreement in any respect, or to substitute any new provisions for any existing provisions nor to make any decisions inconsistent with the terms and provisions of this Agreement. Where the Arbitrator determines that an employee has been discharged or otherwise disciplined by the Employer for cause and the Collective Agreement does not contain a specific penalty for the infraction that is the subject-matter of the arbitration, the Arbitrator may substitute such other penalty for the discharge or discipline as to the Arbitrator seems just and reasonable in all the circumstance.

- 12:04 Each party to this Agreement shall pay one-half (1/2) of the fees and expenses of the Arbitrator. Furthermore, all fees and expenses of witnesses outside the employment of the University shall be borne by the party that called said witness. **If** a three person arbitration panel is agreed, each party will pay costs related to their nominee.
- 12:05 The time limits fixed in the grievance procedure and the arbitration procedure may be extended by consent of the parties to this Agreement.
- 12:06 At any stage of the grievance or arbitration procedure the parties may have the assistance of the employee concerned as a witness and any other witnesses and all reasonable arrangements will be made to permit the conferring parties or the Arbitrator to have access to any part of the Employer's premises to view any working conditions which may be relevant to the settlement of the grievance. The Employer agrees to permit the Union President and/or Chief Steward to be present during any arbitration proceeding without loss of pay.

ARTICLE 13 - DISCIPLINE AND DISCHARGE CASES

- 13:01 An employee who is discharged by the Employer shall, as soon as may be practicable thereafter, be given written notice thereof and a copy of such notice shall, within five (5) days after such discharge, be forwarded to the Secretary of the Union, which said Notice shall contain the reason for the discharge of the said employee. The failure to give such notice within the time prescribed shall not invalidate the discharge.
- 13:02 Any claim **of** wrongful discharge **may** be submitted to the grievance and arbitration procedures within five (5) days from the date of such discharge and dealt with as herein provided. Steps numbered 1 and 2 of the Grievance Procedure will be omitted in such cases.
- 13:03 An employee who is disciplined by the Employer shall be given written notice thereof containing any warning issued **to** him/her for breach **of** discipline within five (5) days of such disciplinary action having been taken by the Employer, provided however that the failure to give such notice within the time prescribed shall not invalidate the disciplinary action.

- 13:04 The Employer agrees that an employee has the option of having his/her Steward present whenever he/she is disciplined and/or discharged. The Union recognizes and agrees that it may on certain occasions be necessary for the Employer to discipline and/or discharge an employee without the Steward present. **If** such action is taken on certain occasions, the Employer agrees to review the action with the employee and his/her Steward within a 48 hour period following the initial action.
- 13:05 The record of an employee shall not be used against him/her in the following instances: When twenty-four (24) months have elapsed since the issuance of a letter of reprimand, provided there has been no recurrence of a similar and/or other infraction.
- 13:06 The Employer may discipline or discharge a probationary Employee for just cause, subject to the grievance procedure. It is agreed that the standard of just cause applicable to a probationary Employee is substantially less than that which applies to a non-probationary Employee.

ARTICLE 14 - HOURS OF WORK

14:01(a) (For Full-Time Members Only)

The normal hours of work shall be forty (40) hours per week, consisting of five (5) eight-hour (8-hour) days with the following exceptions:

- (a) the Food Services Department during the slow periods. **Slow periods are** defined as the last day **of** classes in **April** to the first day of classes in September; and the last day **of** classes in December to the first day of classes in January. **Also** included is Mid-Year Recess **Week**.
- (b) the Grounds Department - 7:00 a.m. to 3:30 p.m., first Monday in May to last Friday in September. There shall be no individual **option** but a group decision (by majority vote).

Subject to the provisions of clause 14:10, this is not to be construed **as** a guarantee of hours **of** work per day or per week or of days of work per week. **A** work week shall be **deemed** to commence at 11.59 p.m. **on** Sunday of each

week. The Employer agrees that an employee's days off will be consecutive.

14:01(b) (For Part-Time Members Only)

The regularly scheduled hours of work for Part-Time Employees shall not exceed twenty (20) hours per week. Actual or scheduled hours worked may exceed the said 20 hours in the event that any of the following occurs:

- (i) unforeseen absences or emergencies
- (ii) foreseen absences of thirty (30) calendar days or less
- (iii) catered events
- (iv) events beyond control of Employer

Schedules will be posted on a weekly basis no later than 5 p.m. of every Thursday for the beginning of the work week.

14:02 It is agreed that there shall be no splitting of shifts except in the Food Services Department where split-shift scheduling will be allowed on the basis of individual agreements between the individual members of the Bargaining Unit and the Employer during the so-called Summer, Christmas and Mid-Year ~~Recess~~ layoff periods.

14:03 (a) The employees shall be entitled to take during each eight (8) hour work day an unpaid lunch break of one-half (1/2) hour at a time designated by the Employer, and further, shall be permitted a fifteen (15) minute rest period during the first and second half of their shifts at reasonable times to be designated by the Employer.

- 14:03 (b)
- (1) Employees required to perform a minimum of four (4) hours but less than six (6) hours of work will get one (1) fifteen (15) minute coffee break some time between the second and third hour.
 - (2) Employees required to perform six (6) hours of work shall be entitled to one (1) fifteen (15) minute coffee break between the second and third hour and a one-half hour unpaid lunch.
 - (3) Employees required to perform seven (7) or more hours of work will receive two (2) fifteen (15) minute coffee breaks and a one-half hour unpaid lunch.

Further, each employee will be allowed five (5) minutes wash-up time

immediately before the commencement of his/her lunch break, and at the end of his/her shift.

14:03(c) (For Part-Time Members Only)

- (i) Employees required to perform more than five (5) hours but less than eight (8) hours work will get a thirty (30) minute break, fifteen (15) minutes of which is paid.
- (ii) Employees required to perform eight (8) hours of work will receive a one (1) hour break, thirty (30) minutes of which is paid.
- (iii) The above break periods to be designated by the Employer.

14:04(a) (For Full-Time Members Only)

Employees in the Food Services Department shall be entitled to receive one (1) free meal during each work day of such employee.

14:04(b) (For Part-Time Members Only)

Employees in the Food Services Department shall receive one (1) meal each work day at a cost of \$1.00 to be deducted from the Employee's regular pay cheque.

14:05 Employees shall be paid two (2) times their regular straight time rate for all hours worked in excess of eight (8) in one (1) day; and two (2) times their regular straight time rate for all hours worked on their first and second regularly scheduled days off. Employees who are required to work two (2) hours or less of overtime at the conclusion of their regularly scheduled shift, shall be permitted a fifteen (15) minute paid rest period at the conclusion of their regularly scheduled shift. Employees who are required to work more than two (2) hours of overtime following the commencement or conclusion of their regularly scheduled shifts, shall be entitled to receive a hot, where possible, meal not to exceed six dollars (\$6.00) times (C.P.I.-1) at the expense of the Employer on **paid** time.

14:06 (a) The Employer agrees, as a matter of administrative practice, to require members of its supervisory **staff** to maintain records relating to overtime worked

by employees under their jurisdiction in order that there may be an equal assignment of such work, provided however that if an employee is directed to work overtime and is subsequently excused therefrom, the overtime hours he/she would have worked had he/she not been excused shall be shown **as** overtime actually worked for the purpose of such records. The Employer further agrees to give employees four **(4)** hours' notice whenever they are required to work overtime, provided that in the case of emergency or in such cases where the operations of the Employer are such that no notice can reasonably be given, such notice shall not be required.

14:06 (b) The records will be up-to-date. Copies shall be posted by the punch clocks and sent to the Union bi-weekly. New employees will not be given overtime until they have completed their probation period. Employees in the Bargaining Unit who may transfer will be considered for overtime, even during the probation **period**. Employees in the Bargaining Unit who transfer will carry over their overtime total to the new classification on the basis of:

- (a) if it is more than the average for the new classification it will stand; OR,
- (b) if it is less than the average for the classification, the employee's total will be brought up to the average in that classification.

Employees who are off work for a period in excess of sixty (60) days will be given the average overtime hours for their classification or brought up to the average on return to work. Where shifts are involved overtime will be distributed equally to all shifts. **As** examples:

- (a) Midnight or Afternoon shift could work overtime afternoon of Convocation;
- (b) Afternoon shift could work days of Convocation;
- (c) where overtime is required for two shifts on one day, seniority will govern for the preferred shift.

For the Cooks and Cook's Helpers, overtime hours on Saturday and Sunday will not count toward the equalization of the weekend worker's overtime hours. This shall be rendered obsolete if rotating shifts are instituted.

The attached Letter of Understanding with respect to the Custodial/Housekeeping classifications setting out the procedure for distributing overtime shall continue to be administered in accordance with the practice in

effect during the 1990/91 calendar year.

14:07

It is the responsibility of **an** employee who is absent from work, to telephone or have someone telephone on his/her behalf prior to the commencement of his/her shift, the office of the Employer, at the appropriate telephone number listed below, stating the reason for the employee's absence.

HOUSEKEEPING STAFF:

1. Contact the Supervisor or leave a message on the tape.
2. Phone: 253-4232 ext. 2480

GROUNDS STAFF:

1. Contract the Supervisor or leave a message on the tape.
2. Phone: 973-7028

MAINTENANCE STAFF:

1. Contact the Supervisor or leave a message on the tape.
2. Phone: 973-7028

FOOD SERVICES STAFF:

1. Contact the Supervisor, if Supervisor is not available
2. Phone: 253-4232 ext. **7016**, and leave a message on the tape.

It is the further responsibility of an employee who anticipates he/she will be more than one-half (1/2) hour late, to telephone or have someone telephone on his/her behalf prior to the commencement of his/her shift, the office of the Employer, at the above listed telephone numbers, stating the reason for **the** employee's lateness unless it is not reasonably possible so to do. Further, it is the responsibility of an employee when returning to work after an absence to telephone prior to commencement of his/her shift indicating his/her return to work.

14:08

If **an** employee is excused from work on account of illness during any day or days prior to completion of his/her scheduled work week, such days shall be considered **as** time worked for the purpose of computing the employee's entitlement for overtime pay as hereinafter provided. Such **periods** of excused illness shall be paid for at the applicable **straight time rate to** a maximum of

eight (8) hours wages per day.

14:09 For full-time Food Services Department employees only, the Employer agrees to provide thirty-two (32) weeks of **forty hours of** work, inclusive of vacation, during the period from September 1st to August 31st. Employees who signify their unwillingness to accept employment during the so-called Summer, Christmas and Mid-Year Recess layoff periods, which said periods occur from the months of May to September, both inclusive, and the months of December and January, and normally the last week of February, respectively will have the time during which they would have worked in such periods had they not made such election deducted from the guaranteed thirty-two (32) weeks. Notwithstanding the provisions of the layoff procedures set forth in clause 9:06 (b) hereof. the Employer may layoff more senior Food Services employees as they complete the thirty-two (**32**) week guarantee so that the other Food Services employees with lesser seniority may be employed to satisfy the guarantee period. As the latter employees complete the guaranteed weeks of work, such employees shall be laid off and senior employees on layoff recalled provided work is available.

14:10 When a person in the classification of Groundskeeper is required to work, during snow emergencies, without having thirteen and one-half (13-1/2) hours off between work scheduled the following will apply. The first work schedule will be at the normal rate of pay, and the extra work schedule, without being off at least thirteen and one-half (13-1/2) hours, will be paid at the double time rate. In addition the second work schedule may be considered a part of his/her normal work week. Any person in the classification of Groundskeeper required to report to work during snow emergency between 12:01 a.m. and 7:30 a.m. Monday morning will be paid double time rate for all hours worked until the commencement of his/her regularly scheduled shift.

14:11 Any employee who acquires overtime shall be provided the option of straight time off in lieu of overtime pay. Such time to be taken at a mutually agreed upon time.

ARTICLE 15 - HOLIDAYS

15:01(a) (For Full-Time Members Only)

Each employee will be paid one (1) day's pay at his/her normal rate of pay for the following holidays:

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

and the day immediately prior to Christmas Day and New Year's Day and the Friday of Employer's Mid-Year Recess," provided the employee has worked his/her last scheduled working day before the holiday and the next scheduled working day after such holiday. It is further agreed that Easter Sunday will be regarded as a holiday for those persons whose regular or normal schedule includes Easter Sunday. With **the** exception of Easter Sunday, holiday pay will be paid to those employees who are excused from work on account of illness and who **are** within the first 105 days of such illness or who are on approved leave of absence with pay at the time of occurrence of a holiday as herein defined. Holiday pay shall not apply to those on layoff or on approved Leaves of Absence without pay. Effective February 12, 1990, there shall be no Long Term Disability top-up for holiday pay for those people commencing Long Term Disability after February 12, 1990.

Notwithstanding the foregoing, the parties agree that employees in the Food Services Department will receive holiday pay for:

Christmas Eve Day
Christmas Day
Boxing Day
New Year's Eve Day
New Year's Eve

even though they are laid off for the regular Christmas layoff period.

* In the event that the mid-year recess one week (5 days) is eliminated then the day following New Year's Day will replace the Friday of the Employer's mid-year recess.

15:01(b) (For Part-Time Members Only)

Part-Time Staff who work twelve (12) shifts during the four weeks preceding their work location's Christmas Holiday shut down will receive Holiday pay at the rate of four (4) hours pay for each of the following Statutory Holidays: December 25th, 26th and January 1st. All other Statutory Holidays shall be paid pursuant to the Ontario Employment Standards Act.

15:02 It is understood and agreed that employees who have not reported for work within seven (7) days prior to any of the holidays referred to, shall not be entitled to the benefit herein provided.

15:03 Employees who work on any of the holidays referred to in paragraph 15:01 hereof, shall be paid at two (2) times their regular straight time rate plus their holiday pay mentioned above.

15:04 In the event that any of the holidays named above fall during an employee's vacation period, the employee shall receive the said holiday pay prescribed in 15:01 hereof in addition to his/her vacation pay entitlement. If the holiday falls within the employee's vacation period, he/she may elect to receive an additional day's vacation in lieu of the additional pay for the holiday, in which event the additional day's vacation shall be a day designated by the Employer, which day shall be at the commencement or at the end of the employee's vacation.

15:05 The employees shall be paid for each Statutory Holiday during the week in which the holiday occurs, or in the week for which it is proclaimed to be observed. The Union shall have a voice in any change of a holiday.

15:06 If a Statutory Holiday occurs in any week prior to completion of an employee's scheduled work week, such day shall be considered as a day worked for the purposes of computing the employee's entitlement for overtime pay as hereinafter provided.

15:07 It is agreed that in the case of employees who work on a seven (7) day schedule only, if a Statutory Holiday falls on any day of any week and further, if such holiday falls on such employee's regularly scheduled days off, such employees shall be required to observe said holiday on their next regularly scheduled

working day following said holiday. Such day off shall be treated as a Statutory Holiday as in clause 15:03 hereof.

15:08 All holidays falling on a Saturday normally will be observed the preceding Friday, those falling on a Sunday normally will be observed the following Monday.

ARTICLE 16 - VACATIONS

16:01 Employees having six (6) months or more accumulated service with the Employer, including leaves of absence not requested by the employees but excluding layoff time as calculated from their anniversary date of hiring of each year but less than twelve (12) months' service accumulated as aforesaid, shall receive five (5) days' vacation with pay calculated at their normal rate of pay which they would normally receive if they were working for this period, such vacation entitlement to be taken in the current calendar year.

16:02 Employees having twelve (12) months or more service as previously defined shall receive ten (10) days' vacation with pay calculated at their normal rate of pay which they would normally receive if they were working for this period.

16:03 Employees having three (3) years or more of service as previously defined shall receive fifteen (15) days' vacation with pay calculated at their normal rate of pay which they would normally receive if they were working for this **period**.

16:04 Effective January 1, 1986 employees having ten (10) years or more of service as previously defined shall receive twenty (20) days' vacation with pay calculated at their normal rate of pay which they would normally receive if they were working for this period.

16:05 Employees having nineteen (19) years or more of service as previously defined shall receive twenty-five (25) days' vacation with pay calculated at their normal rate of pay which they would normally receive if they were working for this period. After nineteen (19) years of service, one (1) additional day of vacation per year of service up to a maximum of thirty (30) days will be granted to employees.

- 16:06 Accumulative service with the Employer shall include such service with Assumption College, Assumption University of Windsor, Windsor Teachers' College, Essex College and the University of Windsor, provided such service is continuous.
- 16:07 Employees entitled to vacation with pay hereunder shall take such vacation at any time from January 1st to December 31st of the same calendar year. Where, in scheduling vacations in accordance with the foregoing, conflicts arise amongst employees as to their choice of vacation times, consideration shall be given to the respective length of service of such employees, their vacation preferences in prior years and staff requirements in the final determination of vacation schedule. Persons having a vacation entitlement of three (3) weeks vacation may elect to carry forward one (1) of the said three weeks of vacation into the following year and further, except persons having a vacation entitlement of four (4) or more weeks may elect to carry two (2) weeks of the said vacation entitlement into the following year.
- 16:08 Employees who wish to take their vacation during the period January 1st to April 30th of any year, shall advise the Employer accordingly not later than thirty (30) days prior to their requested vacation.
- 16:09 A vacation schedule will be posted by the Employer on April 1st and finalized by May 1st in each year according to the seniority of employees. Final copies of the Vacation Schedule will be provided to the Union President and posted on the Bulletin Boards. No further changes will be made except at the discretion of the immediate Supervisor.
- 16:10 If an employee prior to his/her anniversary date in any year attains sufficient accumulated service to entitle him/her to that additional five (5) days' vacation, or if a new employee shall attain six (6) months' accumulated service prior to the said date, and thereby becomes entitled to five (5) days' vacation, such employees may request to take such vacation in advance of the day upon which they become entitled and, if such request is granted, their pay for such days shall be held back and not be paid to them until they have attained the required accumulated service within the time specified.

- 16:11 It is expressly agreed that the provisions of this Article shall apply to members of the Food Services Department whose periods of accumulated service shall be aggregated for the purpose of determining their vacation entitlement who have seniority at July 1, 1981. After November 15, 1981, accumulated service shall not include layoffs.
- 16:12 If an employee is confined in hospital as a bed patient during his/her vacation as the result of an illness or injury suffered while on vacation or as the result of a recurrence of any disability for which such employee would otherwise have been entitled to Workers' Compensation, the period of confinement in hospital during vacation shall be charged to the employee's sick leave or Workers' Compensation as the case may be, provided that the employee shall provide proof of such confinement in hospital in such form as may be satisfactory to the Director of Physical Plant, or the Department Head - Food Services, as the case may be. It is further agreed that the period of actual confinement in hospital during the employee's regularly scheduled vacation period shall not be deducted from such employee's vacation entitlement, and such employee shall be entitled to take the portion of his/her vacation during which he/she was confined in hospital at a subsequent date mutually agreeable to the Employer and the employee. If **an** employee becomes ill or is injured during his/her vacation such that hospital confinement as a bed patient is not required, or if an employee suffers a recurrence during his/her vacation **of** any disability for which such employee would otherwise have been entitled to Workers' Compensation, the **period** of such illness or injury during vacation shall be charged to the employee's sick leave or Workers' Compensation as the case may be provided the employee shall upon his/her return to work, swear **an** Affidavit before a **Notary** selected by the Employer in which the employee shall give particulars as to the dates, duration and nature of the illness or injury incurred. If, subsequent to the swearing of such Affidavit the Employer can show the employee has falsified in the Affidavit, such employee may be disciplined subject to the right of an employee to file a grievance as set forth in Article 11 hereof.
- 16:13 For the purpose of calculating vacation entitlement, accumulated service **as** herein defined shall include layoffs, except for any new employee(s) hired after November 15, 1981.
- 16:14 A member of the Bargaining Unit must be entitled to two **(2)** weeks' vacation before he/she has the right to enjoy a 'split vacation'. A total vacation of two **(2)** weeks may be split into two **(2)** weekly units at the discretion of the employee's immediate superior. **A** total vacation entitlement of three **(3)**, four

(4), or five (5) weeks may be split into units of one (1) week each by mutual agreement between the employee and his/her superior. Carry over of vacations cannot be taken during the months of July and August.

16:15 The scheduled days of work each year between Christmas Day and New Year's Day exclusive of Boxing Day and the day before New Year's Day shall be considered as days of paid vacation. If a member of the Bargaining Unit works on any or all of the said days, such person shall be entitled to compensating time off at a later date to be mutually agreed upon by the employee and his/her superior or pay at the employee's normal rate of pay in lieu of compensating time off - the choice to be at the option of the employee. It is further agreed the provisions of the within clause shall be applicable to persons away due to illness and who are within the first 105 days of such illness at the time of occurrence of the days of paid vacation as set forth herein. Those on L.T.D. will receive one-half (1/2) their normal vacation pay entitlement from the Employer.

Food Service Employees who may be on layoff during the Christmas period shall receive vacation days equivalent to the number of days received by scheduled employees as per above. Those Food Service Employees actually scheduled to work shall be treated in the same manner as those employees in the foregoing paragraph. Such days shall not be included as part of the thirty-two (32) guarantee work weeks per 14:09.

16:16 It is understood for those employee(s) on Long Term Disability such employee(s) will receive one-half (1/2) their normal vacation pay entitlement from the Employer as of November 15, 1981.

16:17 Employees may take two weeks (10 days) of their annual vacation in any number of days blocked at a time. The choice of day(s) must be mutually agreed to by the Employer and the Employee. Employees who take vacations in blocks of five (5 days) or more may schedule their vacation to **start** on any day of the regular work week.

16:18 (For Part-Time Members Only)

The University will pay four (4) percent of the hourly rate as vacation pay on each payroll representing full and final settlement of all the obligations for vacation.

ARTICLE 17 - LONG TERM SALARY-WAGE CONTINUANCE INSURANCE PLAN

17:01 The Employer agrees to enroll all members of the Bargaining Unit upon completion of their probationary periods in the existing Long Term Salary-Wage Continuance Insurance Plan. The Employer agrees to provide the Union with a copy of the master contract of insurance as provided by the carrier and as attached hereto as Appendix A. It is understood and agreed that the terms of the said Plan shall be amended to the extent necessary to give effect to the within Agreement and to assure coverage for the said employees on the following basis, provided such employees abide by and comply with the terms, provisions and conditions of the said Plan as the same may be from time to time:

- (a) That all employees covered by the within Agreement shall be enrolled under the terms of the said Plan and coverage shall be effective following completion of their probationary employment;
- (b) That subject to the special rules hereinafter set forth with respect to employees of the Food Services Department, during the period of one hundred and five (105) calendar days following the onset of continuous illness, employees shall be paid at their regular basic rate of pay for such days during such period as they would have been regularly scheduled to work had they not suffered such illness;
- (c) That if continuous illness extends for a period in excess of one hundred and five (105) calendar days, the employee shall be covered from and after the 105th day of such illness by the Plan to the extent that one-half (1/2) of his/her wages to a maximum of \$2,500 per month calculated upon his/her basic rate of pay, shall be paid to him/her on the basis of forty (40) hours of work in each week during such period as he/she is continuously ill and unable to work, or until he/she attains the age of sixty-five (65) years, whichever event shall first occur. For the purposes of this clause only, "basic rate of pay" shall be that rate of pay as indicated in Schedule "A" of the within Contractual Agreement plus the appropriate cost-of-living allowance.
- (d) That if a Food Services Department employee is ill during the "so-called" Summer, Christmas, and Mid-Year Recess layoff periods, herein after called "layoff periods", which periods are defined as those from 1st May to 30th September, both inclusive, and the months of December and January, and normally the last week in February, respectively, the following terms and conditions shall apply:

1. No person shall be compensated for illness suffered during a layoff period, provided however that if the scheduled date for termination of such layoff period shall occur within one hundred and five (105) days following commencement of the continuous illness, then the employee shall be paid in accordance with sub-paragraph (b) hereof from and after such scheduled date of termination to and including the 105th day of such illness; thereafter the employee shall be paid in accordance with sub-paragraph (c) hereof.

2. If a Food Services employee becomes ill prior to a layoff period he/she shall be paid in accordance with sub-paragraph (b) hereof to and including the date of commencement of such layoff period and thereafter no further payment shall be made to him/her until termination of the said layoff period and thereafter he/she shall be paid as follows:
 - (a) If the termination of the layoff period occurs before conclusion of a one hundred and five (105) day period following commencement of such illness, he/she shall be paid from such termination date to and including the said 105th day in accordance with sub-paragraph (b) hereof and thereafter shall be paid in accordance with sub-paragraph (c) hereof.

3. If a Food Services employee becomes ill during a layoff period during which he/she is scheduled to work on a part-time basis, such person shall be paid full basic wages for only that period of time he/she was scheduled to work as set forth in the currently posted schedule. Upon conclusion of the layoff period, the employee shall be compensated as follows:
 - (a) If the layoff period is concluded within one hundred and five (105) days following commencement of such illness the employee shall be paid from the date of such conclusion to and including the 105th day in accordance with the provisions of paragraph (b) hereof and thereafter shall be paid in accordance with the provisions of paragraph (c) hereof.
 - (b) If the layoff period is concluded after completion of one hundred and five (105) days following commencement of the said illness, the employee from and after such date of

conclusion shall be paid in accordance with the provisions of paragraph (c) hereof.

17:02 The employees shall, as a condition to enjoyment of the benefits herein described, produce proof of illness in the form of a physician's certificate when requested to do so by the Employer and further may be requested to supply such medical documentation to the insurance carrier as is necessary in support of their claim for benefits underwritten by the insurance carrier.

17:03 If a member of the bargaining unit is absent from work as a result of a compensable injury for which the employee is granted an award by the Workers' Compensation Board for a period of temporary disability, the University agrees to pay the difference between the amount of the employee's net regular pay and the amount of the award for a period of one hundred and five (105) calendar days. If such employee is absent as a result of such temporary disability beyond the one hundred and five (105) calendar days, the University agrees to continue to pay the employee the amount of the award for the period of temporary disability.

Notwithstanding the foregoing, should the Province of Ontario reduce the amount of Workers' Compensation payments for temporary disability from ninety percent (90%) of net pay to something less than this level, then the University agrees to continue to top up from such lower level to a maximum of ninety percent (90%) of net pay.

Such payments shall be subject to the following conditions:

- (1) The Workers' Compensation Board shall have determined that the employee has sustained an injury or illness arising out of and in the course of employment with the University.
- (2) The employee must have formally elected to take compensation in cases where any third party is involved.
- (3) Such payment shall neither extend to cases of permanent disability nor shall they extend to cases where the employment is terminated before the period of temporary disability has expired.
- (4) The employee continues to co-operate with the Workers' Compensation Board in order to continue to receive the temporary disability award, subject to the employee's right to appeal matters related thereto.

The provisions of this Article shall not be applicable to probationary employees or temporary employees.

*Reference to "temporary" or "permanent" disability is as defined in the Workers' Compensation Act of Ontario.

17:04 Employees who state they are sick while at work must first report to their immediate supervisor for clearance to leave the job. In the event an employee is unable to locate his/her supervisor to report his/her illness before leaving his/her job, the employee must first telephone 973-7028 or if that telephone number is busy, he/she must telephone extension 2413 before leaving the job to report his/her reason for leaving.

17:05 Employees may be required to attend upon a medical doctor when directed by the Employer. In the event an employee is **so** required, the Employer agrees to provide a listing of three (3) medical doctors who are certified specialists in the medical discipline associated with the employee's medical condition. The employee concerned is entitled to select from the list of three (3) provided by the Employer, any one (1) of the doctors to be the physician upon which the employee will attend. It is further agreed the Employer will pay the full cost of attendance upon the doctor selected, and that such attendance will take place during the employee's working hours and that the employee shall suffer no loss of wages due to his/her attendance upon the doctor.

17:06 If any correspondence regarding Long Term Disability Insurance is sent to any member of the Bargaining Unit a copy of said correspondence shall be sent by the Employer to the Union.

ARTICLE 18 - LEAVE OF ABSENCE

18:01 Leaves of absence for personal reasons without pay for good and valid reason may be granted by the Employer upon application being made therefor, and any person who is absent with such permission shall not lose any of his/her seniority rights during such absence. Applications for leaves of absence will be considered by the Employer only when the same may be granted without interference with the Employer's operations, and when such requests are made in writing not less than two (2) weeks in advance of the proposed leave, specifying the reason therefor; provided however that the provision for advance

notice shall be waived in cases of emergency.

- 18:02 During the period of absence, the employee shall not, except as provided in paragraph 18:05 and 18:06 engage in gainful employment for any other person, firm or corporation. Failure to comply with this provision may result in the discipline of the employee involved.
- 18:03 Leaves of absence without pay and without loss of seniority shall be granted upon request to two (2) employees at any time, who are elected or appointed to represent the Union at Divisional and National conventions of the Canadian Union of Public Employees. Similar leaves of absence may be granted under the same conditions as aforesaid to employees not exceeding eight (8) in number at any time who are elected or appointed to represent the Union at seminars or other conventions, provided that not more than three (3) persons from the Housekeeping Department, two (2) persons from the Food Services and Maintenance Departments, and one (1) person from the Grounds and Shipping and Receiving Departments shall be permitted to apply for leave of absence at any one time, and further provided that the granting of such leaves of absence shall not unduly interfere with the operations of the Employer. As a matter of convenience to those persons who are elected or appointed to attend conventions or seminars mentioned herein, the University agrees to continue payment of wages at the normal rate of pay for the period of time members of the Bargaining Unit are in attendance at such conventions or seminars. In consideration of the Employer's action in this regard, the Union agrees to reimburse the Employer for the wages paid to persons while away at conventions or seminars mentioned in the within clause, upon receipt of an invoice to be provided to the Treasurer of the Union by the Employer.
- 18:04 A leave of absence without loss of pay not to exceed five (5) normally scheduled days of work during the period commencing with the death will be granted to an employee as a bereavement leave in the event of the death of the legal or common-law spouse, son or daughter. A leave of absence without loss of pay not to exceed three (3) normally scheduled days of work during the period commencing with the death and ending with the second (2nd) calendar day after the funeral will be granted to an employee as a bereavement leave in the event of the death of the mother, father, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepmother, stepfather and stepchildren of the employee. A leave of absence of one (1) day shall be granted to an employee as a bereavement leave in the event of the death of the grandparent of such employee. A leave of absence of one

(1) day without loss of pay shall be granted to an employee for the purpose of attending the funeral of a grandchild of such employee and the grandparent of the legal spouse of such employee. A leave of absence of three (3) days without loss of pay to be taken between date of death and date of burial shall be granted to an employee who has the sole responsibility of making the usual funeral arrangements in connection with the death of the stepchild and grandchild of such employee and the grandparent of the employee or the employee's legal spouse.

18:05 Any employee who is elected or selected for a full-time position with the Union or any body with which the Union is affiliated or is elected to Public Office, shall be granted leave of absence without pay and without loss of seniority by the Employer for a period of one (1) year; such leave may be renewed in successive years provided that the leave of absence shall not exceed three (3) years in total.

18:06 Employees who are conscripted to serve in Her Majesty's Permanent Armed Forces or who enlist therein during hostilities shall be considered as having leave of absence without pay and shall retain their seniority rights and will continue to accumulate seniority rights provided they are asserted within ninety (90) days following honourable discharge and provided such discharge is obtained by the employee as **and** when it is made available to him/her.

18:07 (a) PREGNANCY LEAVE

The Pregnancy Leave Policy applies to the female members of the bargaining unit. Eligibility for the Pregnancy Leave Policy requires full-time continuous employment at the University of Windsor for at least the thirteen (13) weeks preceding the date of the birth or custody of the child. In situations where a male employee can provide reasons satisfactory to the Director of Human Resources that he will have primary nurturing responsibility in the event of adoption, then the leave may be granted.

The pregnancy leave may begin no earlier than seventeen (17) weeks before the expected birth date and, in all cases, will begin when the staff member **can no** longer perform the normal requirements of her job without **risking** any damage to the health of the mother or child. The leave shall begin no later than the date of the birth and shall extend at least six (6) weeks after the actual termination of the pregnancy. This six (6) week period may be shortened at the

request of the staff member. At least four (4) weeks notice must be given by the staff member indicating the date she intends to return to work. At the conclusion of the leave, the person would return to her previous position, if it still exists, or to a position in the same type and salary grade within the same department.

During pregnancy leave, the following *salary* and benefit provisions will apply on the understanding that the individual is committed to return to regular employment with the University following the conclusion of the leave:

- (1) The University will pay ninety-five percent (95%) of the normal basic earnings for the first two (2) weeks of pregnancy leave (see note).
- (2) During the following fifteen (15) weeks of the pregnancy leave, the employee's U.I. weekly benefit plus all other earnings plus S.U.B. payments from the University will total a weekly income not to exceed ninety-five percent (95%) of the employee's normal weekly income or that which she would be expected to receive if she qualified for benefits (see note).
- (3) Any period of leave beyond the seventeen (17) weeks shall **be** without **pay**.
- (4) Vacation credits will continue to accrue while a person is on pregnancy leave provided she returns to work for at least one (1) month.
- (5) A female staff member who adopts a child is subject to the same rights and obligations as those granted a pregnancy leave.
- (6) Unusual pregnancy or birth situations may occur where the normal application of this policy may be inappropriate. Such special cases should be reviewed with the Department of Human Resources.

Note: All payments made under this policy must be in accordance with the agreement that has to be filed by the University with Canada Employment and Immigration pursuant to paragraph 57(3)d of the Unemployment Insurance regulations. As part of these requirements all such payments by the University can only commence when the staff member provides proof that she is receiving Unemployment Insurance Maternity Benefits pursuant to Section 30 and Adoptive Benefits pursuant to Section 32, Unemployment Insurance Act, 1971 or that she is disqualified from U.I. benefits because of any insufficient number of insurable **weeks**, or that U.I. benefits have been exhausted or that she **is** in

the Unemployment Insurance Commissions' waiting period. Staff should understand that such proof will not be made available by U.I.C. until after the leave has commenced and hence University payments will be retroactive.

18:07 (b) PARENTAL LEAVE

The Parental Leave Policy applies to both male and female members of the bargaining unit. Eligibility for the Parental Leave Policy requires full-time continuous employment at the University of Windsor for at least the thirteen (13) weeks preceding the date of the birth or custody of the child.

The following terms and conditions only shall apply:

- (1) In the case of female employees who have taken a Pregnancy Leave, Parental Leave must commence no later than upon the expiration of the Pregnancy Leave.
- (2) In the case of male employees, the Parental Leave commences anytime after the date of birth or custody of the child but no later than thirty-five (35) weeks after such date of birth or custody.
- (3) The period of leave shall not exceed eighteen (18) weeks in duration.
- (4) Vacation credits will continue to accrue while a person is on parental leave provided she returns to work for at least one (1) month.
- (5) Unusual pregnancy or birth situations may occur where the normal application of this policy may be inappropriate. Such special cases should be reviewed with the Department of Human Resources.

18:07 (c) Employees shall remain full participants in all benefit and pension programs **and** both the employer and the employee shall continue to be responsible for their respective premiums. However, it is understood that such employees may, at their discretion, choose not to participate in the benefit programs. Such option not to participate must be expressed in writing addressed to the Manager, Benefits, Records and Pension Administration.

18:07 (d) A male employee of the Bargaining Unit shall be allowed two (2) days off with pay on the occasion of the birth or legal adoption of his/her child.

- 18:08 The Employer shall grant a leave of absence without loss of seniority to an employee who serves as a Juror or witness in any court proceeding. The Employer shall pay such employee the difference between his/her normal earnings and the payment he/she receives for jury service or court witness excluding payment for travelling, **meals** or other expenses. The payment of such pay differential by the Employer shall be contingent upon the employee providing the Employer with proof satisfactory to the Employer that the employee has attended the specified legal proceeding and having presented a Court receipt of payment to the Employer.
- 18:09 An employee may be granted two **(2)** non-consecutive days off without pay in each calendar year for personal reasons. Such personal reasons **need** not be divulged by the employee. It is, however, clearly understood that the employee will provide reasonable and appropriate notice when possible. It is agreed by the parties such day off shall not be taken on the day immediately prior to or immediately after any holiday stipulated in clause 15:01 of the within Agreement, or on the day immediately prior to or the day immediately after the employee's annual vacation.
- 18:10 (a) As a matter of convenience to those persons who are elected to the Executive Committee of the Union, the University agrees to continue payment of wages at the normal rate of pay for the period of time members of the Union Executive Committee are in attendance at regular Union meetings. In consideration of the Employer's action in this regard, the Union agrees to reimburse the Employer for the wages paid to members of the Union Executive Committee while in attendance at regular Union meetings upon the receipt of an invoice to be provided to the Treasurer of the Union by the Employer. Nothing in the within clause shall be so interpreted or construed as to require the Employer to pay wages for attendance at regular meetings of the Union held outside the scheduled working hours of an employee.
- 18:10 (b) Further, the University agrees to continue payment of wages at the normal rate of pay for the period of time Stewards are in attendance at regular membership meeting if held during their scheduled working hours and provided the University has received written notification of intent three **(3)** working days prior to the date of the said meeting. In consideration of the Employer's action in this regard, the Union agrees to reimburse the Employer for the wages paid to Stewards while in attendance at regular membership meetings upon the receipt of an invoice to be provided to the Treasurer **of** the Union by the Employer. Nothing in the within clause shall be so interpreted or construed **as**

to require the Employer to pay wages for attendance at regular membership meetings of the Union held outside the scheduled working hours of an employee.

18:11 In those cases where a snowstorm emergency is declared by the Mayor of the City of Windsor and wherein the University is closed by order of the President of the University, the University agrees to provide eight (8) hours of work at their regular rates of pay to those members of the Bargaining Unit who report for work during their normal shifts.

18:12 **EDUCATION LEAVE**

The Employer may grant a leave of absence not to exceed one (1) year to an employee having at least three (3) years' seniority for the purpose of allowing the employee to study on a full-time basis at the University of Windsor. An application for such a leave of absence must be made in writing at least three (3) months prior to the proposed commencement date of the leave of absence. Such application must include a proposed plan of study during the period of leave. Such a leave may be extended for additional periods not to exceed one (1) year each provided the employee re-applies for such extension in accordance with the provisions of this Article. Applications for such leaves of absence will be granted at the sole discretion of the Employer only when the same may be granted without interference with the Employer's operations. The provisions of this Article shall not be subject to the grievance procedure and an Arbitrator shall have no jurisdiction with respect to this Article or matters relating to this Article. The Employer shall not be required to hire a replacement for the employee during his/her educational leave. All educational leaves of absence shall be without pay. However, the Employer will maintain the following benefits on behalf of the employee and his/her eligible dependents:

- Green Shield Prepaid Prescription Plan
- Green Shield Dental Plan
- Green Shield Semi-Private Hospital Coverage
- Group Life Insurance
- Long Term Disability Insurance*
- Green Shield Vision Plan

* L.T.D. benefits will not commence until the end of the leave of absence period.

The aforementioned benefits will **be** maintained provided the **employee**

continues in full-time attendance at the University.

The Employer will reimburse an employee granted an educational leave of absence an amount up to the sum of Five Hundred Dollars (\$500.00) for required books upon presentation of receipts for said books or texts. The Employer will provide an employee granted an educational leave of absence with tuition remission. Employees on educational leave shall continue to accumulate seniority during such leave. Upon completion of the leave, the employee will be returned to his/her classification in accordance with the seniority provisions of this Agreement. During an educational leave of absence, the employee shall not engage in gainful full-time employment for any other person, firm, or corporation. Failure to comply with this provision may result in the discipline of the employee involved,

18:13

PREPAID LEAVE PLAN

PURPOSE - The Prepaid Leave Plan has been developed to afford employees in the bargaining unit the opportunity of taking a leave of absence of between six (6) months and one (1) year and to finance the leave through deferral of wages in an appropriate amount which will be accumulated and together with interest, be paid out at the commencement of the leave.

ELIGIBILITY - Any employee in the bargaining unit having three (3) years seniority with the University is eligible to participate in the Plan in accordance with the conditions set out herein.

Application - An employee who qualifies as above must make written application to the Director of Human Resources of the University at least three (3) months in advance of the proposed commencement date of participation in the Plan, requesting permission to participate in the Plan setting out the deferral program as requested.

Approval - Approval of individual requests to participate in the Plan, the duration of the leave, the deferral period and the percentage of wages deferred shall rest solely with the University.

Deferral - The deferral period over which wages are deferred shall be to a maximum of five (5) years.

Leave - The length of the leave shall not exceed one (1) year.

Written Agreement - The University and the employee shall enter into a written

agreement setting out the terms of the Plan agreed to in compliance with the conditions herein.

TERMS AND CONDITIONS - The payment of wages and benefits, and other terms and conditions, shall be as follows:

Trustee Agreement - The University of Windsor shall enter into a master trust agreement with a trust company licensed to do business in Canada under the Trustee Act of Ontario whereby individual employees taking part in this program may have their deferred wages paid into such trust accounts to be held for purposes of financing their prepaid leaves. Monies will be invested in instruments as prescribed by the trust agreement such that maturity dates will coincide with the commencement of the prepaid leave. The interest rate to be paid on such deferred wages will be that actually obtained by the investments as directed by the trustee per the trust agreement.

Wages - During the deferral period, preceding the leave, the employee will be paid a reduced percentage in accordance with the written agreement between the University and the employee, of his/her wages as set out in the Collective Agreement. The remaining percentage of his/her wages will be deferred and this accumulated amount plus any interest earned shall be retained for the participant by the University to finance the period of leave.

The percentage deferred shall not exceed an amount determined by dividing the length of the period of leave by the sum of the length of the deferral period and the length of the period of leave and multiplying by 100 (e.g.) if length of deferral period = 4 years and length of leave = 1 year, then maximum deferred salary = 20%).

Interest Rate - A trust agreement shall be entered into on behalf of the employee whereby deferred wages will be contributed. Such deferred wages shall be invested as per the trust agreement. Monies so invested shall have a maturity date no later than the commencement of the deferred leave. Administrative costs of the trust will be deducted from the gross interest earned on such deferred wages.

Deferral Period (Benefits Structuring) - During the deferral period, any benefits related to the rate of wages shall be structured according to the wages the participant would have received during the deferral period had he/she not been in the Plan.

Employee Benefit Coverage and Premiums - A participant's coverage for Life Insurance, Semi-Private coverage, L.T.D., Green Shield Drug, Dental and Vision coverage, in effect immediately prior to the leave, will be maintained by the University during his/her leave of absence, if eligibility conditions permit.

Leave Period (Benefits Structuring) - During the leave period, any benefits related to the rate of wages shall be structured according to the rate of wages the participant would have received immediately prior to the leave had he/she not been in the Plan.

Pension - Contributions will be maintained by both parties at nominal salary for pension purposes. This provision is subject to the necessary amendments being made to the Retirement Plan and being approved by Revenue Canada and the Pension Commission of Ontario.

Payout - At the commencement of the period of leave, the University shall pay to the participant the monies standing to his/her credit less any premiums or contributions deducted for the year, except as may otherwise be mutually agreed, it being understood that interest is not earned for the period of leave.

Assignment on Return - On return from leave, a participant will, subject to the application of the layoff and displacement provisions of the Collective Agreement during the period leave, be assigned to the position he/she held prior to the leave. If the layoff and displacement provision of the Agreement have application during the leave, they shall apply to the employee in the same manner during the leave, except that notice to the employee may be given to an Officer of the Local Union and any election the employee may make under such provisions may be made on his/her behalf by an Officer of the Local Union.

Applicability of Benefits - The 105 days Short Term Disability benefit shall not be available during the leave. Employees shall maintain their Long Term Disability coverage. Vacation shall not be taken during the leave, nor shall vacation credits accumulate during the leave. However, seniority shall accumulate for the entire period of leave, and service for the purpose of otherwise determining the level of vacation entitlement shall include the period of leave.

Withdrawal Rights - A participant may, with the approval of the University, withdraw from the Plan in unusual or extenuating circumstances (e.g. financial hardship or serious illness). Requests for withdrawal must be submitted in writing, detailing the reason(s) for withdrawal before three (3) months prior to commencement of leave. The University shall maintain the request and its approval as part of University records. When a request for withdrawal is

approved, the University shall pay to the employee a lump sum amount equal to monies deferred plus interest accrued to the date of withdrawal from the Plan. Payment shall be made as soon as possible, but must be made within thirty (30) days of approval of withdrawal from the Plan.

Leave Postponement - The University may, for good and sufficient reason, up to three (3) months prior to commencement of the leave, postpone the period of the leave for not longer than one (1) year. In this instance, a participant may choose to remain in the Plan, or receive payments as outlined under "Withdrawal Rights" above.

The participant may, for good and sufficient reason, request in writing that the leave period be postponed. The University may, at its discretion, grant a postponement, but under no circumstances shall the postponement exceed one (1) year.

Interest Accumulation - Should the above (Leave Postponement) result in a leave of absence being taken later than the intended period, any monies accumulated until the intended commencement date will continue to accumulate interest until the leave is granted.

On Leaving Employment - Any participant who resigns, is laid off or otherwise terminated prior to commencement of the leave shall cease to be a participant in the Plan, and shall receive payment as outlined under "Withdrawal Rights" above.

It is understood that deferred wages invested under the trustee agreement may not be returned to the employee until such time as the maturity date of such investments under the auspices of the trust mature.

Death Clause - Should a participant die while enrolled in the Plan, any monies accumulated, plus interest accrued at the date of death, will be paid to his/her estate/beneficiary. Every agreement entered into under "Written Agreement" shall state that monies paid to the estate of an employee under this section are a "right or thing" within the meaning of the Income Tax Act and shall be taxable as income in the year of the employee's death in accordance with the Income Tax Act.

Serious Illness - Should a participant be unable to take the leave when scheduled because of serious injury or illness occurring before commencement of the leave, he/she may cancel the leave and receive payment as outlined under "Withdrawal Rights" or, with the consent of the University, defer the leave to a

time mutually agreeable not to exceed one (1) year.

INCOME TAX - During each taxation year, the participating employee's income tax liability shall be in accordance with the Canadian Income Tax Act and the amount of withholding tax deducted at source by the University shall be based on monies actually received by the employee in each taxation year subject to the acceptance of this Plan by Revenue Canada.

*It is clearly understood that the University may hire replacement workers pursuant to Article 3:05 when such prepaid leave is taken.

18:14 (For Part-Time Members Only)

Part-Time Employees are entitled to Pregnancy Leave and Parental Leave in accordance with the Employment Standards Act.

ARTICLE 19 - WAGES

19:01 The Employer agrees to pay and the Union agrees to accept the Schedule of Wage Rates attached hereto as Schedule "A" during the term of this Agreement.

19:02 The payroll for all members of the bargaining unit shall be by direct deposit only. Payroll will be deposited into employee bank accounts by noon every second Thursday in accordance with Schedule A attached hereto. The Thursday pay will reflect work up to and including the previous Sunday. The parties agree that if either a statutory holiday or any holiday observed by a bank is observed during the week in which wages are required to be paid, the same may be paid on Friday of such week. The parties agree that if there should occur a breakdown or shutdown in electronic data transmission or if there should be an illness experienced by a member of the Payroll staff of the University such that it is not possible to make wages available on Thursday, such wages may be paid on Friday of such week. In such event, the Employer agrees to inform the President of the Bargaining Unit of such happening immediately after such happening becomes known to the Employer. Any employee who, upon receipt of his/her paycheque believes his/her earnings have been incorrectly computed, will **first** discuss the matter with their immediate supervisor who will attempt to adjust the employee's remittance with the Payroll Department on behalf of the employee. In **the** event **the** Supervisor

is unavailable, the employee will discuss the matter with the Director of Physical Plant Operations or the Department Head Food and Hospitality Services who will discuss the matter with the Payroll Department on behalf of the employee.

19:03 Any employee required by the Employer to assume duties **of** a higher paid classification is to be paid at the scheduled minimum rate **of** the higher classification. The foregoing will not apply where an employee is required only to assist or work as a helper to a member of another classification.

19:04 (a) Retired employees or part-time employees will not be hired **or scheduled to work** if there are laid off employees in the classification into which such retired employee or part-time employee is hired **or scheduled to work**, or if such employment will result in regular employees in such classifications working less than forty (40) hours in each week, or result in the elimination or curtailment of employment of regular employees in such classification.

19:04 (b) Notwithstanding the provisions of clause 19:04 (a), a minimum of one hundred percent (100%) of the summer employee complement employed in the classification of Groundsman shall first be made available to members of the Bargaining Unit. The Employer shall in its sole discretion, consider the following two **(2)** factors in determining which employee is to be selected:

- (i) Length of continuous service with the Employer;
- (ii) The requirements and efficiency of operations and the ability, knowledge, training, aptitude and skill of the applicant to do the job.

Said procedure shall be repeated until one hundred percent (100%) of the above temporary summer employee complement has been filled. It is agreed that persons **so** temporarily employed within the meaning of the within clause shall not accumulate seniority in the classification in which they are temporarily employed, however, such time worked shall accrue towards seniority for their permanent classification. Persons employed on a temporary basis within the provisions of the within clause shall take their vacation entitlements within the provisions of the vacation schedule **of** the Grounds Department. Persons enjoying temporary employment **as** herein provided shall cease such employment **as** of September 1st of each year, or earlier in the sole discretion **of** the Employer.

- 19:05 The Employer agrees to pay a premium of forty-eight cents (48¢) per hour to any employee required to work a shift commencing after 11:59 o'clock in the forenoon and before 7:59 o'clock in the afternoon. He/She shall be entitled to the said premium for all hours worked by him/her during the shift. Notwithstanding the foregoing provisions of the within clause, in the case of an employee whose regularly scheduled shift ends after 4:00 o'clock in the afternoon, it is agreed the premium of forty-eight cents (48¢) per hour will be paid to such employee for all work performed after 4:00 o'clock in the afternoon.
- 19:06 The Employer agrees to pay a premium of fifty-five cents (55¢) per hour to any employee required to work a shift commencing after 7:59 o'clock in the afternoon and before 5:00 o'clock in the forenoon. He/She shall be entitled to the said premium for all hours worked by him/her during the shift.
- 19:07 There shall be no pyramiding of premium, overtime, holiday pay or cost of living allowance.
- 19:08 Probationary employees on hire shall, during the period of probation, be paid eighty-five percent (85%) to the nearest higher cent of the appropriate classification wage rate set forth in the Wage Schedule attached hereto.
- 19:09 Employees leaving the service of the University on account of retirement shall be entitled to any retroactive feature as it relates to wages, providing however that they were on the payroll on the termination date of the Agreement.
- 19:10** An employee who **is** required to report for **work** outside his/her regular schedule **of** hours shall be paid a minimum of six (6) hours at his/her regular straight time rate, or the actual hours worked at the appropriate premium payment, whichever is the greater.
- 19:11 An employee who reports for work on the instructions of the Employer shall be paid not less than four (**4**) hours at his/her regular straight time rate.
- 19:12 Only Employees who are regularly scheduled to work on Saturday and Sunday shall be paid eighty cents (80¢) per hour.

ARTICLE 20 - PROTECTION OF INTERESTS

20:01 It is the declared intention of the parties hereto to provide for the job security of the employees covered by the term of **this** Agreement to the extent consistent with the obligation of the Employer to undertake the operations and administration of the University of Windsor in the most efficient and economic manner possible in order that it may satisfactorily discharge its public responsibilities. In consideration thereof, the parties hereto agree as follows:

- (a) That the Employer may eliminate or discontinue any job, in whole or in part, and/or hire independent firms or agencies to do any work, which in the opinion of the Employer cannot be adequately performed by the employees; provided however, that no employee who was employed by the Employer as of **July 1, 1996**, and who has successfully completed his/her probationary period, either before or after the said date, shall be laid off by reason of the Employer contracting out the work being performed by such employee at the time of the proposed contracting out, but in such event the Employer agrees to provide alternative employment for such employee at no loss of wages.
- (b) That in the event of new classifications being created, the regular straight time rates for such classifications will be determined by agreement between the Union and the Employer and failing such agreement, either party hereto shall have recourse to the grievance procedure herein set forth, provided however, that nothing herein shall be construed to prevent the Employer from establishing such new classifications immediately and establishing rates therefore; provided that the agreement reached between the parties or as the result of employment of the grievance procedure shall apply retroactively to the date upon which such new classifications were established.
- (c) That the Employer will notify the Union before any technological change is made having the effect of eliminating a job classification and the Union shall have the opportunity to discuss such change with the Employer.
- (d) That supervisory personnel on the staff of the Employer or on the staff of another firm or corporation employed by the Employer to which supervisory or managerial functions are delegated shall not undertake work performed by members of the Bargaining Unit except in the **case** of

emergencies or for the purpose of giving instruction.

- (e) Except in the case of those employees employed in the Food Services Department of the University, if there should arise a necessity for a reduction of hours or work, the Employer agrees to utilize the layoff procedure set forth in the within Contract, in place of a general reduction of hours. In the case of employees employed in the Food Services Department, the Employer may utilize a partial reduction of hours in place of the layoff procedure outlined in the within Contractual Agreement.

ARTICLE 21 - SAFETY

- 21:01 The Employer and the Union agree to abide by the regulations and obligations as noted in the Ontario Health and Safety Act and to this end the parties hereto agree that the safety of the employees, students and visitors to the campus of the University of Windsor and the protection of the Employer's plant and equipment is a matter of prime concern. The obligation of each employee to report safety hazards to supervisory personnel of the Employer and to take positive measures to correct the same is acknowledged. Further, the parties acknowledge and agree that the institution and maintenance of appropriate safety measures is a proper subject for consideration at meetings between the Union Administrative Committee and the Employer and matters relating thereto may be placed upon the Agenda for meetings thereof as and when it is considered appropriate so to **do**.
- 21:02 The Union shall appoint a member of the Union Executive or Steward Body to the University Central Safety Committee, and if meetings are held during working hours, the employee so appointed shall suffer no loss of wages. The Union shall also appoint a Health & Safety Representative on the afternoon shift. The Union shall notify the Director of Personnel Services of the name of its appointees.
- 21:03 The Employer will provide copies of all accident investigation reports. Members of the Safety Committee will also receive quarterly accident reports. The President and Chief Steward will also receive copies of Supervisor's Accident Reports, forms and correspondence involving Local 1001 members.

21:04 No Employee shall be required to work on any job or operate any piece of equipment until he/she has received proper training and instructions.

ARTICLE 22 - BENEFITS

22:01 The Employer agrees to pay on behalf of all employees covered by this Agreement 100% of the subscriber rate as may be applicable for the Green Shield Supplemental Plan, the Green Shield Number 3 Prescription Plan (Generic substitution shall be a feature of the Drug Plan) at a **\$2.00** co-pay, the Green Shield Dental Plan 15 at current O.D.A. rates (\$2,000.00 Orthodontist maximum) (**Regular dental check-ups to occur once every nine months**), Green Shield Vision Care at \$150.00 every 24 months", the Long Term Salary-Wage Continuance Insurance Plan, and Green Shield E.H.B. Plan T4. **The parties agree that within the first three months following ratification the parties will meet to investigate drug formularies which will remove certain over-the-counter drugs from the drug program. The parties further agree to make a good faith effort to agree to the removal of certain over-the-counter drugs from the existing formulary.** The Employer may tender the exact specifications of any or all of the Green Shield Supplemental Plan, the Green Shield Number 3 Prescription Plan, the Green Shield Dental Plan 15, the Green Shield Vision Care Plan, the Green Shield E.H.B. Plan T4 and accept the lowest tender meeting the said specifications. The specifications shall not be tendered until the University and the Union have agreed the specifications are the exact specifications of the existing plans.

22:02 The Employer agrees to provide Group Life Insurance in the principal amount of two (2) times the person's annual base wage to age sixty-five (65) to be paid on the basis of a one hundred percent (100%) contribution by the employer. The two (2) times annual base wage mentioned above is to be calculated by multiplying the employee's negotiated base hourly wages as it may be from time to time, by two thousand and eighty (2,080) hours, times two (2), and then rounding the resultant amount to the next highest five hundred dollars (\$500.00). Further, the Employer agrees to provide members of the Bargaining Unit with Five Thousand Dollars (\$5,000.00) of paid-up life insurance at age sixty-five (**65**) effective July 1, 1991.

22:03 The Employer agrees to enrol all employees covered by this Agreement with the Unemployment Insurance Commission and agrees to pay the premium payable

in connection with such employees. All employees hired on or after November 9, 1981, shall pay the employee's portion of the premium.

22:04 (a) The Letter of Intent concerning Pension Plan between the University of Windsor and The Canadian Union of Public Employees, Local 1001 signed May 1, 1989 be incorporated into this Collective Agreement as an Appendix.

22:04 (b) Employees shall normally be retired at the commencement of the first of the month following the members sixty-fifth (65th) birthday.

22:04 (c) **University Contributions to Local 1001 Plan**

The University agrees to contribute to the Local 1001 Plan for each plan year ending on and after the Effective Date, at such times as are required to comply with Applicable Laws, an amount equal to the contributions made by the members of the Local 1001 Plan in such plan year, determined on the basis of the employee contribution formula under the University Plan in effect on the Effective Date, which formula the parties agree is as follows:

- (a) 6% of that portion of his/her Earnings in each year up to the Year's Basic Exemption; plus
- (b) 4.2% of that portion of his/her Earnings in each year that is in excess of the Year's Basic Exemption but only up to the Year's Maximum Pensionable Earnings; plus
- (c) 6% of that portion of his/her Earnings in each year in excess of the Year's Maximum Pensionable Earnings.

For greater certainty, the amounts required to be contributed by the University to the Local 1001 Plan pursuant to this Clause 22:04 (c) shall, at all times after the Effective Date, be calculated on the basis specified herein without regard to any amendment made to the Local 1001 Plan, including amendments to the contribution formula or the benefit formula thereunder, and without regard to any unfunded liability, solvency deficiency or surplus assets arising under the Local 1001 Plan, or any legislative changes enacted after the Effective Date. Such amounts may be paid by the University by forwarding same by cheque or other negotiable instrument to the Funding Agent of the Local 1001 Plan.

The University further agrees to contribute the rates herein negotiated for those

employees receiving Workers' Compensation Benefits based on their regular earnings, subject to Article 17:03, provided that the Union agrees to allow full pension credits for such employees by including such in the Pension Plan Text under its sponsorship.

22:04(d) (Part-Time Members Only)

Pension Plan for Members of Canadian Union of Public Employees, Local 1001:

ELIGIBILITY

An Employee who is a member of the Union and is employed on a less than full-time basis is eligible to become a member on the first day of the month coincident with or next following the completion of 24 months of Continuous Service, provided that he/she has:

- (1) earned at **least 35%** of the *Year's* Maximum Pensionable Earnings; or
- (2) worked at least 700 hours

REQUIRED CONTRIBUTIONS BY MEMBERS:

- (a) 6% of that portion of his/her Earnings in each **year up** to the *Year's* Basic Exemption; plus
- (b) 4.2% **of** that portion of his/her Earnings in each year that is in excess **of** the *Year's* Basic Exemption but only up to the *Year's* Maximum Pensionable Earnings; plus
- (c) 6% of that portion of his/her Earnings in each year in excess **of** the *Year's* Maximum Pensionable Earnings.

CONTRIBUTIONS BY THE UNIVERSITY:

- (1) The University shall contribute **each** year an amount **equal to the** aggregate regular employee contributions for the **year**.

NOTIFICATION OF ELIGIBILITY

The Trustees of **the** C.U.P.E. Local 1001 Pension Plan will be responsible for

notifying the University of the eligibility of Part-Time Members to join the plan.

22:05 The Employer agrees to provide Workers' Compensation for employees in the Bargaining Unit.

22:06 Except as otherwise herein provided the foregoing payments shall be made by the Employer only so long as the employee is working under the terms of this Agreement.

22:07 The Employer agrees to provide reasonable work for those members of the Bargaining Unit who have received Workers' Compensation Board wage payments as a result of an injury incurred while performing work for the Employer, and are subsequently disqualified by the Workers' Compensation Board from receiving further wage payments. The employee shall make written application to the Employer for such work within thirty (30) days of official notice being received from the Workers' Compensation Board that the employee is disqualified from further wage payments. The Employer must provide such work within thirty (30) days following receipt of an employee's written request. If an employee rejects the job of work made available by the Employer, the entire obligation of the Employer with reference to the within clause is terminated. It is agreed if the provided work is outside the Bargaining Unit, employees engaging in such work shall no longer be covered by the provisions of the within Contractual Agreement. The Employer agrees to use its best efforts to provide reasonable work which they are qualified to perform for members of the Bargaining Unit who have not reached their sixty-fifth (65th) birthday and who have been disqualified from receiving Long Term Salary-Wage Continuance Insurance Benefits.

22:08 The Employer shall pay long service pay annually to every employee on the first regular pay day after December first of each year, based on continuous full-time service as of December 31st of each year as follows:

Qualifications for Payment

Total Annual Payment

Upon completion of Five years and less than Ten years' service:

\$ 50.00

Upon completion of Ten years and less than Fifteen years' service:	\$100.00
Upon completion of Fifteen years and less than Twenty years' service:	\$150.00
Upon completion of Twenty years' service or more:	\$200.00

22:09 The employer agrees to provide Green Shield Number 3 Prescription Plan coverage at a \$2.00 co-pay effective first of month following date of ratification or identical coverage under another plan for all members of the bargaining unit who retire at age sixty-five (65) or older and to pay 100% of the cost of such coverage on behalf of such retired employees.

22:10 (a) Upon the death of an employee who retired at age sixty-five (65) years or over, the University agrees to continue the Green Shield Number 3 Prescription Plan coverage for the legal spouse.

22:10 (b) The University agrees to provide coverage of all benefits listed under clause 22:01 with the exception of Long Term Salary-Wage Continuance Plan on behalf of the spouse and children of an employee who dies in the service of the University. These benefits will be maintained until the death or legal re-marriage of the spouse, and dependent children to the age of twenty-one (21).

22:11 Tuition Remission:

(a) Full-time employees employed within the Bargaining Unit described in Article 3 of the Agreement and, with the employee's written consent, their dependent(s) and legal spouse are eligible for free tuition for credit course(s) approved by the Senate of the University of Windsor, provided such course(s) are taken outside the employee's scheduled working hours. Dependents are defined as children of the employee for whom the employee is entitled to claim tax exemption under the Income Tax Act in the year in which the free tuition privilege is request, or children not over the age of twenty-six (26) to whom the employee provides regular financial support.

- (b) Employees receiving benefits under the Long-Term Disability Plan, their legal spouses and dependents, the legal spouses and dependents of employees who die in service, and employees who retire from the University of Windsor and their spouses and dependents shall also continue to enjoy the benefit of free tuition for credit courses approved by the Senate of the University of Windsor. Dependents are defined as children to the employee for whom the employee is entitled to claim ~~tax~~ exemption under the Income Tax Act in the year in which the free tuition privilege is requested, or children not over the age of twenty-six (26) to whom the employee provides regular financial support.
- (c) All applications for tuition remission shall be submitted in writing to the Director of Human Resources for his/her approval.

22:12 (For Part-Time Members Only)

Part-Time Employees who wish to join the Green Shield Benefits Package must agree to the following in order to be eligible:

- (1) Employees can enrol each September or on beginning of month after date of hire.
- (2) Must subscribe to entire Green Shield Package.
- (3) Annual premium costs must be paid over September to April employment period.
- (4) Employee pays entire premium costs.
- (5) If laid off in December and not recalled until September of the following year, benefits continue until end of February and employee must pre-pay March to August period and must re-enrol in September to continue coverage.
- (6) If terminated in December, benefits will end in December and a refund will be given for the following January and February. (This procedure will be followed after any termination).

ARTICLE 23 - CLOTHING

23:01 (a) Food Services Staff Uniforms

- 1. All Male Cooks and Cook's Helpers: The Employer will supply the aforementioned with one clean uniform for each shift consisting of

Chef's jacket, pants and apron at the Department's expense.

2. All Female Production Staff including Cooks. Cook's Helpers. Pizza Cook and the two General Cafeteria positions (sandwich production in main kitchen): Upon the presentation of receipts, the Employer will pay up to a maximum of \$145.00 per year to each Employee for the purchase of kitchen whites (of their choice). The Employees are responsible for the cleaning of their own uniforms. The Employer will also supply a clean laundered chef's apron per shift at no expense to the staff.
3. The Employer will pay all Food Service Staff for one pair of safety shoes (not boots) to maximum of **sixty-five dollars (\$65.00)** in each year of the Collective Agreement providing they are white (for female) or black (for male) and are made with a non-slip sole. The foregoing shall not be applicable to General Cafeteria working non-production.
4. All Service Staff (General Cafeteria): The Employer will supply three uniforms annually of the Employer's choice of colour and style to correspond with the decor of the outlet the Employee is working in. The Uniform will consist of three tops, three pants or skirts (employee's choice), three aprons and one hat. It will be the Employee's responsibility to keep their uniforms clean.
 - a) Three **skirts** or combination of skirts and pants totalling three garments. The cost will not exceed \$125.00 annually including sales **tax**.
 - b) Three pants may be purchased by the employee. The University will re-imburse on the receipt of purchase the price of \$41.66 per pair to a maximum of \$125.00 annually including sales tax.
5. Porter I: The Employer will supply the Porter I's with three shirts, three pairs of pants, one uniform jacket, one winter coat, one all-weather coat (raincoat), one pair of black safety shoes as per 3 above, one pair winter boots and one pair of gloves. The style and colour and accessories (the tie) to be the Employer's choice with the objective being to present a professional image to our customers. It will be the Porter I's responsibility to keep these uniforms clean and in good repair.
6. Porters: The Employer will supply Porters with three shirts and three pairs of pants of the Employer's choice of colour, style **and** accessories. In addition, the Employer will supply the Porters with the use of **a**

winter coat to be kept within the Department for emergency purposes requiring them to go outdoors. The Porter's coat will be maintained in a sanitary condition at the expense of the Employer. It is the Employee's responsibility to maintain their own uniforms. The Employer will pay for their safety shoes as outlined in point 3 above.

Those on L.T.D., Workers' Compensation or a Leave of Absence without Pay will not be able to claim uniform allowance, where they have been absent for twelve (12) consecutive months.

23:01(b)

The Employer agrees to provide three (3) uniforms in each twelve (12) month period* for all members of the Bargaining Unit, in the Maintenance, Grounds** and Custodial Classifications. The Employer and Union agree to the system whereby:

- (a) The University will designate a supplier from a list of four (4) mutually determined between the University and the Union.
- (b) The University will provide the supplier with a list of all Union members entitled to clothing allowance.
- (c) Existing colours will be maintained.
- (d) The uniforms must be picked up by the employees in the month of March.

Groundskeeper shall also receive a hat and a parka once in every two (2) years. The University will provide a spring/fall jacket to the Groundskeeper once in every two (2) years. There shall be a committee established of Union and Management representatives to consider and recommend on colour and specifications. Such uniforms shall be laundered and maintained by the employee. The Employer initially will assign one (1) pair of rubber boots to each Groundskeeper. Such rubber boots will remain the property of the Employer and will be replaced when required in the opinion of the Employer.

Those on L.T.D., Workers' Compensation or a Leave of Absence without Pay will not be able to claim uniform allowance where they have been absent for twelve (12) consecutive months.

* Staff may choose two (2) T-shirts and two (2) regular shirts plus three (3) pants.

** Grounds staff will have the choice of two (2) T-shirts and two (2) or three (3) regular shirts once every year.

23:01(c)

(For Part-Time Staff Only)

- (i) DRIVERS: On or before each September 15th, Employees who are scheduled and appear for work shall be issued, at the Employer's expense, two tops and one tie. Each Employee is responsible for the care and maintenance of these items. Each unit shall have one raincoat and one winter parka available for those scheduled. Black pants must be supplied by the Employee and kept clean and in good repair. Replacement costs of uniforms will be paid by the Employee.
- (ii) PRODUCTION STAFF: On or before each September 15th, Employees who are scheduled and appear for work shall, upon the presentation of receipts, receive up to a maximum of \$145.00 per year for the purchase of kitchen whites (of their choice). The Employees are responsible for the cleaning of their own uniforms. The Employer will also supply a clean laundered chef's apron per shift, at no expense to the Staff. With respect to Cook's Helpers, the Employer will supply one clean uniform for each shift consisting of Chef's jacket, pants, and apron, at the Employers's expense.
- (iii) WAIT STAFF: On or before each September 15th, Employees who are scheduled and appear for work shall be issued, at the Employer's expense, two tops, one tie, and one vest or cummerbund. Black pants or **skirts** must be supplied by the Employee and kept clean and in good repair. Replacement costs of uniforms will be paid by the Employee.
- (iv) SERVER STAFF: On or before each September 15th, Employees who are scheduled and appear for work shall be issued, at the Employer's expense, two tops, one apron, and one hat. Black pants or skirts must be supplied by the Employee and kept clean and in good repair. Replacement costs of uniforms will be paid by the Employee.
- (v) CUSTODIANS/HOUSEKEEPERS: The Employer will make available smocks to be cleaned and laundered at the Employer's expense.

23:02

Employees who have been issued uniforms by the Employer, in compliance with this Agreement, shall be required to wear their uniforms at all times while performing their jobs of work, and shall further be required to keep their

uniforms clean and in proper repair.

- 23:03 (a) The Employer shall pay a maximum of One Hundred and Twenty Dollars (\$120.00) times (C.P.I. -1) on the fifteenth day of January in each year of the contract to each employee in the classification, Housekeeper with seniority on the payroll as of such date in order to compensate for uniform expenses incurred by such persons. Such employees attaining seniority after January fifteenth in any year shall receive the aforementioned amount on a pro-rated basis, such pro-rated amount to be due and payable as of the first of the month following the month in which the employee completes their probation period. Such staff members in the Housekeeping Department shall wear either an all white uniform, or a two-piece uniform, consisting of either a white top and black **skirt**, or a white top and black pant bottom, or an all pastel green uniform, or an all pastel blue uniform, or an all pastel yellow uniform, or any of the above pastel colours with a black bottom. The Employer will pay for one pair of safety shoes to a maximum of sixty-five dollars (\$65.00) in each year of the Collective Agreement. Those on L.T.D., Workers' Compensation or a Leave of Absence without Pay will not be able to claim uniform allowance where they have been absent for twelve (12) consecutive months.
- 23:03 (b) The Employer agrees to provide Housekeepers with suitable winter jackets every four **(4)** years upon the return of the old jacket or earlier if the jacket is no longer serviceable. Turned in jackets will be donated to charities.
- 23:04 The Employer agrees to provide members of the Bargaining Unit with coveralls, safety rubber boots, rainwear and gloves whenever necessary. More particularly, the Employer agrees to make available to each Custodian, Housekeeper and Porter a pair of safety rubber boots in his/her size - such safety rubber boots to remain the property of the Employer and to be kept on the Employer's premises.
- Each Groundskeeper shall be provided one set of coveralls in their size which shall remain the property of the Employer and remain on the Employer's premises.
- 23:05 The Employer agrees to provide those Stock Clerks required to operate mobile units and each person employed in the classifications of Helper, Locksmith, Tradesman, and Custodial with suitable winter and summer jackets. Such jackets are to **be** provided every two **(2)** years.

Custodian winter jackets shall be turned in prior to a new jacket being provided. New employees in the classification Custodian who have not previously received a winter jacket shall be allowed to retain their initial jacket issue before being required to turn in their previous issue. **Turned** in jackets will be donated to charities.

Note: Summer jackets are not to be made available to Custodial and Tradesman employees.

23:06 The Employer agrees to provide a maximum of Sixty-Five Dollars (\$65.00) in each year of the Collective Agreement upon the presentation of an authorized receipt, towards the purchase of safety shoes for Bargaining Unit Employees designated by the University Safety Manager. It is clearly understood that the **Cook** and **Cook's Helper** will be designated persons. This allowance shall be made payable by February 8th in each year.

The Employer agrees to provide a maximum of One Hundred and Thirty Dollars (\$130.00) **in each year of the Collective Agreement upon presentation of an authorized receipt for the bargaining unit members in the Grounds Department** for the purchase of two pairs of safety shoes **or one pair of safety shoes and one pair of winter safety boots.**

ARTICLE 24 - GENERAL CONDITIONS

24:01 The Employer shall use its best efforts to provide suitable accommodation for employees to have their meals and keep their clothes. It is agreed employees will use these accommodations or other on-campus eating facilities unless leaving the campus, at which time such employees shall punch the time clock in and out.

24:02 The Union shall have the right to post notices of interest to its members on one sliding glass locking type bulletin board at each time clock to be provided by the Employer for this purpose. **The Employer shall provide a bulletin board in the Odette Building and the C.A.W. Centre (Food Services Kitchen) for union postings.**

24:03 It shall be the obligation of each employee covered under the terms of this agreement to inform the Director of Human Resources of the Employer of

his/her current residential address and telephone number.

1. 24:04 The Employer agrees that payroll deductions shall be made for Government Savings Bonds, Windsor Teachers' Credit Union, the **United72**
2. **Way** and the Development Fund, when written request is made therefor by the employee.

24:05 It is agreed between the parties that the President of Local 1001 will suffer no loss of wages whenever he/she is requested by a proper University official to attend upon that official for discussion purposes. It is further agreed the President of Local 1001 shall be allowed the last two (2) hours of his/her shift on Monday, Wednesday and Friday of each week off with pay for the purpose of conducting Union business and may be assigned to the day shift if it does not in the opinion of the University entail the displacement of a member in his/her department currently on the day shift. The University shall make available a room located on the ground floor of the Faculty of Law Building for the use of Local 1001 for the monthly fee of Three Hundred Dollars (\$300.00) **payable to the University of Windsor.**

Should the President be absent and unable to fulfil his/her duties for a period of thirty (30) days or more, then the University shall recognize the Vice-president for purposes of this Article.

24:06 The Presidents of the five (5) non-academic Bargaining Units on campus shall appoint from their number on a rotating basis one (1) person to serve as a representative to the Parking Committee of the University, and the President of Local 1001, if appointed as such person, shall suffer no loss of wages if the meetings of the Parking Committee are held during the President's working hours. Each person so appointed shall serve no more than sixty (60) months in such capacity.

24:07 The Employer agrees to make every effort to provide parking space for each member of the Bargaining Unit requesting the same, in the lot nearest the employees' punch clocks.

24:08 The parties are agreed employees may make temporary mutually agreed to exchanges of shift for any length of time, provided the employees first reach written agreement among themselves by completion of the appropriate form,

and further provided the consent of the employees' supervisors is obtained prior to the exchange occurring, and further provided no financial penalty is imposed on the Employer.

24:09 Employees entering a Food Service Classification requiring Tradesman's qualifications, as required under the Ontario Apprenticeship and Tradesman Qualification Act, 1981, shall be required to have an appropriate Certificate for the applicable trade as determined by the Employer.

ARTICLE 25 - COPIES OF AGREEMENT

25:01 The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and his/her rights and duties under it. For this reason, the Union and the Employer shall share the cost of printing a sufficient number of Agreements in a Union Shop for distribution amongst each of the employees covered hereunder.

ARTICLE 26 - APPRENTICESHIP PLAN

26:01 The Employer and the Union agree that an Apprenticeship Training Program may be established by the Employer in accordance with the provisions of the Apprenticeship and Tradesmen's Qualification Act 1981.

26:02 An advisory committee shall be established encompassing not more than two representatives from (1) The Office of Physical Plant or Food Services as applicable, (2) The Union (one person must represent the trade concerned) and (3) The Department of Human Resources. The Committee will insure the rules and regulations concerning the procedures of the Apprenticeship Training Program are adhered to by all parties. Employees attending meetings within their working hours shall suffer no loss of wages.

26:03 When a position is established under the Apprenticeship Training Program the Employer shall notify the Union in writing and post notice of the position on all bulletin boards herein provided for, for a minimum of seven (7) calendar days. The Employer shall consider only the ability, knowledge and aptitude of the

applicants to do the job in determining who if any is selected to the position.

- 26:04 A person working under the Apprenticeship Training Program shall be considered to be on probation for ninety (90) calendar days following his/her employment. At the conclusion of which he/she will be indentured as an Apprentice.
- 26:05 As per Ontario Legislation, the Apprentice employee shall be paid a minimum wage rate as per their apprenticeship as set forth in Ontario Legislation.
- 26:06 Upon satisfactory completion of the probation period, the Apprentice will be granted seniority back to the date of hire in the Apprenticeship Classification.

ARTICLE 27 - TERM OF AGREEMENT

- 27:01 This Agreement shall be binding and remain in effect from the **1st day of April, 1996 to the 31st day of July, 1998**, and shall continue from year to year thereafter unless either the Union and/or the Employer being desirous of changes or amendments hereto shall, not more than ninety (90) days but not less than thirty **(30) days** prior to the **31st day of July, 1998**, submit to the other party a notice in writing setting forth its desire to amend or terminate the Agreement. Within ten (10) days of receipt of such notice by one party the other party shall enter into negotiations for renewal or revision of the Agreement and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to consummate a revised or new Agreement.

ARTICLE 28 - MISCELLANEOUS

- 28:01 The Employer agrees to replace hand tools broken on the job, such replacement to be made by the Employer on the basis of providing a tool of like value on presentation of the broken tool.

28:02 The University agrees to provide transportation for members of the Bargaining Unit whenever such transportation is required in the opinion of the Employer.

28:03 The parties are agreed those job descriptions mentioned in the Letter of Intent between the parties dated the 22nd day of April, 1974 or as amended by the parties from time to time thereafter shall continue in full force and use for the terms of the within Contractual Agreement. The parties are further agreed that upon signing of the within Contractual Agreement, the parties shall meet for the purpose of reviewing each of the job descriptions mentioned herein and further, that as many job descriptions as the parties may agree to amend, such amended job descriptions shall be implemented immediately.

28:04 The employer shall not require any employee who has been assigned additional duties in the absence of another employee to complete the regular duties that is expected from two (2) employees. It is also expected of the employee, as is expected of all employees, that the shift be spent productively.

ARTICLE 29 - COST OF LIVING ALLOWANCE

29:01 All employees within the Bargaining Unit shall be paid a cost of living allowance **based** on the cost of living formula as set forth below:

The cost of living allowance will be determined in accordance with changes in the Consumer Price Index, published by Statistics Canada (1961 = 100) and hereinafter referred to as the Consumer Price Index.

The base Consumer Price Index shall be the Consumer Price Index for February **1996**.

The first (1st) cost of living adjustment shall be based on the Consumer Price Index of May, **1996**, and each three (3) months thereafter compared **to** the base Consumer Price Index for February **1996**.

Cost **of** living adjustments shall be made on pay **periods** commencing 11:59 p.m. on the following dates: July **5, 1996**; October 11, **1996**; January 17, **1997**; and April 10, **1997**.

The cost of living rate adjustment shall be One Cent (1¢) per hour for each

point five (.5) change in the Consumer Price Index.

The cost of living allowance will be adjusted up or down if and as required for each quarterly period in accordance with the above mentioned formula, provided, however, that in no event will a decline in the Consumer Price Index below the figure as recorded for February, 1993, minus 2.5 points provide a basis for further reduction in the straight time rates set forth in Schedule "A" of the within Agreement.

The amount of cost of living Allowance in effect at any time shall be included in computing vacation pay, holiday pay, call-in pay, sick pay, paid leave of absence and Workers' Compensation payments.

The amount of cost of living allowance shall be included in computing overtime pay except that there shall be no pyramiding as stated in clause 19:07 of the within Agreement.

As of June 30, 1996, the cost of living rate adjustment less Five Cents (5¢)* will be added to the base rates set forth in Schedule "A" in order to create new base rates - said new base rates to be effective as of July 1, 1996.

Upon creation of new base rates as provided in the preceding paragraph, a new base Consumer Price Index shall be established and shall be calculated as being the Consumer Price Index for February 1996 minus 2.5 points.

This article shall be frozen during the life of the Collective Agreement and no monies will be generated or paid during the term of the Collective Agreement. *The Five Cents (5¢) referred to was folded into the Base Hourly Wage Rates noted in Schedule 'A' effective July 1, 1986.

LETTER OF INTENT REGARDING ABSENTEEISM

The University of Windsor and C.U.P.E., Local 1001 recognize that some Employees in the Bargaining Unit are using the Sick Leave Plan for illness and various medical appointments above the normal average within the University staff.

The Union believes it is the duty of the Employer to manage the Sick Leave Plan and the Union's duty to represent their members eligible to receive sick pay to the best of their ability.

To assist the Employer with their concern over the use of the Plan and to protect the interest of the members against any possible erosion of the existing Plan, the Union agrees to counsel all

employees by letter and by presentations at general meetings on the need for regular attendance. Further, the Union will encourage members, whenever possible, to schedule appointments after their shift has concluded or as near to the end of their shift ~~as~~ possible.

LETTER OF INTENT REGARDING EMPLOYEE ASSISTANCE PROGRAM

1. Establish a Committee

It is agreed that following the conclusion of negotiations, the Employer and the Union shall jointly establish a Rehabilitation Education Committee with two **(2)** representatives of the Union and two (2) representatives of the Employer.

2. Function of Committee

The committee shall concern itself with the following general matters:

- a) educate employees
- b) encourage those employees who may require assistance to seek counselling and/or treatment

LETTER OF UNDERSTANDING RE ARTICLE 9:06

In the event of lay-off:

- (a) The Employer shall identify the job or classification to be discontinued and incumbent employee setting out the employee's options pursuant to Article 9 and this Letter of Understanding. A copy of this letter and letters to other employees who may be affected and their options will be sent to the Union concurrently.
- (b) The options referred to in item **(a)** are as follows:
 - 1) accept lay-off with rights to recall;
 - 2) bump a less senior bargaining unit wide employee in the event of a permanent layoff provided they are capable of performing the duties.
 - 3) bump an employee with lower bargaining unit wide seniority within their

department and/or classification on a less preferred shift in the event of a temporary layoff provided they are capable of performing the duties.

- 4) It is understood and agreed that employees undergoing 9:06 and faced with exercising options have to indicate their choice of options in order of preference which shall be granted based on overall seniority within three (3) days of receiving notice; such time may be extended.
- 5) The right to bump shall include the right to bump up in terms of hourly wage rates.

Joint Committee - a Joint Committee to be established consisting of two; one Union and one Employer. The purpose of this committee is to deal with questions, concerns, or complaints arising from this procedure. This Committee shall not be empowered to amend the provisions of this Letter or the Collective Agreement. This Committee, while enjoying support of both parties, shall operate without prejudice to the rights of either party or the individual concerned.

Any dispute regarding the foregoing or Article 9:06 shall be referred to the Joint Committee and if not resolved within five (5) days may be presented as a grievance at the 4th step of the Grievance Procedure, and dealt with accordingly.

LETTER OF CLARIFICATION REGARDING CLAUSE 10

The University undertakes that when possible, it will administer Article 10:01 in a fair and consistent manner. Furthermore, the University will, when possible, consistent with operational needs, accommodate the interests of employees. In order to facilitate this process, employees will be invited to put their names and preferred locations for transfer on a list so that the University may consider their requests.

The University will provide operational reasons in writing for a refusal to transfer to the Union President upon his/her request.

LETTER OF UNDERSTANDING - EMPLOYMENT EQUITY

10/10/2014 10:00:00 AM

The Parties agree to form an Employment Equity Committee to address issues concerning employment equity at the University of Windsor, the details of which shall be determined during the life of the Collective Agreement.

Pursuant to the Employment Equity Program and the Human Rights Act of Ontario, the job posting procedure and seniority rights related thereto may be waived by mutual agreement.

LETTER OF UNDERSTANDING • TEMPORARY VACANCIES

Where the Employer, pursuant to the Collective Agreement determines there is a temporary vacancy and is proceeding to hire a temporary employee, then the following procedures shall apply.

1. The posting for initial temporary vacancies shall state that "Employees who may be interested in subsequent vacancies related to this posting must submit their names for consideration prior to the closing of this posting to the Human Resources Department. "
2. From the List of Names submitted pursuant to Item #1, the Employer will fill the first subsequent vacancy with the senior qualified employee interested in filling said vacancy and then from the remaining names fill the second subsequent vacancy with the senior qualified employee interested in filling such vacancy.
3. Where the successful candidate pursuant to Items #1 and/or #2 is unable to assume the duties of the temporary assignment they shall be disqualified from this posting and the next senior qualified employee who was unsuccessful in obtaining a position under Item #1 or #2 who is interested in the assignment shall be appointed.
4. Where the successful candidate pursuant to Items #1 and/or #2 assumes the duties of the temporary assignment and within 14 calendar days the Employer and/or the employee determines the temporary assignment unsatisfactory the employee shall be returned to their regular positions in a manner consistent with Article 10:04 and the position filled pursuant to Item #3.
5. Where the successful candidate pursuant to these procedures assumes the duties of a temporary assignment completes the initial 14 calendar days referred to above and subsequently is unable or unwilling to complete said assignment, the

Employer shall in consultation with the union fill the assignment in the most reasonable manner possible under the given circumstances, and return said employee to their regular position in a manner consistent with Article 10:04, save for the provisions of Item #6 where applicable.

6. It is understood that where an employee pursuant to Item #5 is unwilling to complete a temporary assignment they shall be ineligible for consideration with respect to any other temporary assignment for a period of ~~six~~ consecutive months from the date of reverting to their regular position.
7. It is also understood that while an employee is on temporary assignment they shall have the right to apply for and be considered for any regular job posting pursuant to Article 10 of the Collective Agreement, but not for other temporary assignments pursuant to these procedures.

LETTER OF UNDERSTANDING RE: SCHEDULING

- (i) The weekly work schedule shall be as determined by the Supervisor and posted no later than 5:00 p.m. on the Thursday prior to the commencement of the work week (a work week shall be deemed to commence at 11:59 p.m. on Sunday of each week);
- (ii) ~~Part~~ (i) above shall provide for two consecutive days of rest. The two consecutive days off are subject to change subject to 10:01 (a).

LETTER OF UNDERSTANDING REGARDING THE ASSIGNMENT OF WEEKEND OVERTIME IN THE HOUSEKEEPING DEPARTMENT DATED FEBRUARY 11, 1988

1. (a) Employees who are scheduled for regular work shifts on Saturday and/or Sunday will be excluded from overtime assignment on those specific Saturdays and/or Sundays that they work their regular assigned weekend shifts except in cases of emergencies.
- (b) The remaining employees will be asked to work overtime hours based on the hours of overtime worked to date.
- (c) If the hours of overtime already worked are equal among employees, seniority shall govern the choice of shift to be worked.

2. (a) Employees who are scheduled for regular shifts on Saturdays and Sundays will be asked for overtime on Thursday and or Friday in the same manner as #1 above. Thursday will be filled first, Friday second.
 - (b) If the hours of overtime already worked are equal among employees, seniority shall govern in the choice of shift to be worked.
3. (a) Overtime required for Friday, 11:30 p.m. until Saturday, 8:00 a.m. Midnight shift shall be filled by members of the regularly scheduled Midnight Shift.
 - (b) Employees will be asked to work overtime based on the hours of overtime worked to date.
 - (c) If hours of overtime already worked are equal among employees, seniority shall govern in the choice of shift to be worked.
4. (a) Shift preference shall mean choice of shift only. Shift preference shall not extend to choice of day.

LETTER OF UNDERSTANDING REGARDING ARTICLE 16

In full **and** final settlement of all outstanding Grievances, it is agreed that bargaining unit employees presently receiving Workers' Compensation payments will continue to accrue vacation credits for a maximum of three (3) years from the time they commence Workers' Compensation payments.

In respect to employees commencing Workers' Compensation payments after July 1, 1991 such employees will accrue vacation credits for a maximum of two (2) years **from** the time they commence Workers' Compensation payments.

In respect to the preceding and at the option of the Employer, a cash payment for vacation credit may be given to the employee in place of days off.

LETTER OF CLARIFICATION REGARDING 17:01

The parties recognize that the provisions under 17:01 wherein the terms and conditions of the L.T.D. plan are given reference must be followed in order not to incur a disruption of earnings as set out in 17:01 (c). The parties note that, in particular, employees must ensure that their application for benefit coverage under this program is submitted in advance of the expiration of short term benefits. Any questions concerning this program may be referred to the Manager of Benefits, Records and Pension Administration.

LETTER OF UNDERSTANDING REGARDING ARTICLE 17:01

The parties agree that the University of Windsor will not hereafter enter into a contract of disability insurance respecting the Group Long Term Disability benefits for members of C.U.P.E. Local 1001 without prior consultation with C.U.P.E. Local 1001. The parties further agree that such practices as currently exist, i.e., benefit adjustments based on changes in Schedule A wage rates, shall continue until such time as expressly changed by the parties.

The parties also agree that the contract of insurance entered into by the University of Windsor with London Life Insurance Company, along with the University's other existing practices **as** mentioned above, meets the requirements of the Collective Agreement, Article **17**.

LETTER OF CLARIFICATION
REGARDING THE APPLICATION OF 18:04
TO SITUATIONS WHERE RELATIVES DIE OVERSEAS

The University affirms that it will continue current practice which is **as** follows: The leaves granted pursuant to 18:04 will be maintained upon the receipt of a message of a death overseas. Should there be a dispute arising out of the application of this, the Director of Physical Plant will meet with the employee involved and his/her steward.

LETTER OF CLARIFICATION REGARDING ARTICLE 18:07
MATERNITY/PATERNITY LEAVES

In situations where a male employee *can* demonstrate to the satisfaction of the Director of **Human** Resources that he will be the **sole** person responsible and, therefore, will have **primary** nurturing responsibility in the event of birth or adoption, then leave may be granted.

LETTER OF UNDERSTANDING
RE: EXTENDED ABSENCES ON LONG-TERM DISABILITY
AND/OR WORKERS' COMPENSATION

The parties agree that where an Employee has been absent for a period of three years due to illness or injury and has not provided a Doctor's prognosis of a return to work without restrictions within the foreseeable future, their position may be filled through the Job Posting Procedure.

The foregoing shall be without prejudice to the affected Employer rights under the Collective Agreement save and except such employee shall not be able to claim their pre-illness/injury position upon a subsequent return to work.

In the event of a subsequent return to work, such Employee would be placed into a temporary position for which they are qualified and have seniority to claim, if available, until a regular position for which they are qualified and have seniority to claim becomes available. If a temporary position is not available, such employee shall be placed on the recall list and placed in the first available temporary or regular position they have qualifications and seniority to claim.

LETTER OF INTENT CONCERNING PENSION PLAN
BETWEEN
THE UNIVERSITY OF WINDSOR
(Hereinafter the University)
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1001
(Hereinafter CUPE Local 1001)

Whereas the parties have entered into negotiations regarding the Operation of the pension plan as the final item to be resolved in the renewal of the Collective Agreement;

And whereas the parties have reached general agreement respecting certain key principles for the future operation of the pension, as follows:

1. The complete and entire responsibility for pension plan design, pension plan funding other than described in part 2, pension plan administration, the portfolio management of pension monies held in Trust, and the pension plan trusteeship shall be transferred from the University of Windsor to the Canadian Union of Public Employees Local 1001 and its duly authorized agents or trustees.

2. The University's sole obligation is to make contributions to the new Pension Plan, provided that CUPE Local 1001 has entered into and maintains in force, a Pension Trust Agreement with a Pension Plan Text that is approved by both the Pension Commission of Ontario and the Department of National Revenue.
3. Existing and Subsequent CUPE Local 1001 Pensioners - the full and entire pension responsibility for all current and subsequent CUPE Local 1001 pensioners shall be transferred to CUPE **Local** 1001 and their designated agents and trustees.
4. Indemnification - CUPE Local 1001 agrees to indemnify and save harmless the University of Windsor from any matter arising from the Pension Plan subject to the University of Windsor satisfying its responsibilities under this Article 22.
5. Transfer of Existing Pension Assets - In order for CUPE Local 1001 to meet the Pension obligations pursuant to the foregoing, monies will be transferred to the Trustees of Local 1001 from the existing Pension Plan, being the "University of Windsor Employees' Retirement Plan", at a time and manner to be determined by the parties; the amount of such monies shall be determined by the Actuaries representing the interests of all parties affected by such a transfer (CUPE Local 1001, The University of Windsor, and the Ad Hoc Pension Committee) and shall be in accordance with the rules, regulations and requirements of the Pension Commission of Ontario and the Department of National Revenue. Once transferred to the Pension Trust, monies will be utilized at the sole discretion of the Trustee.
6. Contribution Rate - The University agrees to contribute to the new Pension Plan, as established by CUPE Local 1001, at the following rates for full-time employees:
 - (a) 4.2% of that portion of earnings which is subject to tax under the Canada Pension Plan,
 - and
 - (b) 6% of that portion of earnings in excess.

It is agreed that CUPE Local 1001 and its Trustees are empowered to alter the Union's contributions.
7. Normal Retirement Date - The normal retirement date shall continue to be age 65.
8. Disabled Members - A Member who, by reason of a disability, is in receipt of *salary* continuance benefits under **an** insured plan sponsored by the University shall continue to have contributions made on their behalf by the University.

Employees shall continue to belong to the "University of Windsor Employees' Retirement Plan" and such employees will receive the same benefit level as was negotiated with the Ad Hoc Committee until the effective date of the new **Local** 1001 sponsored plan.

Further, terms and conditions of the new pension arrangement shall be determined by the respective parties through continued negotiations. Final agreement respecting the terms and conditions of the new pension arrangement shall be subject to the ratification by the principals of the parties and subject to the approval of the Pension Commission of Ontario and the Department of National Revenue. The resulting agreement with respect to the new pension program shall be appended to this Collective Agreement.

Now, therefore, given that the parties hereto have agreed upon some general principles and do undertake to negotiate and effect a transfer of pension monies into a newly constituted pension program, under the care and auspices of CUPE Local 1001.

Then it is agreed that the renewal contract negotiations are considered to be completed subject to the ratification of the principals of the respective parties.

STATEMENT OF CLARIFICATION RESPECTING THE
"LETTER OF INTENT CONCERNING PENSION PLAN"
DATED MAY 1, 1989

This statement serves to clarify that the parties agree to implement a contribution formula of 4.2% on earnings subject to C.P.P. and 6% on all monies not subject to C.P.P. retroactive to August 1, 1988. It is agreed that this represents the intentions of the parties at date of signing of the Letter of Intent concerning Pension Plan.

Given this understanding, it is further agreed that:

- 1) Any retroactive pension contributions relating to the above shall be paid either from any retroactive wage adjustments or if necessary, from current wages negotiated as a result of renewal bargaining.
- 2) It is further agreed that the University will make available benefit continuation for CUPE 1001 members who retire at the age of 60 but expiring at the age of 65. The University shall be reimbursed within 30 calendar days from the date of invoice for the full cost of such benefits from CUPE **Local** 1001.

UNIVERSITY OF MICHIGAN
RE: PENSION NEGOTIATIONS

Notwithstanding any agreements outside of this Collective Agreement, it is understood and agreed that the parties continue to enjoy their existing bargaining rights with respect to pensions, i.e. the parties may tender proposals during renewal contract bargaining on any matters including pensions.

MEMORANDUM OF AGREEMENT
REHABILITATION COMMITTEE - MODIFIED WORK

The Employer agrees to establish a rehabilitation committee comprised of not more than two (2) representatives of the Union and two (2) representatives of the Employer. The Committee's terms of reference are to expedite the establishment of a written Modified Work Program for injured workers based on medical restrictions of the worker. Modified work is temporary employment of a light or modified nature, calculated to assist in returning the employee to full regular duties. Such modified work is considered transitory by its nature and, although without formal time limits, it is generally anticipated that the worker will return to his/her usual job functions in the near future.

LETTER OF INTENT REGARDING STAFF REPLACEMENTS

The University is prepared to undertake the following practices:

- a) replace employees after 105 days immediately following day 105;
- b) replace employees on Workers' Compensation;
- c) replace employees on extended unpaid leave of absence (20 working days or more).

The University is committed to fulfil its obligation to replace employees based on the following understanding:

For the period of September 1 to April 30, vacancies will be filled by temporary postings and for the period of May 1 to August 31, the Employer will move those full-time employees within the applicable job classification in order to prevent the layoff of full-time employees.

LETTER OF AGREEMENT RE PART-TIME EMPLOYMENT

By entering into this agreement, the parties confirm their commitment to the self operated means of providing quality, service oriented, economically viable Food Services. In this regard the University of Windsor will endeavour to maximize the employment opportunities for those employees on the C.U.P.E. Local 1001 active seniority list during the life of this agreement.

SCHEDULE A

1(a). **Full-time Staff**

POSITION	CURRENT	APR 1/96	NOV 1/96	APR 1/97	MAR 31/98	JUL 31/98
Stock Clerk	\$16.99	\$17.19	\$17.30	\$17.41	\$17.46	\$17.54
Helper	\$16.72	\$16.92	\$17.03	\$17.14	\$17.19	\$17.27
*Helper/Asbestos Cleanup Person	\$16.72	\$16.92	\$17.03	\$17.14	\$17.19	\$17.27
Groundskeeper	\$16.07	\$16.27	\$16.38	\$16.49	\$16.54	\$16.62
Custodian/Housekeeper	\$15.55	\$15.75	\$15.86	\$15.97	\$16.02	\$16.10
Locksmith	\$16.91	\$17.11	\$17.22	\$17.33	\$17.38	\$17.46

POSITION	CURRENT	APR 1/96	RATIFICATION	JUL 31/98
Cook	\$16.00	\$16.50	\$16.58	\$16.66
Cook's Helper	\$13.96	\$13.96	\$14.04	\$14.12
Porter	\$13.67	\$13.67	\$13.75	\$13.83
Porter 1	\$14.52	\$14.52	\$14.60	\$14.68
Baker	\$16.24	\$16.24	\$16.32	\$16.40
Baker's Helper	\$14.11	\$14.11	\$14.19	\$14.27
Storeskeeper F. Service	\$15.50	\$15.50	\$15.58	\$15.66
Pizza Maker	\$13.96	\$13.96	\$14.04	\$14.12
Apprentice Cook	\$10.94	\$10.94	\$11.02	\$11.10
General Cafeteria	\$13.67	\$13.67	\$13.75	\$13.83

The Base Hourly Wage Rates effective reflect the Five Cents (\$0.05) noted in Article 29 herein.

Lead Hand will be paid 5% above the highest classification to which the Lead Hand oversees. This represents a classification for purposes of the application of Article 9.

*A premium of \$1.00 per hour will be paid for all work while performing asbestos cleanup.

The foregoing schedule of full-time wages meets the requirements of the Pay Equity Act.

1(b). Full-time Food Service Staff

One time lump sum payment of \$500 effective date of ratification by both parties to be paid seven (7) working days after the date of ratification by both parties.

2(a). Part-time Staff - Wage Grid

The following terms and conditions have been agreed to respecting the part-time staff:

- I) The parties agree to freeze and grandparent the wage rate of **\$13.70** per hour inclusive of benefits and vacation pay for present incumbents in the part-time Food Service job class and lead hands for the life of the agreement subject to the terms and conditions contained hereinafter. Those present Catering/Bar staff, who have not indicated in writing by May **15, 1997** their intention to select to a non-Catering/Bar position in the August, **1997** signup process, will not be eligible for the voluntary exit incentive described in part vii below.
- ii) The monetary offer is made on the sole condition of the acceptance of the University's proposal on turnover as follows: if turnover of **35** employees is not achieved between the date of ratification by both parties and December **31, 1997**, the difference between **35** and the actual turnover will be made up by way of the lowest senior employees assuming the new wage rate at the appropriate wage level on January **1, 1998**.

Probation - 1 year	\$8.50**
Greater than 1 - 4 years	\$9.00**
Greater than 4 - 7 years	\$10.00**
Greater than 7 years	\$13.70**

Placement on the above grid shall be by bargaining unit wide seniority.

This amount represents **full compensation in lieu of all Employer supplied benefits (17%) and vacation pay (**4%**) and satisfies all Pay Equity obligations.

- iii) A Casual classification is created in Catering/Bar at a rate of **\$10.05** per hour inclusive of all benefits and **4%** vacation pay. It is understood that this meets the casual definition under the Pay Equity Act. It is understood that anyone performing the duties of this casual classification shall assume the terms and conditions of this casual classification subject to **17:01(3)**. For example, full-timers recalled to or bumping into this position would assume the wage rate attached to this position, It is understood that the probation rate is \$10.05 per hour.

iv)	Premium Pay for the following assigned duties:	
	Grill Cook	\$0.29
	Cook's Helper	\$0.29
	Pizza Helper	\$0.29
v)	Part-time Custodian/Housekeeper	\$13.29
	**Compensation in Lieu of Benefits (17%)	2.26
	Vacation Pay (4%)	<u>.62</u>
		\$16.17

This amount represents **full compensation in lieu of all Employer supplied benefits (17%) and vacation pay (4%) and satisfies all Pay Equity obligations.

- vi) Catering/Bar Lead Hands will be paid \$13.70 per hour plus 5% and all other Lead Hands will be paid 5% above the highest classification to which the Lead Hand oversees. This represents a classification for purposes of the application of Article 9.
- vii) The University proposes a voluntary exit program to part-time employees who wish to terminate their employment. This voluntary exit program is not available to those Catering/Bar staff who have indicated in writing by May 15, 1997 that they intend to re-sign into the Catering/Bar classification during the August, 1997 signup process. The amount of the incentive shall be \$1,700 less statutory deductions. Employees must exercise this option no later than May 15, 1997 to be paid within seven (7) working days.
- viii) The wage levels for all part-time employees hired after the date of ratification by both parties will be **as** follows:

Probation - 1 year	\$8.50**
Greater than 1 - 4 years	\$9.00**
Greater than 4 - 7 years	\$10.00**
Greater than 7 years	\$13.70**

**This amount represents full compensation in lieu of all Employer supplied benefits (17%) and vacation pay (4%) and satisfies all Pay Equity obligations.

The renewal Agreement shall be effective from the 1st day of April, 1996 and shall continue in effect until July 31, 1998.

IN WITNESS WHEREOF the parties hereto have executed this Agreement by the hands of their proper officers on this 28th day of March, 1997.

UNIVERSITY OF WINDSOR

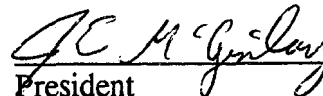


President



Director of Human Resources

CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1001



President

Secretary



Representative