

UNIFORM COLLECTIVE AGREEMENT



between

THE HALTON REGIONAL POLICE SERVICES BOARD

and

THE HALTON REGIONAL POLICE ASSOCIATION

January 1, 2003 - December 31, 2005

07208 (09)

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THIS AGREEMENT made this day of , 2004

B E T W E E N

THE HALTON REGIONAL POLICE SERVICES BOARD
hereinafter called the "BOARD"

OF THE FIRST PART

- and -

THE HALTON REGIONAL POLICE ASSOCIATION
hereinafter called the "ASSOCIATION"

OF THE SECOND PART

WITNESSETH THAT IN consideration of the mutual covenants and agreements hereinafter contained, the parties hereto have agreed as follows:

ARTICLE 1 - PURPOSE

1.01 The Purpose of the Agreement is to comply with the Police Services Act of Ontario and the Regulations as amended from time to time and to maintain a harmonious relationship between the Board and the Association members and to provide an orderly and amicable method of settling differences or grievances which may arise between the parties.

ARTICLE 2 - RECOGNITION AND DEFINITION

2.01 The Board recognizes the Association as the exclusive bargaining agent for members covered by this agreement.

2.02 For the purpose of the Agreement:

- (a) "Member" means a Police Constable, other Police Officer or Cadet of the Halton Regional Police Service save and except the Chief of Police, Deputy Chief and Senior Officers.
- (b) "Association" means the Halton Regional Police Association;
- (c) "Board" means the Halton Regional Police Services Board;
- (d) "Chief" means the Chief of Police of the Halton Regional Police Services;
- (e) "Service" means the length of continuous service with the Halton Regional Police Service, including the total number of years of service credited to a member of the Police Force of either Burlington, Oakville, Milton or Georgetown and of which they were a member immediately prior to the 1st day of January, 1974.
- (f) "Spouse" for the purposes of Article 16.01 means:
 - (i) a man or a woman who are married to each other; or

- (ii) a man or woman who are not married to each other and have co-habited,
 - a) continuously for a period of not less than one (1) year; or
 - b) in a relationship of some permanence, if they are the natural or adoptive parents of a child.
- (g) Wherever applicable, the singular number shall include the plural and the masculine gender shall include the feminine.
- (h) "Mutatis Mutandis" means "with the necessary changes in detail, meaning that matters or things generally the same, but are to be altered when necessary."
- (i) "Court Time" means the required attendance of a member for the purpose of giving evidence at Ontario Court, Provincial Offences Court or at any other judicial proceeding in the capacity of a witness concerning matters arising out of the course of official duties.
- (j) "Loco Parentis" means "in the place of a parent, [a person] charged with a parent's rights and duties."
- (k) "Region" means the Regional Municipality of Halton.
- (l) "Seniority" means the length of continuous service as a police officer with the Halton Regional Police Service, including prior service recognized with Burlington, Oakville, Milton or Georgetown police forces.
- (m) "Volunteer" means a member of the public who donates time without monetary compensation.
- (n) "Rotating Shift" refers to the process of changing shifts on a regularly scheduled basis. This shall include shift schedules defined in Articles 8 and 27.02.
- (o) "Sign or Signing" (Ref: 12.03 to 12.09, 27.07(k) to (q)) means the selection of vacation time by a member, from their respective District/Unit/platoon vacation roster. [2004]

2.03 It is hereby confirmed that the members of the Police Services Board shall not be liable personally for any action or any other proceeding which may arise from the application or administration of the Collective Agreement.

ARTICLE 3 - RIGHTS OF THE BOARD

- 3.01 The Association and its members recognize and acknowledge that, subject to the provisions of the Police Services Act and the Regulations thereto; it is the exclusive function of the Board to:
- (a) Maintain order, discipline and efficiency;
 - (b) Hire, discharge, direct, classify, transfer, promote, demote or suspend or otherwise discipline any member of the Police Service;
 - (c) Without limiting the generality of the above, generally to supervise and direct the operations of the Service.

- 3.02 If a member claims that the Board has exercised any of the functions outlined in Article 3.01 paragraph (b) and (c) unfairly or unjustly or in a discriminatory manner without reasonable cause, then such a claim may be the subject of a grievance under the provisions of the grievance procedure outlined in this Agreement or dealt with under procedures within the exclusive jurisdiction of the Ontario Police Arbitration Commission as prescribed by the Police Services Act.

ARTICLE 4 - ASSOCIATION MEMBERSHIP

- 4.01 All members shall be eligible for membership in the Association in accordance with the provisions of the Police Services Act of Ontario and Regulation as amended from time to time. Membership in the Association shall not be a condition of employment.
- 4.02 All members shall as a condition of employment, pay an amount that shall be equal to a fixed amount prescribed by the Association for monthly dues.
- 4.03 During the term of this Agreement, the Regional Treasurer agrees to deduct an amount equal to the amount prescribed by the Association for the monthly dues from every bi-weekly pay of each member. A list shall be prepared, in accordance with the payroll deduction of such dues providing the Association with the names, addresses and classifications of the members from whose pay such deductions have been made, together with the names, address and classification of any members who have, since a last payment, ceased to be employed by the Board. Such list shall be forwarded to the Association together with the sums deducted from each pay within one (1) week of each such deduction.
- 4.04 The Board shall not be liable for any actions or any other proceedings which may arise from the application of this Article.
- 4.05 For administrative purposes, the Association shall be notified of all contractual employees hired by the Police Service and shall be provided with the title of the position, details regarding the duration of each contract, the hours of employment, and the contractual expiry date. Such information shall be provided to the Association within one (1) week of the contract being signed.

ARTICLE 5 - NO DISCRIMINATION

- 5.01 The Board agrees that there will be no discrimination, interference, restraint or coercion exercised or practiced by the Board, or its representatives, with respect to any members because of their membership in, or connection with the Association, and further agrees that membership in the Association by members who are eligible to join the Association will not be discouraged.
- 5.02 The Association agrees there will be no discrimination, interference, restraint or coercion exercised or practiced by the Association, or by any member or representative of the Association, with respect to any member who is not a member of the Association.

ARTICLE 6 - ASSOCIATION REPRESENTATION

- 6.01 The Association shall name, appoint or otherwise select a Negotiating Committee. The Committee shall consist of a maximum of eight (8) Members to represent the entire membership. [2004]

- 6.02 The Board shall recognize and deal with the said Committee with respect to negotiations.
- 6.03 The Association and the Board shall recognize and deal with each other with respect to any matter which properly arises from time to time and agree to cooperate with one another in the administration of this Agreement.

ARTICLE 7 - GRIEVANCE PROCEDURE

- 7.01 Subject to those matters governed by the Police Services Act, any difference between the parties concerning the interpretation, application, administration or alleged violation of the provision of this Agreement, shall be dealt with in accordance with the following articles listed below.
- 7.02 (a) When a member has a complaint or alleges there has been a violation of the collective agreement, he or she shall forthwith convey to his or her immediate supervisor and/or manager, if appropriate, orally or in writing, all facts relative to the complaint. At the request of the member, an Association representative may attend at this stage. The member and the supervisor shall make every attempt to resolve the problem at this preliminary stage. The supervisor and/or manager shall respond to the member's complaint within ten (10) days. The Association shall also be notified of this response, if the complaint is resolved. The member shall have no right of procedure unless he or she has first attempted to resolve the difference by this preliminary procedure, subject to Article 7.08.
- (b) Where in the opinion of the member, it would be inappropriate for the immediate supervisor to deal with the said complaint referred to in 7.02(a) above, the member may contact the supervisor's immediate supervisor to deal with the complaint. The member may be accompanied by a representative of the Association in this instance.
- 7.03 If the member and his/her supervisor fail to resolve the complaint to the satisfaction of the member, or if the supervisor fails to discuss, acknowledge, or otherwise deal with the complaint, the member may invoke the following procedure in an attempt to remedy the grievance.

Step 1 A member filing an individual grievance shall reduce his/her complaint to writing using the Grievance Form and shall submit it to the Senior Officer and/or Manager in charge of the Division or Unit within sixty (60) working days of the alleged violation or of the date issue was first brought to the attention of the Association.

When a policy issue is brought to the attention of the Association, a complaint on the issue shall be reduced to writing using the Grievance Form and shall be submitted to the Senior Officer and/or Manager in charge of the Division or Unit within sixty (60) working days of the date the issue was first brought to the attention of the Association.

A Senior Officer and/or Manager shall meet with the aggrieved member(s) who may be accompanied by a representative of the Association at this step or shall meet with the Association in the case of a policy grievance. The Senior Officer and/or Manager shall render a written decision within ten (10) days following such meeting.

Step 2(a) If no satisfactory settlement is reached to the written grievance, at Step 1, the aggrieved member(s) or an Association representative may within ten (10) days of receipt of the response at Step 1, submit the grievance to the Chief of Police (or designate), or to the Board. The Chief (or designate), or the Board as the case may be, shall fix a time within the next five (5) weeks, at which time the Chief of Police (or designate), or the Board, shall convene a meeting with the grievor, an Association representative(s) and a management representative(s) to hear the submission in an attempt to resolve the grievance. The Chief of Police (or designate), or the Board, shall render a written decision within ten (10) days following such meeting. The Board may exercise its right to direct the Chief of Police (or designate), to hear the grievance.

Step 2(b) The following information relative to Step 1, if requested, shall be provided by the Association to the Chief of Police (or designate), or the Board, prior to the meeting.

- (i) All relevant documentation from previous steps;
- (ii) Decisions from previous steps;
- (iii) Synopsis of the issue in dispute

Step 3 (a) If no settlement is reached at Step 2 of the grievance procedure, either party may notify in writing, of its intention to submit the grievance to conciliation as provided by the Police Services Act, within twenty (20) days of receipt of the written decision of the Chief of Police or the Board, as the case may be.

Step 3(b) If no settlement is reached via conciliation, either party may notify the other in writing, of its intention to submit the grievance to arbitration within twenty (20) days of receipt of the conciliation officer's report, verifying no agreement was reached via conciliation.

The notice shall include:

- (i) the statement of the grievance and the settlement desired;
- (ii) submission on whether the grievance shall be heard by one Arbitrator, or a three person Board of Arbitration;
- (iii) the names of one or more proposed arbitrators.

Step 3(c) The Board shall indicate whether it accepts the Association's submission on whether a single or three person board shall be used.

Step 3(d) If the parties agree to use a three person board, but cannot agree on a Chair, the parties shall request the Solicitor General to appoint the Chair.

Step 3(e) If the parties agree to use a single Arbitrator, but are unable to agree on a joint appointment, the parties shall request the Solicitor General to appoint the Arbitrator.

7.04 The decision at each step above shall be final and binding upon the Board and the Association and upon the aggrieved member affected by it, unless a subsequent Step is taken within the times herein limited.

7.05 No matter may be submitted to arbitration which has not been properly processed through all previous steps of the grievance procedure. However, the parties may at any stage agree to omit one or more stages of the grievance procedure, as long as such omission does not contravene the Police Services Act. The Chief of Police (or designate), or the Board may waive Step 2 of the grievance procedure, if so desired.

- 7.06 Any time limit herein contained may be extended by mutual consent.
- 7.07 The word "days" in this article means Calendar days, exclusive of Saturdays, Sundays, Statutory holidays and the period of the grievor's vacation.
- 7.08 (a) Either party to this Agreement may lodge a grievance in writing, where a difference between the parties concerns the interpretation, application or administration of this Agreement, or where an alleged violation affects:
- (i) more than one member; or,
 - (ii) the interests of either party to this Agreement.
- (b) The grievance process may be initiated by either party on behalf of the aggrieved member(s) or the party concerned, as the case may be.
- 7.09 An arbitrator shall be appointed pursuant to the provisions of the Police Services Act, as amended.
- 7.10 Each of the parties shall pay one-half (½) of the remuneration and expenses of the arbitrator(s).

ARTICLE 8 - HOURS OF WORK

- 8.01 (a) The normal hours of work shall be eight (8) continuous hours per day, forty (40) hours and five days per week, or as agreed to by the Association and the Chief of Police. The Chief of Police may implement new shift schedule arrangements after consultation and discussion with the Association.
- (b) A normal day shall include a one (1) hour lunch period to be taken midway in the work period, subject to the exigencies of the service. The place at which the lunch period is to be taken shall be agreed between the Chief of Police and the Association.
- (c) No deduction for pay or overtime payment shall be made for the short tour worked or the additional hour worked as the result of changeover to Daylight Saving from Standard Time and vice versa.
- (d) The normal shift shall be as follows:
- First 12:01 a.m. to 8:00 a.m. (11:00 p.m. to 7:00 a.m.)
 - Second 8:00 a.m. to 4:00 p.m. (7:00 a.m. to 3:00 p.m.)
 - Third 4:00 p.m. to 12:00 midnight (3:00 p.m. to 11:00 p.m.)
- In brackets are covering shifts as the Chief of Police deems necessary. The 7:00 p.m. to 3:00 a.m. shift may be required from time to time at the discretion of the Chief of Police. The 7:00 p.m. to 3:00 a.m. shift would be substituted for the first shift, and such shift may be advanced or retarded to a maximum of one (1) hour at the Chief's discretion.
- (e) Members assigned to rotating shifts shall regularly rotate from one shift to another so that a reasonably equal amount of time will be spent by a member on each shift. Subject to the requirements of the service and at the discretion of the Chief of Police, such other temporary shifts may be required as exigencies of the service dictate.

- 8.02 Members who, because of the exigencies of the service, do not receive all or any portion of their lunch period as specified in Clause 8.01 shall be paid for time lost at straight time at their prorated hourly rate.
- 8.03 Changes to shift schedule arrangements subsequent to those referred to in Article 8.01 shall be agreed between the Chief of Police and the Association Executive, subject to the exigencies of the service.
- 8.04 Days off shall be consecutive, subject to the exigencies of the service.
- 8.05 Subject to the exigencies of the service, shifts scheduled shall not be changed unless forty-eight (48) hours notice is given or unless agreed to by the member(s) affected and the Chief of Police or a Deputy Chief or the Senior Officer then in charge of the Service.
- 8.06 Members shall report at the office to which they are assigned in time to be in all respects prepared for duty at the commencement of the shift.
- 8.07 A member seconded to a Police College or such other facility or on special assignment approved by the Board shall be subject to the working conditions or conditions of service the member is seconded to, and shall not be subject to any penalty or any other benefit in this Agreement.
- 8.08 Members may voluntarily exchange shifts or days off member for member, subject to the exigencies of the service. The substitution in shifts for one another shall not exceed one double shift in a forty-eight (48) hour period. The reciprocal arrangement shall be approved by the Sergeant of each member, and approval does not include overtime pay for the other member's normal hours of work.

ARTICLE 9 - OVERTIME/COURT TIME

[revised 2004]

Overtime

- 9.01 Authorized overtime shall be paid at the rate of time and one-half (1½) the member's regular prorated hourly rate on the following system:
- (a) If the member works thirty (30) minutes to one (1) hour following the normal daily shift, they will receive an overtime credit of one (1) hour. No credit will be granted for less than thirty (30) minutes work.
 - (b) A credit of one (1) hour shall be made for each additional hour or part thereof, in excess of fifteen (15) minutes, worked after the first completed hour of overtime worked as set out in (a) above.
- 9.02 All overtime shall be computed and paid monthly, except as set out in (a) below.
- (a) A member, at their option, may elect to accept compensation for overtime worked by taking time off from regular duty on a time and one-half (1½) basis provided that the total number of accumulated banked hours for both overtime and court time shall not exceed sixty (60) hours in total. The time off from regular duty shall be at a time approved by the Chief of Police or designate. Accumulated hours not taken as time off regular duty by November 30 of that year shall be paid at time and one half (1½).
 - (b) A member may elect to have their accumulated banked hours as described in 9.02 (a), converted to pay at any time during the year.

- 9.03 When a member is called out for duty from off-duty hours or prior to the commencement of the regular shift, they shall be granted a minimum of four (4) hours pay at time and one-half (1½) the regular prorated hourly rate.
- 9.04 When a member is recalled to duty from their annual vacation, they shall be credited with a minimum eight (8) hours at the rate of double their regular prorated hourly rate, and an additional credit of one (1) hour for every additional hour or part thereof of attendance in excess of the minimum eight (8) hours.

Court Time - Members

- 9.05 When a member is required to attend Court during off-duty hours, they shall receive a credit of four (4) hours minimum overtime for each attendance, and an additional credit of one (1) hour overtime for every additional hour or part thereof of attendance in excess of the minimum four (4) hours.
- 9.06 Normal reporting time shall be one-half (½) hour before the start of Criminal Court and the court starting time for other Courts.
- 9.07 Court time after night shift shall commence upon completion of the night shift which terminates at 0800 hours and will continue to the completion of Court, for a minimum of four (4) hours.
- 9.08 A member who is required to attend Court on a day that falls on a night shift shall be switched to a day shift when requested, subject to the exigencies of the Service.
- 9.09 All court time shall be computed and paid monthly, except as set out in (a) below.
- (a) A member, at their option, may elect to accept compensation for court time worked by taking time off from regular duty on a time and one-half (1½) basis provided that the total number of accumulated banked hours for both overtime and court time shall not exceed sixty (60) hours in total. The time off from regular duty shall be at a time approved by the Chief of Police or designate. Accumulated hours not taken as time off regular duty by November 30 of that year shall be paid at time and one half (1½).
- (b) A member may elect to have their accumulated banked hours as described in 9.09 (a) converted to pay at any time during the year.
- 9.10 Travel compensation for members who are required to attend Court outside the boundaries of the Region of Halton will be paid at the rate of one minute per kilometre from point of destination and return, provided that travel compensation is not already provided by the Court. Mileage shall be paid at the established Regional rate unless the member is reimbursed by the Courts.
- 9.11 All witness fees, excluding expenses awarded to a witness, received by a member attending Court during either on or off duty hours shall be forfeited to the Halton Regional Police Service.
- 9.12 When a member is recalled from their annual vacation to attend Court, they shall be credited with a minimum of eight (8) hours at the rate of double their regular prorated hourly rate, and an additional credit of one (1) hour for every additional hour or part thereof of attendance in excess of the minimum eight (8) hours.
- 9.13 Members recalled from annual vacation to attend Court, shall be paid at the current Regional rate for return mileage from point of departure.

Court Time - Retired Members

- 9.14 A member who has retired from the Halton Regional Police Service, is in immediate receipt of his/her OMERS pension and is required to attend Court as a result of former duties as a member of the Service, shall be compensated at straight time for actual time spent in Court at one (1) times the current hourly rate of pay for the rank held by the member at the time of their retirement.
- 9.15 Travel compensation for retired members who are required to attend Court within the boundaries of the Region of Halton and who no longer reside within the Region of Halton will be paid at the rate of one minute per kilometer, for the rank held by the member at the time of their retirement, from point of destination to the Court and return provided that travel compensation is not already provided by the Court.
- 9.16 Mileage shall be paid at the established Regional rate unless the retired member is reimbursed by the Courts.
- 9.17 All witness fees, excluding expenses awarded to a witness, received by a retired member attending Court in connection with his/her duties while a member of the Service shall be forfeited to the Halton Regional Police Service.

ARTICLE 10 - DESIGNATED HOLIDAYS

- 10.01 Members, except in Article 10.06, shall be allowed an additional day from duty for each of the following days, and a day for each shall be scheduled by the Chief of Police in conjunction with other normal days from duty wherever possible. Members shall be paid a normal day's pay for each day so scheduled from duty as set out herein.
- 10.02 For the purpose of this Article, designated holidays mean:

New Year's Day	Canada Day	Remembrance Day
Good Friday	Civic Holiday	Christmas Day
Easter Monday	Labour Day	Boxing Day
Victoria Day	Thanksgiving Day	Unnamed Day
- 10.03 A member assigned to rotating shifts shall have the option of working these days from duty, provided they notify the Chief of Police, in writing, of their intentions prior to January 1st of the calendar year.
 - (i) The Member who exercises the option and works the days shall be paid twelve (12) days pay in addition to their normal pay for working these days which shall be paid on the first pay in December.
 - (ii) A Member may exercise the option and take six (6) days off as designated holidays with pay and six (6) days pay in addition to normal pay, which shall be paid on the first pay in December.
 - (iii) A Member may exercise the option and accumulate designated holidays for days off, in a time period not to conflict with summer annual vacation or after December 15. Such accumulation shall not exceed five (5) designated holidays in each year.
- 10.04 A Member may accumulate three (3) days of designated holidays on request for special circumstance and considerations not covered by this Agreement.

- 10.05 Article 10 shall be granted, subject to the exigencies of the Service and when necessary, Article 18, Seniority, shall apply.
- 10.06 A Member appointed after January 1st shall be eligible for a proportionate number of days provided in Clause 10.02 related to the number of completed calendar months of service in the year, i.e. one day (1) for each completed month of service.
- 10.07 Compensation in time or pay for statutory holidays during bereavement leave, annual leave or worker's compensation, may be granted at the sole discretion of the Chief of Police.

ARTICLE 11 - SICK LEAVE CREDIT PLAN

- 11.01 (a) Members, who had vested rights as of October 1, 1979 according to the provisions of the collective agreement which expired on December 31, 1978, shall have the number of days to their credit determined by the terms of the Agreement which expired on December 31, 1978. There shall be no further accumulation of sick leave credits from that previous plan.
- (b) The Board shall confirm individually by letter those members with vesting rights as above, the number of vested days available to their individual credit. In the event of termination or retirement, such member may draw the vested days to their credit in cash, based on the rate of pay of the member at the date of termination or retirement. In the event that a member with vested days to their credit exhausts the provisions of the new plan established by this Article, they may draw on the sick days to their credit (i.e., twice the number of vested days) after exhaustion of all benefits under the plan with an appropriate adjustment to credited days.
- 11.02 (a) On occasion of a bonafide illness or accident (non-compensable) of any member who has been employed in an authorized position for at least three (3) continuous months, leave of absence up to fifteen (15) continuous weeks with full pay will be granted to such member.
- (b) Members with five (5) years of service or more will be granted leave of absence up to twenty (20) continuous weeks. Thereafter, one (1) continuous week of leave of absence will be added for each year of continuous service, to a maximum of forty-five (45) continuous weeks for members with thirty (30) continuous years of service or more.
- (c) For calculation of the above only, successive periods of illness or non-compensable accident shall be considered as one period of disability unless the member returns to work and completes at least three (3) weeks of active, full-time employment before commencement of the later period unless the later disability is due to causes wholly different from those of the prior disability and commences after the member has returned to work.
- (d) Absence from work because of disability shall be reported to the immediate supervisor by the member immediately upon the commencement of absence.
- (e) When a member has had four (4) incidents of sick leave in any twelve (12) month period, payment for subsequent occasions of disability will be withheld for the first two (2) days of such occasion if the member has not adequately substantiated their sickness as being bonafide. On occasions when a member works more than a half shift before leaving work because of illness, such instance will not be counted as an "incident" within the meaning of the paragraph.

- 11.03 (a) The Chief of Police or designate may require a doctor's report regarding a member's sickness at any time. In any case, a member who is absent from work for more than three (3) consecutive working days shall provide their immediate supervisor with a certificate satisfactory to the Service not later than seven (7) days after the commencement of their sickness or upon return to work, whichever ever occurs first, reporting the duration or probable duration of that period of sickness.
- (b) Where any period of sickness is more than fifteen (15) consecutive working days, a certificate from the member's personal physician, reporting the duration or probable duration of the sickness with the first and most recent dates of attendance on the member, shall be provided within the first fifteen (15) days and every subsequent fifteen (15) days of absence there from.
- (c) When a Member is required to provide a medical certificate, the cost of such shall be reimbursed to the Member by the Board. [2004]
- 11.04 If a member is absent from work as a result of compensable accident, the Board or the Regional Municipality of Halton, as the case may be, shall pay the difference between the amount paid pursuant to the Workplace Safety and Insurance Board and their normal salary or wages, for a period of one (1) year. When either amount paid under this provision is exempt from income tax, the total amount paid to the member for the pay period shall not be more than their normal salary or wages in the pay period, less the proportionate amount of income tax. The provisions of this clause do not apply in the case of pensionable injury. Except as otherwise provided in 11.04, no sick leave shall be paid in cases where the member is eligible for Workplace Safety and Insurance Board Compensation.
- 11.05 For all amounts which the Board or the Region, as the case may be, pays pursuant to Article 11.04 of this Agreement, then for such amounts the Board shall be subrogated to all rights or recovery and chooses-in-action to which the member is or is about to become entitled against any person, group or company and may pursue any and all necessary legal remedies in the name of the member to enforce those rights and to effect recovery of such amounts.
- 11.06 Employees may not claim benefits under the provisions of Article 11.02 if any of their absences result from illness or injury for which the employee is entitled to Workplace Safety and Insurance benefits, arising out of the performance of work for gain for any other employer.
- 11.07 Notwithstanding any other provisions contained in this Collective Agreement, "Continuous Service" for the purposes of calculating sick leave credits shall not be deemed to be broken by pregnancy leave, parental leave or any other leave of absence granted or recognized by the Board or Chief of Police.

ARTICLE 12 - ANNUAL VACATIONS

[revised 2004]

- 12.01 The vacation year shall be from January 1st to December 31st of each calendar year, inclusive.
- 12.02 An employee shall earn vacation leave credits with pay at the following rate for each month during which the employee receives pay for at least ten (10) days:
- (a) one (1) day per month to a maximum of ten (10) days / two (2) weeks until the year in which the employee's third (3rd) year of continuous service is completed;

- (b) one and one-quarter ($1\frac{1}{4}$) days per month to a maximum of fifteen (15) days / three (3) weeks until the year in which the employee's tenth (10th) year of continuous service is completed;
- (c) one and two-thirds ($1\frac{2}{3}$) days per month to a maximum of twenty (20) days / four (4) weeks until the year in which the employee's sixteenth (16th) year of continuous service is completed;
- (d) two and one-twelfth ($2\frac{1}{12}$) days per month to a maximum of twenty-five (25) days / five (5) weeks until the year in which the employee's twenty-second (22nd) year of continuous service is completed;
- (e) two and one-half ($2\frac{1}{2}$) days per month to a maximum of thirty (30) days / six (6) weeks until the year in which the employee's twenty-sixth (26th) year of continuous service is completed;
- (f) two and one-half ($2\frac{1}{2}$) days per month to a maximum of thirty (30) days / six (6) weeks plus one (1) additional day until the year in which the employee's twenty-seventh (27th) year of continuous service is completed;
- (g) two and one-half ($2\frac{1}{2}$) days per month to a maximum of thirty (30) days / six (6) weeks plus two (2) additional days until the year in which the employee's twenty-eighth (28th) year of continuous service is completed;
- (h) two and one-half ($2\frac{1}{2}$) days per month to a maximum of thirty (30) days / six (6) weeks plus three (3) additional days until the year in which the employee's twenty-ninth (29th) year of continuous service is completed;
- (i) two and one-half ($2\frac{1}{2}$) days per month to a maximum of thirty (30) days / six (6) weeks plus four (4) additional days until the year in which the employee's thirtieth (30th) year of continuous service is completed;
- (j) after 30 years of service, two and one-half ($2\frac{1}{2}$) days per month to a maximum of thirty (30) days / six (6) weeks plus five (5) additional days;
- (k) When a member retires consistent with the terms of OMERS, regardless of the date of retirement within the year, he/she will receive full annual vacation entitlement for the calendar year in which he/she retires.

12.03 Members will sign for their annual vacation entitlements on or before January 31 of the vacation year, in accordance with the provisions of 12.03 to 12.10 and Article 18. [2004]

12.04 Members will be allowed to reschedule their vacation for an available time or with another member who is willing to change with them after January 31st of a vacation year. This request shall have a rationale and shall be submitted for approval to the District/Unit Commander or Manager. [2004]

12.05 In September of each year, an audit will be conducted to determine if any signed for vacation periods have not been taken. Members will be advised of any outstanding vacation time by October 1 of the entitlement year, and the member advised that the outstanding time must be signed for by November 1 of the same year, or it will be allocated by the Chief of Police or designate. [2004]

- 12.06 Notwithstanding any of the rights otherwise conferred by this Article 12, special circumstances in relation to vacation draw may be considered for approval by the Chief of Police or designate. All exceptions to Article 12.03 to 12.08 shall only be made upon approval of the Chief of Police or designate, who shall have first regard for the exigencies of the Service and second, the circumstances of the request. [2004]
- 12.07 When a member retires consistent with the terms of OMERS, regardless of the date of retirement within the year, he/she will receive full annual vacation entitlement for the calendar year in which he/she retires.
- 12.08 Vacation periods shall be allocated by the Chief of Police or designate and in so doing, the Chief of Police or designate shall have regard for the exigencies of the Service, then to the wishes of the member. Article 18 – Seniority shall be the governing factor.
- 12.09 A member who is hospitalized or confined to their residence as a result of illness or injury on the date on which their scheduled vacation commences and for two consecutive days of scheduled vacation thereafter, as verified by the member's physician, shall have their vacation rescheduled to dates which, if possible, shall be satisfactory to the member. Alternatively, the member shall be entitled to carry their vacation entitlement over to be used within the first quarter of the following year.
- 12.10 Those Members employed by the Board on or before the date of ratification of this agreement (February 16th, 2004) and who are not covered under the Memorandum of Understanding attached dated October 13th, 1999, shall have 50% of their prior service as a Sworn Officer with any other Canadian Police Service recognized for the purpose of calculating vacation entitlement in Article 12.02 above, provided there is no unbroken service for a period beyond 90 days. The Member shall be required to submit satisfactory documentation of the prior service as a Sworn Officer. This recognition does not affect Article 2.02(I) or Article 18. [2004]

ARTICLE 13 - BEREAVEMENT LEAVE

- 13.01 (a) In the event of a death in the immediate family of a member and upon notice to the Chief of Police, a member shall be granted leave of absence with pay for a period of three (3) days. For the purpose of this Article, the immediate family means, wife, husband, common-law-spouse, daughter, son, mother, father, mother-in-law, father-in-law, sister, brother or a person in loco parentis.

Effective upon ratification, in the event of a death in the immediate family of a member and upon notice to the Chief of Police, a member shall be granted leave of absence with pay for a period of four (4) days. For the purpose of this Article, the immediate family means, wife, husband, common-law-spouse, daughter, son, mother, father, mother-in-law, father-in-law, sister, brother, or a person in loco parentis.

- (b) In the event of the death of a member's daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandfather or grandmother, one (1) day shall be granted for attendance at the funeral.

Effective upon ratification, in the event of the death of a member's son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandfather or grandmother, two (2) days shall be granted for attendance at the funeral.

- 13.02 The Chief of Police may extend the time provided herein.

ARTICLE 14 - LEAVE OF ABSENCE - ASSOCIATION BUSINESS, PREGNANCY, PARENTAL AND OTHER

[revised 2004]

14.01 (a) **Leave of Absence for President of Association**

The Board shall grant a Leave of Absence to the Member elected as President of the Association with pay to conduct the affairs of the Association, subject to the following conditions:

- (i) The President will acknowledge, in writing, that he/she remains a member of the Halton Regional Police Service during the leave and in particular that, as a police officer, he/she remains subject to the Code of Conduct under the *Police Services Act*. The purpose of this condition is to ensure that his/her status under the Code will not change as a result of his leave.
- (ii) The Association will bear all expenses associated with the leave. The details of this condition are as follows:
 - 1. The Association shall reimburse the Halton Regional Police Services Board for all salary, benefit and allowance expenses upon receipt of an invoice from the Board on a monthly basis.
 - 2. The Board will maintain all benefits to which the member is entitled pursuant to the provisions of the applicable Collective Agreement. However, unless the Board determines otherwise, the Association shall reimburse the Service for the cost of the maintenance of such benefits.
 - 3. The President shall make pension contributions for the period of time of the Leave in accordance with the OMERS Act and Regulations governing and the Association will be invoiced, as applicable, for the employer's share of the contributions.
 - 4. During the leave period, no entitlement to vacation, designated/statutory holidays, bereavement leave or accrued time will accrue.
 - 5. During the period of leave, the Board will not be responsible for costs associated with sick leave.
 - 6. In the event the President is required to attend court in connection with his duties as a member of the Service, he shall be reimbursed at the Board's expense, in accordance with Article 9.05 of the applicable Collective Agreement.
- (iii) The President will accumulate seniority during the Leave. Upon returning to employment following this Leave, he/she shall return to the same classification/rank as he held at the time the Leave commenced provided any legislative and re-qualification requirements are complied with. If a Member is President for a period longer than six (6) years, any costs to meet legislative and re-qualification requirements are to be borne by the Association. Any required training required following a leave shall be conducted prior to the Member returning to duty.

- (iv) The Association agrees to indemnify the Board with respect to any liabilities, charges, increases in premiums, etc. the Board may incur in respect of the President or any actions he may take in his/her capacity as Association President while on leave of absence. This would include (but would not be limited to) such matters as premiums, charges etc. under the *Workplace Safety and Insurance Act* and liabilities arising from civil action. This condition is intended to ensure that the Association assumes total financial responsibility for any liabilities attributable to the President's actions on its behalf.

14.02 (a) A maximum of five (5) members will be granted leave of absence without loss of pay to attend Police Association of Ontario Annual Convention. The amount of such leave shall not exceed a maximum of twenty (20) working days for all members and the request for leave must be made at least ten (10) days in advance of the date the leave is required.

- (b) The number of members and number of days leave granted, subject to the above limitations, shall be determined by the Association.

14.03 (a) The following leaves of absence, without loss of pay may be granted subject to the needs of the Service and the approval of the Chief of Police or his/her designate:

Police Association of Ontario Labour Conference

One Director two (2) days leave

Canadian Police Association Executive Board Meeting

Chair two (2) days leave

Notice for the above leaves shall be at least fifteen (15) days.

- (b) If members are not scheduled to work, they shall attend events on their own time.

14.04 (a) Two (2) members of the Association shall be granted leave of absence without loss of pay to attend Quarterly Executive Meetings of the Police Association of Ontario, provided such leave does not exceed a maximum of two (2) working days for each member and provided further that the request for such leave is made ten (10) days in advance of the date the leave is required.

- (b) The number of days leave granted, subject to the above limitation, shall be determined by the Association.

14.05 Members of the Bargaining Committee shall be granted such time off without loss of salary as is required to carry out their bargaining respecting negotiations, conciliation or arbitration.

14.06 Any time off requested regarding this Article where a Member is scheduled to work, shall be made through the Chief or designate and shall be recorded on a time sheet exemption form.

Pregnancy Leave:

- 14.07 (a) A member who makes written application to and supplies the Board with the Certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated date of delivery, shall be given pregnancy leave, without loss of seniority, in accordance with the following provisions:
- (b) Pregnancy leave shall be administered in accordance with Part XI of the Employment Standards Act of Ontario as amended. A member commencing such leave who is in receipt of E.I. pregnancy benefits pursuant to s.30 of the Employment Insurance Act Regulation 57(14) shall be paid a supplemental benefit in an amount which with her E.I. pregnancy benefit brings her compensation to 75% of her regular weekly earnings. Regular weekly earnings shall be determined by multiplying her regular hourly rate including the Retention Incentive premium if applicable at the time of her departure, but exclusive of all other premiums on her last day worked prior to the commencement of the leave, times her normal weekly hours. Such payment shall commence following completion of the 2 week employment insurance waiting period and shall continue while the employee is absent on Pregnancy Leave and is in receipt of such E.I. benefit for a maximum period of 15 weeks. In respect to the two (2) week E.I. waiting period, the member shall be paid 75% percent of her regular weekly earnings. To determine entitlement for supplemental benefits, the employer will verify that the employee is in receipt of E.I. benefits by requesting the employee to submit a copy of her benefit entitlements. [2004]
- (c) During the Pregnancy leave, the Board shall continue to pay all premiums normally payable by the Board to maintain all benefits to which the member is entitled pursuant to the term of this Agreement;
- (d) For the purpose of the OMERS plan, pregnancy leave is an authorized leave of absence for which the employee may pay the required employee contributions and thereby establish credited service for such absence. The employer shall pay the employer share of OMERS contributions unless the members gives written notice prior to the leave that she will not pay the employee's share.
- (e) Seniority shall continue to accrue during pregnancy leave;
- (f) A member's anniversary date, for the purposes of calculating any pay increments and for the purposes of sick leave and vacation credit accumulation and entitlement, shall not be affected as a result of Pregnancy leave.

Parental Leave:

- 14.08 (a) Parental Leave without pay shall be granted in accordance with the Employment Standards Act of Ontario as amended, for a period not to exceed up to 18 weeks.
- (b) Seniority shall continue to accrue during parental leave.
- (c) During the Parental leave, the Board shall continue to pay all premiums normally payable by the Board to maintain all benefits to which the member is entitled pursuant to the term of this Agreement.

Extended Parental Leave:

- 14.09 (a) An extension of parental leave beyond the minimum requirements of the Employment Standards Act may be granted to members subject to the exigencies of the Service. Such period of leave shall not exceed one (1) year including the initial period of pregnancy and parental leave.
- (b) An extension of parental leave beyond the minimum requirements of the Employment Standards Act shall be at no cost to the Board.
- (c) Seniority shall continue to accrue during extended parental leave.
- 14.10 Members on Parental Leave or Extended Parental Leave may make pension contributions for the period of time of their leave of absence in accordance with the OMERS Act and Regulations.
- 14.11 A member on pregnancy leave, parental leave or extended parental leave shall not receive sick leave pay in accordance with the terms of the Collective Agreement during the period of such leave, but shall accumulate sick leave at the prevailing rate during that period of time for the purposes of calculation of "continuous service." Pregnancy leave, parental leave, and extended parental leave shall not be considered to result in "broken service."
- 14.12 Where a pregnant member and her Doctor determine that the member, by virtue of her condition, is unable to perform her regular duties during the period prior to the estimated delivery date, the Service shall where possible provide the member with alternative employment without reduction of wages or benefits.
- 14.13 Pregnancy Leave, for any member who does not qualify pursuant to the provisions of the Employment Standards Act, as amended, shall be at the discretion of the Chief of Police, as shall any requested extension thereof.
- 14.14 Any member who adopts a child (or children) shall be subject to the same rights and obligations, mutatis mutandis, as those specified above in 14.07, except that, the period of leave of absence shall commence when the child (or children) is received. [2004]

Leave of Absence:

- 14.15 An Extended Leave of Absence may be granted by the Board for purposes not addressed elsewhere in the Agreement, for a period not to exceed one year. It is understood that such Leaves of Absence must not be for the purposes of starting a business or the commencement of alternative employment, unless authorized by the Board.
- (i) All Leave of Absences shall be without pay.
- (ii) The Board will maintain all benefits to which the member is entitled pursuant to the provisions of the Collective Agreement. However, unless the Board determines otherwise, the member shall reimburse the Service for the cost of maintenance of such benefits.
- (iii) The Member may make pension contributions for the period of time of the Leave of Absence in accordance with the OMERS Act and Regulations governing.

- (iv) A Member shall not accumulate seniority while on Leave of Absence, but upon return to work at the completion of said Leave, shall continue with the seniority as accumulated at the commencement of the Leave of absence and shall be eligible to receive all benefits for such seniority.
- (v) Such Leave of Absence shall be granted subject to the exigencies of the Service.
- (vi) A member returning to employment following a Leave of Absence shall return to the same classification/rank held by the member at the time of the Leave commenced.

ARTICLE 15 - SALARY RATES AND SHIFT PREMIUMS

[revised 2004]

15.01 (a) The annual salary for each member of the Service, for the current year, shall be in accordance with Schedule "A". A member shall progress to the next salary level in accordance with Schedule "A", providing their performance and efficiency have proved satisfactory to the Chief of Police. In the event the member is not recommended, they will be notified within thirty (30) days after the date that they became eligible to progress to the next salary level, of the reason thereof, and will not be held back for a period exceeding twelve (12) months after their eligibility. The annual salary described above shall be deemed to be the base rate of pay used for the calculation of all premiums, overtime and court time included in this agreement.

(b) It is agreed that all members will be paid bi-weekly, and the bi-weekly, daily and hourly rates will be computed as follows:

Bi-Weekly Rate = The annual rate shall be divided into equal pays using the divisor 26.0

Daily Rate = The daily rate shall be determined by dividing the bi-weekly rate by 10.

Hourly Rate = The hourly rate shall be determined by dividing the daily rate by eight hours for uniform members.

It is agreed that the daily and hourly rates are not to be used for calculating the regular weekly salary, except for members who start or end their employment during a bi-weekly period. The daily and hourly rates will be utilized only for determining the payment amount of entitlements that are paid on a daily or hourly basis, such as statutory holidays, overtime, court-time, missed lunches, pay duties, etc.

Members who commence their employment during a bi-weekly pay period shall be paid, on their first pay date, the number of actual days worked during that period multiplied by the daily rate.

15.02 Members who are assigned to work rotating shifts (i.e. required to change from one shift to another on a regular basis) will be paid a flat rate of one hundred and fifty dollars (\$150.) per annum, payable on the first pay period in December, and covering the preceding twelve months. Members working a partial year on shifts will have this benefit pro-rated accordingly.

Effective as of January 1st, 2004, Members who are assigned to work rotating shifts (i.e. required to change from one shift to another on a regular basis) will be paid a flat rate of two hundred (\$200) per annum, payable on the first pay in December, and covering the preceding twelve months. Members working a partial year on rotating shifts will have this benefit pro-rated accordingly. [2004]

- 15.03 Except as otherwise provided in Article 15, a member authorized by the Chief of Police as a temporary replacement for a member holding the rank of Sergeant or higher shall receive the regular rate for the rank in which they are placed, provided that in no case shall the member be paid more than the salary rank immediately above such member's confirmed rank.

When at the direction of the Chief the acting rank will exceed ("thirty") 30 consecutive days, then the member will be moved to the bi-weekly pay status for the rank in which they are placed, provided that in no case shall the member be paid more than the salary rank immediately above such member's confirmed rank.

- 15.04 A Uniform Constable assigned to the Criminal Investigation Division shall be designated as a "Detective Constable" and shall have added to their salary an amount equal to one-half (1/2) of the differential between the current salary of a First Class Constable and the current salary of a First Class Sergeant. [2004]

- 15.05 A Uniform Constable other than one that has been designated as a "Detective Constable", who is assigned to special plain clothes for a period exceeding five (5) days, shall be paid \$3.65 per day in addition to their normal rate of pay.

Effective upon ratification of this agreement (February 16th, 2004), the rate will increase to \$4.00 per day.

- 15.06 In order to further clarify Article 15.04 and 15.05 of the Uniform Collective Agreement, and how such articles are applied to Street Crime Units/Taskforces, training positions within District CIB units and other specialized units, the parties agree to the following:

- (i) A member assigned to a Street Crime Unit or Task Force which reports to a uniform supervisor, shall be compensated in accordance with article 15.05.
- (ii) A member assigned to a District CIB training position shall be compensated in accordance with Article 15.05 until he/she has accumulated twelve (12) months of service in the position. Once the member has served the required accumulated twelve months, he/she shall be compensated as per Article 15.04.

Any member who has previously served for an accumulated period of twelve (12) months in a District CIB training position, prior to May 22, 1997, shall be compensated as per Article 15.04 of the Uniform Collective Agreement.

- (iii) A member assigned to either the Regional CID or Intelligence Unit training position, shall be compensated as per Article 15.05 until he/she has accumulated twelve (12) months of service in each of these units. Once the member has served the required accumulated twelve months in each of these units, he/she shall be compensated as per Article 15.04.

Any member who has previously served for an accumulated period of twelve (12) months in either a Regional CID or Intelligence Unit training position, prior to the signing of this Letter of Understanding, shall be compensated as per Article 15.04 of the Uniform Collective Agreement.

- (iv) A member assigned to either the Surveillance Bureau or Drug Unit, shall be compensated as per Article 15.05 until he/she has accumulated six (6) months of service in each one of these units. Once the member has served the required accumulated six (6) months in either one of these units, he/she shall be compensated as per Article 15.04 of the Uniform Collective Agreement.

A member who has previously served for an accumulated period of six (6) months in either the Surveillance or Drug Unit, prior to May 22, 1997, shall be compensated as per Article 15.04 of the Uniform Collective Agreement.

- (v) Service in the assignments outlined in (ii), (iii) and (iv) does not accumulate during periods of approved leaves of absence.

15.07 (a) A member who is assigned to the Identification Bureau and who has graduated from a recognized identification course shall be paid at a rate equal to that of "Detective Constable" as defined above.

- (b) Effective March 13, 2000, a member who is assigned to the position of Accident Reconstruction Officer shall be paid at a rate equal to that of "Detective Constable" as defined in Schedule A of this Agreement.

15.08 (a) [2004] Effective July 1st, 2003, Members who qualify under the criteria outlined in Article 15.08(b) shall receive a retention incentive premium as set out in Schedule "A".

It is understood that Members shall continue to receive the retention incentive premium when in an "Acting" position of a "temporary" nature. Temporary is defined as "acting" for the purposes of replacing a confirmed rank. The sum shall be added to the Member's bi-weekly salary, and shall not exceed the amounts set out Schedule "A".

- (b) To be eligible and to remain eligible for the retention incentive premium, a Member shall meet the following criteria:

- i) has completed at least 8, 17 or 23 years of Police Service as a Sworn Officer with the Halton Regional Police Services Board;

- ii) The Member must be free of a disciplinary conviction for which the confirmed penalty was the forfeiture of forty (40) or more hours pay or leave, or forty (40) or more hours suspension without pay, imposed in the previous twelve (12) months.

Where a disciplinary conviction for which the confirmed penalty was the forfeiture of forty (40) or more hours pay or leave, or forty (40) or more hours suspension without pay is assessed against a Member, the premium payable shall be reduced by one incentive level. This reduction in one incentive level shall be in place for a twelve month period following the confirmation of penalty.

- iii) Members who are not in receipt of their regular weekly wages shall not be eligible for the retention incentive premium identified in Article 15.08(a) above, with the exception of Members who are absent due to pregnancy leave, sick leave, WSIB and secondments.

- (c) Those Members employed by the Board on or before the date of ratification of this agreement (February 16th, 2004), shall have their prior service as a Sworn

Officer with any other Canadian Police Service recognized for the purpose of calculating years of service required in Article 15.08(b)(i) above, provided there is no unbroken service for a period beyond 90 days. All other requirements in Article 15.08 (b) remain applicable. The Member shall be required to submit satisfactory documentation of the prior service as a Sworn Officer.

- (d) For the purposes of this Article, the date the Member is sworn as a Police Officer shall be the date used for determination of the retention incentive premium.
[2004]

- 15.09 (a) Effective January 1st, 2004, and subject to paragraph (b), a constable assigned to the duties of a Coach Officer, TRU, Scenes of Crime Officer, Breathalyzer Officer, EDU Officer, Commercial Vehicle Inspection Officer or K9 Officer shall receive 2% of a first class constable's base salary while so designated and actively performing the duties of that designation, regardless of the constable's number of years with the Service. A constable designated and actively performing the duties of more than one of the above noted duties shall be entitled to a 1% premium in respect of each additional assignment. Eligibility for this premium is not dependent upon qualifying for the Retention Incentive Premium.

Effective July 1st, 2003, the Senior Constable designation as previously outlined in the collective agreement and payment are deleted.

- (b) A constable who is not in receipt of their regular bi-weekly wages shall not be eligible for a salary premium as identified in Article 15.09 (a).
- (c) The payment is payable on the first pay in December.

- 15.10 (a) Effective as of January 1st, 2004, Members of the Canine Unit shall be compensated at the rate of \$600 per annum to be paid on the 1st pay in December.

Effective as of January 1st, 2005, Members of the Canine Unit shall be compensated at the rate of \$1,200 per annum to be paid on the 1st pay in December.

- (b) Notwithstanding Articles 15.10(a), the allowance shall be pro-rated for those Members who are either transferred in or out of the Unit during the year.
 - (c) Such payment is partial compensation for the care of the Police dog during off-duty time.
- 15.11 (a) Effective January 1st, 2004, Members, who as part of the duties of their position are required by the Chief of Police or designate to be on-call when normally off duty and required to be reasonably available to return to work to perform their duties, shall be paid a premium rate of \$1.50 per hour while scheduled to on-call duty.
- (b) Effective January 1st, 2004, Members who are called infrequently for information as a result of their position and expertise where there is no expectation of being called in to work shall be paid an annual amount of 1% of their salary as compensation while so designated by the Chief or designate.
 - (c) Notwithstanding Articles 15.11 (a) and (b), a Member shall not receive additional compensation while they are on duty.

ARTICLE 16 - GROUP BENEFITS AND INSURANCE

Member Benefits:

16.01 The Board shall make the following plans available to members consistent with the rules and regulations of the respective plans:

- (a) Extended Health Plan covering drugs, nursing care, hospital expenses, ambulance service and supplies, accidental dental and emergency treatment, etc. with an annual deductible of ten dollars (\$10.00) payable by the member.

Effective April 1, 2000, an Extended Health Plan covering drugs, with the voluntary use of generic drugs and a dispensing fee cap of \$8.00, nursing care, hospital expenses, ambulance service and supplies, accidental dental and emergency treatment, etc. with an annual deductible of ten dollars (\$10.00) payable by the member.

- (b) Life Insurance coverage will be maintained at two (2) times the members annual salary, plus an identical amount for accidental death and a dismemberment benefit as per schedule. The Board will also pay two (2) times the difference between salary at the time of leaving work and salary at the time of death, the amount of salary that is currently not covered by our life insurance policy that is held by the Region.

- (c) Dental Plan #9 or equivalent including Rider#2, with the most current O.D.A. fee schedule in effect at the time of treatment, being applied. Orthodontic Rider #3 will be provided at fifty per cent (50%) co-payment (co-insurance) with a two thousand (\$2,000) lifetime maximum per member and each dependent. Rider 4 Restorative Services providing Caps and crowns with eighty percent (80%) co-payment (co-insurance) with a one thousand dollar (\$1,000) maximum per year per member and each dependent.

Effective January 1, 2001, the recall period for adults will increase to 9 months and the lifetime maximum for orthodontic coverage will increase to \$2,500 per member, spouse and each dependent.

- (d) Vision Care for member's, member's spouse, and their dependents to a maximum of one hundred and fifty dollars (\$150) per 24 month period

Effective April 1, 2000, coverage will increase to two hundred dollars (\$200) per 24 month period.

Effective upon ratification (February 16th, 2004), the coverage will increase to \$300.00. [2004]

- (e) Effective October 1, 1988, a long term disability plan will be provided that ensures 66.66% salary coverage after seventeen (17) weeks of disability to a maximum of three thousand dollars (\$3,000) per month. The member will provide two medical certificates at two (2) years disability, one of these being from a physician of the employer's choice, in addition to any other certificates required by the plan.

Effective April 1, 2000 the monthly maximum will increase to five thousand five hundred dollars (\$5,500).

- f) Effective January 1, 2001, chiropractor coverage will be provided to members, their spouses and dependents at an OHIP equivalent per visit rate and an annual maximum of \$300 after OHIP has been exhausted.
- 16.02 Members shall, as a condition of employment, enroll in the Group Insurance Plan, in accordance with its provisions.
- 16.03 (a) The Board will pay the total premiums for the benefits outlined in 16.01(a), (b), (c), (d) and (e) above. In the event of the modification of any of the plans set out herein, by legislation of either Provincial Legislature or the Federal Parliament which reduces the premium(s), the reduction shall be applied to the Board's share of premium costs.
- (b) The employee's share of the Employment Insurance Premium Reduction Program will be retained by the employer towards offsetting the current and continuing costs of benefits provided under this Agreement.
- 16.04 A Survivor's Pension will be provided to the survivor of a member who dies as a result of the performance of their duties. This pension will provide one hundred percent (100%) of the member's gross salary at the time of death. The Survivor's Benefits will include other benefits received such as OMERS pension and Workers' Safety and Insurance benefits. The pension will be provided for a maximum period of five (5) years or until the survivor remarries or the equivalent.
- 16.05 Effective with the signing of this agreement, benefits under 16.01 (a), (c), (d) and (f) will be provided to a member's spouse and dependents for a period of one (1) year following the members death.

Retiree Benefits:

- 16.06 For those members retiring prior to May 2, 1989 in accordance with OMERS early retirement provisions, the Board agrees to provide coverage under the extended health care plan to the same extent as provided to active members in accordance with Article 16.01(a).

Coverage will include Extended Health Plan covering drugs, nursing care, hospital expenses, ambulance service and supplies, accidental dental and emergency treatment, etc. with an annual deductible of ten dollars (\$10.00) payable by the member.

The coverage will be provided to Ontario residents as follows:

- (a) to members who retire at age sixty (60), Extended Health Plan premiums will be at the cost of the Board;
- (b) to members who retire with at least thirty (30) years of service, Extended Health Plan premiums will be at an equal cost sharing between the Board and the retired member until age sixty (60) after which the premiums will be at the full cost of the Board; and,
- (c) payment of Extended Health Plan premiums shall continue until the date when the retired member's Ontario Health Insurance Plan premiums are paid on the member's behalf by the Province of Ontario or the member reaches age sixty-five (65), whichever occurs first.

16.07 For those members retiring between May 2, 1989 and December 31, 1991 in accordance with OMERS early retirement provisions, the Board agrees to provide coverage under the Extended Health Plan to the same extent as provided to active members in accordance with Article 16.01(a).

Coverage will include Extended Health Plan covering drugs, nursing care, hospital expenses, ambulance service and supplies, accidental dental and emergency treatment, etc. with an annual deductible of ten dollars (\$10.00) payable by the member.

The coverage will be provided to Ontario residents as follows:

- (a) to members who retire at age sixty (60), Extended Health Plan premiums will be at the cost of the Board;
- (b) to members who retire with at least thirty (30) years of service, Extended Health Plan premiums will be at the cost of the Board to a maximum of one thousand, two hundred dollars (\$1,200.00) until age sixty (60) after which the premiums will be at the full cost of the Board; and,
- (c) payment of Extended Health Plan premiums shall continue until the date when the retired member's Ontario Health Insurance Plan premiums are paid on the member's behalf by the Province of Ontario or the member reaches age sixty-five (65), whichever occurs first.

16.08 Effective January 1, 1992, members who retire consistent with the terms of OMERS will be provided with the following benefits and the premiums for these benefits will be at the full cost of the Board:

- (a) Extended Health Plan covering drugs, nursing care, hospital expenses, ambulance service and supplies, accidental and emergency treatment, etc. with an annual deductible of ten dollars (\$10.00) payable by the member;
- (b) Extended Health Plan benefits shall also be provided for paramedical coverage which includes the following:
 - (i) chiropractor, osteopath, podiatrist, chiropodists to a maximum benefit of three hundred dollars (\$300.00) per benefit year;
 - (ii) audio-hearing aids to a maximum benefit of three hundred dollars (\$300.00) every three (3) years;
- (c) a dental plan, Liberty Health #9 or equivalent, the O.D.A. fee schedule to be the current year, orthodontic rider with 50% reimbursement, two thousand dollar (\$2,000.00) lifetime maximum per member and each dependent, and Rider #4, caps and crowns with 80% reimbursement, one thousand dollar (\$1,000.00) maximum per year per member and each dependent from retirement to age sixty-five (65) or for a period of ten (10) years, whichever occurs first;
- (d) vision care for members and dependents to a maximum of two hundred dollars (\$200.00) per twenty-four (24) month period from retirement to age sixty-five (65) or for a period of ten (10) years, whichever occurs first;
- (e) coverage for the benefits in (a) through (d) will be provided to members and their spouse from the date of the member's retirement until the date the member reaches age sixty-five (65). Should the member die before age sixty-five (65), the surviving spouse will continue to receive the benefits until such time as the deceased member would have reached age sixty-five (65) or until the surviving spouse remarries, whichever occurs first.

ARTICLE 17 - PENSIONS

- 17.01 All members shall participate in the Ontario Municipal Employees Retirement System (OMERS) basic pension plan (NRA 60) which shall be administered consistent OMERS rules and regulations. The Board and each member shall contribute the amount required under the OMERS legislation and regulations. Eligible earnings shall not include overtime or court time.
- 17.02 (a) Supplementary OMERS plans previously in effect shall continue. The Board will pay the full cost of all past service for all members of the police service and shall pay the remainder of the cost for future service. Effective December 31, 1979, OMERS Type III plan shall be implemented, providing an early retirement benefit without actuarial reduction in benefits -/within 10 years prior to the member's normal retirement date, when
- (i) The member has completed thirty (30) years of service with the employer.
 - (ii) Retirement because of permanent partial disability as determined by the employer.
- 17.03 The Police Services Board will support the principle of the member's purchase of Optional Service at no cost or liability to the Board.
- 17.04 The new basic OMERS and Supplementary OMERS plans referred to shall be administered consistent with the rules and regulations of the OMERS pension plan.
- 17.05 When OMERS announces changes to the Pension Plan that may have an impact on Member benefits, the Board and the Association shall notify each other within 30 days of such announcement and, if required, shall commence negotiations within 6 months of the announced changes. [2004]

ARTICLE 18 - SENIORITY, LAYOFF & RECALL

- 18.01 Insofar as the members covered by the Agreement are concerned, seniority provisions are solely for the purpose of determining a member's position for the drawing of designated holidays and vacations and for the purposes of layoff and recall.
- 18.02 Seniority within each unit, bureau, platoon, division, etc., shall be a governing factor. Each rank shall draw and be allocated separate from each other.
- 18.03 All classification of constables shall be one rank: constable. Schedule "A" designates other ranks covered by this Agreement.
- 18.04 If the Chief of Police designates ranks above constables to substitute one for another during the vacation periods for administrative coverage, and the members involved fail to resolve their draw and allocation among themselves, the Chief of Police may exercise Section 18.01 and allocate the vacation periods and the highest rank involved shall be considered held by the members for the duration of the substitute coverage.
- 18.05 In determining the length of service for the purpose of seniority, continuous service shall not be considered interrupted if absence from the service is due to the leave of absence granted and recognized by the Board or the Chief of Police.

- 18.06 Where the Board has made a decision to reduce the complement of the service and such reduction of personnel cannot be accommodated through attrition where such action is not in contravention of the Police Services Act, the lay-off of members shall occur by reverse order of seniority, subject to the exigencies of the Service. When a vacancy in the complement of the service exists, the members on lay-off shall be recalled in order of seniority, subject to the exigencies of the service.
- 18.07 The Board is to endeavour to give as much notice of lay-off as possible to the members affected after consultation with the Police Association.
- 18.08 A member shall retain rights for a period of twelve (12) months following lay-off. A member laid off due to a reduction in staff and who fails to return to work within ten (10) working days after notice of return to work has been forwarded by registered mail to the last known address of such member, shall be deemed to have severed their service with the Board and shall forfeit all seniority rights except in the case of sickness or other just cause agreed upon by the Board.
- 18.09 The use of volunteers will not result in the lay-off or termination of any bargaining unit members of the Service.

ARTICLE 19 - PERSONNEL FILES

- 19.01 A member may inspect his/her personnel file on reasonable notice to the Chief of Police or designate. In the case of a District/Unit file, the request is to the District/Unit Commander.
- 19.02 Where an employee has been documented or informally disciplined, all records of such discipline shall be purged from the employee's personal file after a discipline free period of two (2) years.

All Police Services Act convictions shall be purged from the employee's personnel file after a discipline free period of five (5) years or earlier at the discretion of the Chief of Police.

ARTICLE 20 - MEAL ALLOWANCE

- 20.01 Upon presentation of receipts, where a member in the course of duties, works more than three (3) hours beyond the tour of duty, they shall be paid a meal allowance based on the following schedule: breakfast - \$5.00; lunch - \$6.00; dinner - \$8.00. Upon presentation of a receipt a member shall also be paid a meal allowance based upon the same schedule for each four (4) continuous hours of duty thereafter. [2004]

Effective as of January 1st, 2004, the allowance amounts shall be increased to breakfast - \$7.00; lunch - \$10.00; dinner - \$15.00. [2004]

- 20.02 Where a member is required to be out of the Region because of their duties at such hours as to reasonably prohibit their presence at normal meal hours, they shall be paid a meal allowance based upon the following schedule: breakfast - \$5.00; lunch - \$6.00; dinner - \$8.00, upon presentation of receipts.

Effective as of January 1st, 2004, the allowance amounts shall be increased to breakfast - \$7.00; lunch - \$10.00; dinner - \$15.00. [2004]

ARTICLE 21 - CLEANING ALLOWANCE

- 21.01 The Board will supply forty (40) cleaning chits per year for the cleaning of uniforms or business suits, if applicable, and two (2) chits per year for the cleaning of parkas or overcoats, if applicable. A cleaning outlet designated by the Board shall accept each chit as payment.
- 21.02 Those Members assigned to wear casual plainclothes for investigative or surveillance duties shall be entitled to 25 cleaning chits per year. [2004]
- 21.03 The allowance chits shall be issued in January of each year for all allowance entitlements. The amount shall be prorated for a member with less than twelve (12) months of service in the year. If a Member is transferred from uniform to plainclothes during the year, the issuance of cleaning chits shall also be pro-rated. [2004]

ARTICLE 22 - UNASSIGNED

[deleted 2004]

ARTICLE 23 - SPECIAL ALLOWANCE

- 23.01 Whenever a member is required to attend a special course of instruction which necessitates a stay at the location at which the course is being presented, they shall be paid an allowance of five (\$5.00) dollars per day of course attendance, in addition to all other expenses and allowances.

Effective upon ratification (February 16th, 2004) , the allowance shall increase to \$7.50 per day. [2004]

- 23.02 Members hired prior to 1974 and transferred in accordance with the provisions of Bill 151 will be reimbursed for mileage at the current Regional rates for travel in excess of fifteen (15) miles.

ARTICLE 24 - CLOTHING REIMBURSEMENT

Article 24.01 does not apply to temporary members.

- 24.01 All members of the Police Service required to work in Plain clothes, other than recruits awaiting the issue of uniforms prior to attending the Ontario Police College, shall be reimbursed for expenses incurred in the purchase of such clothing. All employees will be required to attest to the fact that they have spent the amount being reimbursed on clothing related to their employment at the Halton Regional Police Service. Such reimbursement shall be in an amount not to exceed \$950.00 dollars per annum or \$3.50 per day or any part thereof, in the case of uniform members who are placed in plain clothes details for training and special assignments.
- 24.02 When, in the opinion of the Chief of Police, a member's uniform becomes unnecessarily soiled or damaged in the performance of their duties, the Chief may direct that the uniform be dry cleaned and or repaired and the Board shall bear the cost of same.

ARTICLE 25 - PROMOTION

- 25.01 Every member shall be on probation for a period set out in the Police Services Act, amended from time to time, from date of appointment to rank of Constable. A member will be reclassified successfully to Third Class Constable, Second Class Constable and First Class Constable with a corresponding increase in salary in accordance with Schedule A on completion of each twelve (12) months of service from the date of employment to the classification, provided their performance and efficiency have proved satisfactory to the Chief of Police and only upon the recommendation of the Chief of Police.
- 25.02 In the event that a member of the Police Service is not reclassified within thirty (30) days after the date upon which they became eligible for reclassification, they shall be notified in writing by the Chief of Police of the reason thereof.
- 25.03 If at the discretion of the Chief of Police, a member has shown outstanding or meritorious service in accordance with Regulation 929 of the Police Services Act, the Chief of Police may advance the member before he/she has served his/her required time for reclassification.

ARTICLE 26 - PHYSICAL EXAMINATION

- 26.01 (a) All members of the Service shall be required to have an annual medical examination conducted by a qualified medical practitioner designated by the Board. The medical examination shall be arranged and paid by the Board. Members of the Service shall not suffer any loss of pay as a result of having to attend for a medical examination during normal hours of duty.
- (b) Each member who attends for a medical examination shall be provided with a copy of the doctor's medical report pertaining to the examination and a copy shall also be sent to a designated representative of the Board. If the member is not satisfied with the medical report, they may, at their own expenses, present medical evidence from another doctor of their choice.
- (c) The Board shall endeavour to find alternative employment for any member of the Service who is found to be medically unfit for active police duty.

ARTICLE 27 - COMPRESSED WORK SCHEDULE

- 27.01 A compressed work schedule will be implemented subject to the following terms and conditions. The preceding articles of this agreement shall operate as specified hereafter for those members assigned to the twelve Hours Shift. All other articles apply equally to all members. The amended articles are indicated in brackets in the margin.

Hours of Work:

- 27.02 (a) The normal hours of work for members shall be twelve (12) hours per day, worked on two (2) consecutive day (8.01 a) shifts followed by two (2) consecutive night shifts, or as agreed to by the Association and the Chief. The Chief may implement new shift schedule arrangements after consultation and discussion with the Association. (8.01 a)
- (b) A normal day shall include two (2) lunch periods of (8.01 b) forty-five (45) minutes duration each, subject to the exigencies of service. One lunch period will be scheduled at approximately the mid-point of the first six (6) hours of

the shift, the other at approximately the mid-point of the last six (6) hours. The place at which the lunch periods are taken shall be agreed between the Chief and the Association. (8.01 b)

(c) Starting times shall be adjusted so that the night (8.01 c) shift and day shift work an equal number of hours on the changeover to Daylight Saving from Standard Time and vice versa. (8.01 c)

(d) The normal shift shall be as follows:

Day Shift - 7:00 a.m. to 7:00 p.m. (8:00 a.m. to 8:00 p.m.)

Night Shift - 7:00 p.m. to 7:00 a.m. (8:00 p.m. to 8:00 a.m.)

The times in brackets are covering shifts as the Chief of Police deems necessary. In addition, a portion of the platoon may be scheduled to work a 3:00 p.m. to 3:00 a.m. in lieu of the night shift, and such may be advanced or retarded to a maximum of one (1) hour at the Chief's discretion. (8.01 d)

(e) Due to the fact that under the 12-hour shift system, a member works an average of 42 hours per calendar week, a bank of 104 hours of "Accrued Time" is earned over the period of a year. This Accrued Time must be taken as time off by December 31. For the purpose of controlling this Accrued Time, the year shall be divided into quarters, with 26 hours to be taken as the time off in each quarter by agreement between the member and their supervisor. Any time not accounted for by the 15th of the third month in the quarter shall be taken off prior to the end of each quarter at a time designated by the supervisor and time so designated shall be in a minimum of four hour blocks. A member assigned to a training course of one week or more shall revert to an 8 hour per day, 40 hour week.

(f) For those members transferred at any time during the calendar year, the hours of accumulated time shall be calculated on an individual basis.

27.03 (a) Members may voluntarily exchange shifts or days off member for member, subject to the exigencies of the service. The substitution of shifts for one another shall not exceed one double shift in a forty-eight (48) hour period. The reciprocal arrangement shall be approved by the Sergeant of each member, and approval does not include overtime pay for the other member's normal hours or work. The members shall be responsible towards each other for repayment of the hours worked, and where a member reports sick, the original member shall be responsible to work their shift or find another substitute. Failing this, the original member shall owe and repay twelve (12) hours of duty, not necessarily of the member's choice, within a thirty (30) day period. (8.08)

(b) Members working twelve hour shifts shall not be permitted to exchange shifts such that they work double shifts (i.e. twenty four hours). Other voluntary exchanges of shifts shall be in accordance with Article 8.08.

Designated Holidays:

27.04 A member who elects to take Statutory Holidays as time from duty shall have the number of days so elected converted to hours at that rate of eight (8) hours per Statutory Holiday, and shall be deducted at the rate to twelve (12) hours per shift. In accordance with Article 10.

Sick Leave Credit Plan:

- 27.05 (a) On occasion of a bona fide illness or accident (non-compensable) of any member who has been employed in an authorized position for at least three (3) continuous months, leave of absence up to six hundred (600) hours with full pay will be granted to such member. (11.02 a)
- (b) Members with five (5) years of service or more shall be granted leave of absence up to eight hundred (800) continuous hours. Thereafter, forty (40) continuous hours of leave of absence will be added for each year of continuous service, to a maximum of one thousand eight hundred (1,800) continuous hours for members with thirty (30) continuous years of service or more. A member who is on sick leave shall have "Float Time" credited at the rate of two (2) hours per calendar week during the duration of illness. (11.02 b)
- (c) For calculation of the above only, successive periods of illness or non-compensable accident shall be considered as one period of disability unless the member returns to work and completes at least one hundred and twenty (120) hours of active, full-time employment before commencement of the later period unless the later disability is due to causes wholly different from those of the prior disability, and commences after the member has returned to work. (11.02 c)
- (d) When a member has had four (4) incidents of sick leave in any twelve (12) month period, payment for subsequent occasions of disability will be withheld for the first sixteen (16) hours of such occasion if the member has not adequately substantiated their sickness as being bona fide. On occasions when a member works more than a half shift before leaving work because of illness, such instance will not be counted as an "incident" within the meaning of the paragraph. (11.02 e)
- 27.06 Where any period of sickness is more than one hundred and twenty (120) consecutive working hours, a certificate from the member's personal physician, reporting the duration or probable duration of the sickness with the first and most recent dates of attendance of the member, shall be provided within the first one hundred and twenty (120) hours of absence and every subsequent one hundred and twenty (120) hours of absence there from. (11.02 b)

Annual Vacations:

[revised 2004]

27.07 For members working a compressed work week, annual vacation with pay shall be granted on the following basis and shall be deducted from the vacation bank at the rate of twelve (12) hours per shift. Annual vacation shall be defined as starting when a member commences an absence from duty due to hours being deducted from their vacation bank and continuing until the member returns to active duty (12.01).

An employee shall earn vacation leave credits with pay at the following rate for each month during which the employee receives pay for at least ten (10) days:

- (a) eight (8) hours per month to a maximum of eighty (80) hours until the year in which the employee's third (3rd) year of continuous service is completed;
- (b) ten (10) hours per month to a maximum of one hundred and twenty (120) hours until the year in which the employee's tenth (10th) year of continuous service is completed;
- (c) thirteen and one third (13.33) hours per month to a maximum of one hundred and sixty (160) hours until the year in which the employee's sixteenth (16th)

year of continuous service is completed;

- (d) sixteen and two thirds (16.67) hours per month to a maximum of two hundred (200) hours until the year in which the employee's twenty-second (22nd) year of continuous service is completed;
- (e) twenty (20) hours per month to a maximum of two hundred and forty (240) hours until the year in which the employee's twenty-sixth (26th) year of continuous service is completed;
- (f) twenty (20) hours per month to a maximum of two hundred and forty (240) hours plus eight (8) additional hours until the year in which the employee's twenty-seventh (27th) year of continuous service is completed;
- (g) twenty (20) hours per month to a maximum of two hundred and forty (240) hours plus sixteen (16) additional hours until the year in which the employee's twenty-eighth (28th) year of continuous service is completed;
- (h) twenty (20) hours per month to a maximum of two hundred and forty (240) hours plus twenty-four (24) additional hours until the year in which the employee's twenty-ninth (29th) year of continuous service is completed;
- (i) twenty (20) hours per month to a maximum of two hundred and forty (240) hours plus thirty-two (32) additional hours until the year in which the employee's thirtieth (30th) year of continuous service is completed;
- (j) after 30 years of service, twenty (20) hours per month to a maximum of two hundred and forty (240) hours plus forty (40) additional hours;
- (k) Members will sign for their annual vacation entitlements on or before January 31 of the vacation year, in accordance with the provisions of 27.07(l) to 27.07(r) and Article 18.
- (l) Members will be allowed to reschedule their vacation for an available time or with another member who is willing to change with them after January 31st of a vacation year. This request shall have a rationale and shall be submitted for approval to the District/Unit Commander or Manager.
- (m) In September of each year, an audit will be conducted to determine if any signed for vacation periods have not been taken. Members will be advised of any outstanding vacation time by October 1 of the entitlement year, and the member advised that the outstanding time must be signed for by November 1 of the same year, or it will be allocated by the Chief of Police or designate.
- (n) Notwithstanding any of the rights otherwise conferred by this Article 12, special circumstances in relation to vacation draw may be considered for approval by the Chief of Police. All exceptions to Article 27.07(l) to 27.07(p) shall only be made upon approval of the Chief of Police, who shall have first regard for the exigencies of the Service and second, the circumstances of the request.
- (o) When a member retires consistent with the terms of OMERS, regardless of the date of retirement within the year, he/she will receive full annual vacation entitlement for the calendar year in which he/she retires.
- (p) Vacation periods shall be allocated by the Chief of Police or designate and in so doing, the Chief of Police or designate shall have regard for the exigencies

of the Service, then to the wishes of the member. Article 18 – Seniority shall be the governing factor.

- (q) A member who is hospitalized or confined to their residence as a result of illness or injury on the date on which their scheduled vacation commences and for two consecutive days of scheduled vacation thereafter, as verified by the member's physician, shall have their vacation rescheduled to dates which, if possible, shall be satisfactory to the member. Alternatively, the member shall be entitled to carry their vacation entitlement over to be used within the first quarter of the following year.
- (r) Those Members employed by the Board on or before the date of ratification of this agreement (February 16th, 2004), and who are not covered under the Memorandum of Understanding attached dated October 13th, 1999 shall have 50% of their prior service as a Sworn Officer with any other Canadian Police Service recognized for the purpose of calculating vacation entitlement in Article 27.07 above, provided there is no unbroken service for a period beyond 90 days. The Member shall be required to submit satisfactory documentation of the prior service as a Sworn Officer. This recognition of prior service does not affect Article 2.02(l) or Article 18.

Bereavement Leave:

- 27.08 (a) Effective upon ratification, in the event of a death in the immediate family of a member and upon notice to the Chief of Police, effective April 1, 2000, the member shall be granted leave of absence with pay for a period of forty-eight (48) hours. For the purpose of the Article, the immediate family means: wife, husband, common-law-spouse, daughter, son, mother, father, mother-in-law, father-in-law, sister, brother, or person in loco parentis. (13.01 a)
- (b) Effective upon ratification, in the event of a death of a member's grandfather or grandmother, daughter-in-law, son-in-law, twenty four (24) hours shall be granted for attendance at the funeral.

Leave of Absence - Association Business, Pregnancy, Parental & Other:

27.09 Leave of Absence for President of Association
[revised 2004]

The Board shall grant a Leave of Absence to the Member elected as President of the Association with pay to conduct the affairs of the Association, subject to the following conditions:

- (i) The President will acknowledge, in writing, that he/she remains a member of the Halton Regional Police Service during the leave and in particular that, as a police officer, he/she remains subject to the Code of Conduct under the *Police Services Act*. The purpose of this condition is to ensure that his/her status under the Code will not change as a result of his leave.
- (ii) The Association will bear all expenses associated with the leave. The details of this condition are as follows:
 - 1. The Association shall reimburse the Halton Regional Police Services Board for all salary, benefit and allowance expenses upon receipt of an invoice from the Board on a monthly basis.

2. The Board will maintain all benefits to which the member is entitled pursuant to the provisions of the applicable Collective Agreement. However, unless the Board determines otherwise, the Association shall reimburse the Service for the cost of the maintenance of such benefits.
 3. The President shall make pension contributions for the period of time of the Leave in accordance with the OMERS Act and Regulations governing and the Association will be invoiced, as applicable, for the employer's share of the contributions.
 4. During the leave period, no entitlement to vacation, designated/statutory holidays, bereavement leave or accrued time will accrue.
 5. During the period of leave, the Board will not be responsible for costs associated with sick leave.
 6. In the event the President is required to attend court in connection with his duties as a member of the Service, he shall be reimbursed at the Board's expense, in accordance with Article 9.05 of the applicable Collective Agreement.
- (iii) The President will accumulate seniority during the Leave. Upon returning to employment following this Leave, he/she shall return to the same classification/rank as he held at the time the Leave commenced provided any legislative and re-qualification requirements are complied with. If a Member is President for a period longer than six (6) years, any costs to meet legislative and re-qualification requirements are to be borne by the Association. Any required training required following a leave shall be conducted prior to the Member returning to duty.
- (iv) The Association agrees to indemnify the Board with respect to any liabilities, charges, increases in premiums, etc. the Board may incur in respect of the President or any actions he may take in his/her capacity as Association President while on leave of absence. This would include (but would not be limited to) such matters as premiums, charges etc. under the *Workplace Safety and Insurance Act* and liabilities arising from civil action. This condition is intended to ensure that the Association assumes total financial responsibility for any liabilities attributable to the President's actions on its behalf.
- 27.10 Five (5) members will be granted leave of absence with pay to attend the Police Association of Ontario Annual Convention. The amount of such leave shall not exceed forty-eight (48) working hours for each member and the request for leave must be made at least ten (10) days in advance of the date the leave is required. (14.01)
- 27.11 Two (2) members of the Association shall be granted leave of absence with pay to attend Quarterly Executive Meetings of the Police Association of Ontario, provided such leave does not exceed twenty-four (24) working hours for each member and provided further that the request for such leave is made ten (10) days in advance of the date the leave is required. (14.02)
- 27.12 (a) The following leaves of absence, without loss of pay may be granted subject to the needs of the Service and the approval of the Chief of Police or his/her designate:

Police Association of Ontario Labour Conference

One Director two (2) days (24 hours) leave

Canadian Police Association Executive Board Meeting

Chair two (2) days (24 hours) leave

Notice for the above leaves shall be at least fifteen (15) days.

- (b) If members are not scheduled to work, they shall attend events on their own time.

27.13 Any time off requested regarding this Article where a Member is scheduled to work, shall be made through the Chief or designate and shall be recorded on a time sheet exemption form.

Shifts Premiums:

27.14 Members who are assigned to work rotating shifts (i.e. required to change from one shift to another on a regular basis) will be paid a flat rate of one hundred and fifty dollars (\$150.00) per annum, payable on the first pay period in December, and covering the preceding twelve months. Members working a partial year on shifts will have this benefit pro-rated accordingly.

Effective as of January 1st, 2004, Members who are assigned to work rotating shifts (i.e. required to change from one shift to another on a regular basis) will be paid a flat rate of two hundred (\$200) per annum, payable on the first pay in December, and covering the preceding twelve months. Members working a partial year on rotating shifts will have this benefit pro-rated accordingly. [2004]

Disciplinary Action:

27.15 For the purposes of any penalty imposed under the Police Services Act and Regulations, a day shall be eight (8) hours of work.

ARTICLE 28 - LEGAL INDEMNIFICATION

28.01 Subject to the other provisions of this Article and in accordance with the Police Services Act, a member charged with and finally acquitted of a criminal or statutory offence, because of acts done in the attempted performance in good faith of the members duties as a police officer, shall be indemnified for the necessary and reasonable legal costs incurred in the defense of such charge.

28.02 Notwithstanding Clause 28.01, the Board may authorize payment necessary and reasonable legal costs of a member pleading or being found guilty of an offence described in Clause 28.01, where the court, instead of convicting the accused, grants the member an absolute discharge, provided that the Board accepts the recommendation of the Chief of Police, or an officer designated by the Chief of Police to make such a recommendation, that the member's actions as a police officer in the course of performing police duties were motivated by an intent to do lawful duty, that such actions do not constitute any of the actions described in Clause 28.03 hereof, and that such indemnification will not in the opinion of the Board reduce respect for law enforcement in Halton Region.

- 28.03 Notwithstanding clause 28.01, the Board may refuse payment otherwise authorized under clause 28.01 where the actions of the officer from which the charges arose amounted to a gross dereliction of duty or deliberate abuse of the member's powers as a police officer.
- 28.04 Where a member is a defendant in a civil action for the damages because of acts done in the attempted performance in good faith of the member's duties as a police officer the member shall be indemnified for the necessary and reasonable legal costs incurred in the defense of such an action in the following circumstances only:
- (a) Where the Chief of Police is not joined in the action as a party and the Chief of Police does not defend the action on behalf of the Chief and of the member as joint tortfeasers at the Board's sole expense.
 - (b) Where the Chief of Police is joined as a party or elects to defend the action, but the solicitor retained on behalf of the Chief of Police and the member is of the view that it would be improper for the solicitor to act for both the Chief of Police and the member in that action.
- 28.05 A member whose conduct is called into question in the course of an inquiry under the Coroners Act because of acts done in the attempted performance in good faith of the member's duties as a police officer shall be indemnified for the necessary and reasonable legal costs incurred in representing the member's interests in any such inquest in the following circumstances only:
- (a) Where the Chief of Police and/or the Board does not provide counsel to represent the member at the inquest at the Board's expense;
- OR:
- (b) Where the counsel provided by the Chief of Police or the Board to represent either or both of them along with the member is of the opinion that it would be improper for the counsel to act for both the Chief of Police or the Board and the member in that action.
- 28.06 A member who is subject to a complaint pursuant to Part V of the Police Services Act because of acts done in the attempted performance in good faith of the member's duties as a police officer may be indemnified for the necessary and reasonable legal costs incurred in respect of that hearing only where the Chief of Police has decided to hold a hearing into the matter pursuant to section 64(7) of the Police Services Act or the Ontario Civilian Commission on Police Services holds an oral hearing pursuant to section 70 of the Police Services Act and the officer is found not guilty of misconduct or unsatisfactory work performance under the Act.
- 28.07 Where a member intends to apply to the Board for indemnification hereunder, the member shall, within thirty days of being charged or receiving notice of other legal proceedings covered herein, or receiving notice that the member will not be represented by counsel retained by the Chief of Police and/or the Board, apply in writing to the Chief of Police or to the Officer designated by the Chief of Police to deal with such applications for approval to retain counsel and approval of the counsel to be so retained. In the event of any dispute concerning the counsel to be retained, the matter shall be resolved by an officer designated by the Chief of Police and a member of the Association Executive designated for that purpose.

- 28.08 Where the Chief of Police, pursuant to Board policy, elects to provide legal counsel to defend a member in any legal proceeding covered by this provision, the cost of such counsel is the Board's responsibility irrespective of the outcome of the proceedings and neither the member nor the Board may rely upon the other provisions of this policy.
- 28.09 For greater certainty, members shall not be indemnified for legal costs arising from:
- (a) grievances or complaints under the collective agreement between the Board and the Association or under the Police Services Act; and
 - (b) the actions or omissions of members acting in their capacity as private citizens.
- 28.10 For the purposes of this provision, a member shall not be deemed to be "finally acquitted" if as a result of charges laid the member is subsequently found guilty or, or pleads guilty to, other charges arising out of the same incident or incidents, but nothing in this clause will disentitle the member to consideration under clause 28.02 hereof.
- 28.11 For the purposes of this provision, "necessary and reasonable legal costs" shall be based on the account rendered by the solicitor performing the work, subject initially to the approval of the Regional Solicitor and, in the case of dispute between the solicitor doing the work and the Regional Solicitor, Assessment on a solicitor and client basis by the Assessment Officer.
- 28.12 (a) Subject to the other provisions in this Article, when an investigation is commenced pursuant to Part VII of the Police Services Act by the Special Investigations Unit ("SIU"), and it appears to the Chief of Police that a member requires the assistance of legal counsel to respond to inquiries from SIU Investigators, the Chief of Police may grant the member permission to retain legal counsel to provide the member with legal advice and representation at the expense of the Board on such terms as the Chief of Police deems appropriate.
- (b) Where the Chief of Police grants a member permission to retain legal counsel under the circumstances set out in Article 28.12 (a), the member shall be indemnified by the Board for all necessary and reasonable legal costs incurred until the completion of the SIU investigation, or the member is charged with a criminal or statutory offence, at which time Article 28.01 of this Agreement shall apply.
 - (c) As soon as is practical, the Chief of Police shall bring his actions under this Article to the attention of the Board for its information.

ARTICLE 29 - TECHNOLOGICAL CHANGES

- 29.01 Any significant technological changes affecting members or their work environment will be discussed between Management and the Association prior to implementation with a view to resolving any problems. Whenever practical, the Board, through the Administration of the Service, will commence such discussions at least three (3) months in advance of the planned change.

ARTICLE 30 - ASSOCIATION NOTICES

30.01 The Association may post notices regarding Association business in all police buildings, however, notices may be subject to the approval of the Chief of Police.

ARTICLE 31 - POLICE SERVICES ACT

31.01 The Board agrees to provide access to an up-to-date copy of the Police Services Act, which will be provided in each district.

ARTICLE 32 - JOB SHARING

[revised 2004]

32.01 The parties agree that Job Sharing shall be administered in accordance with the terms and conditions of this Article.

32.02 Effective with the ratification of this agreement (February 16th, 2004) and subject to approval by the Chief of Police or designate and the exigencies of the Service, two continuing members who are at the rank of 1st Class Constable, may enter into an agreement to share the duties of one full-time continuing position for a maximum period of twenty-four months.

All sworn job share agreements in existence on the date of ratification (February 16th, 2004) of this agreement shall terminate no later than thirty-six months after the ratification of this agreement or when a suitable/equivalent position is available for the employees, or if they choose to take another position.

32.03 A job share agreement shall be considered terminated prior to the completion of the twenty-four month period if one of the following occurs:

- (a) one of the job share partners accepting an offer of appointment or promotion to another position within the Service;
- (b) resignation or termination of one of the job share partners;
- (c) approval of a leave of absence (excluding pregnancy/parental leaves), for one of the job share partners;
- (d) the Chief of Police or designate upon ninety (90) days notice, terminates the job share agreement.

32.04 Hours of work for a position shall be shared equally by each job sharer. (8.01)

32.05 Each job share partner shall receive gross bi-weekly pay based on 50% of the annual salary amount payable to a full-time member at the same rank (Article 15) and shall accrue overtime and court time entitlements in accordance with Article 9 of this Agreement.

32.06 Where applicable, premiums shall be paid at 50% of the premium entitlement amounts payable to continuing full-time members. (15.02 - 15.09)

32.07 Designated holidays shall be accrued at one-half of the total hours of designated holiday time entitlement for continuing full-time members. (10.01)

32.08 Sick leave entitlement and vacation entitlement shall be accrued at 50% of the overall entitlement. Overall entitlement shall be determined by years of continuous service, which will not be pro-rated. (11.02, 12.02)

Vacation shall be selected jointly by the job share partners until the less senior partner has exhausted his/her vacation entitlement. Special circumstances may be considered for approval by the Chief of Police or his/her designate.

32.09 Seniority entitlement shall be pro-rated according to the reduced hours of work. (18.01).

32.10 Benefit eligibility and entitlement is subject to the rules and regulations of the applicable benefit plans and the benefit contract between the Regional Municipality of Halton and the Halton Regional Police Services Board and the carrier.

32.11 All Group Benefits premium costs, including insurance, shall be cost shared 50-50 by the employee and the employer. (16.0).

32.12 Pension contributions and credits shall be adjusted in accordance with OMERS regulations. (17.0).

32.13 Job share employees shall remain members of the Halton Regional Police Association and accordingly shall pay full dues.

32.14 Job share employees shall not be permitted to engage in outside employment.

32.15 A vacancy to authorized strength created as a result of a job share arrangement shall be filled via posting, promotion, or hiring as soon as possible.

32.16 Members shall be entitled to enter into another job share agreement provided a period of two (2) years has elapsed since the expiration of the previous job share agreement.

ARTICLE 33 – SELF FUNDED LEAVE

33.01 Self-funded leave is an unpaid leave of absence for educational or sabbatical purposes financed by an employee through the personal deferral of income from previous years.

33.02 A self-funded leave of absence may be granted by the Board for purposes not addressed elsewhere in this Agreement for a period of either six or twelve months. It is understood that such leaves of absence will be for the purposes specified in 33.01 above.

33.03 All self-funded leaves of absence shall be without cost to the Board.

33.04 The Board will maintain all benefits to which the member is entitled pursuant to the provisions of this collective agreement; however, the member shall reimburse the Service for all costs for the maintenance of such benefits.

33.05 The member may make pension contributions for the leave of absence period in accordance with OMERS provisions.

- 33.06 A member shall not accumulate seniority while on a self-funded leave but upon return to work at the completion of said leave shall continue with the seniority as accumulated at the commencement of the leave and shall be eligible to receive all benefits for such seniority.
- 33.07 A self-funded leave of absence shall be granted subject to the exigencies of the Service.
- 33.08 A member returning to employment following a period of self-funded leave shall be reinstated to the position the employee held, if it still exists, or to a comparable position if it does not, at no less than the wages earned at the time the leave of absence began.

ARTICLE 34 - DURATION

34.01 This Agreement shall be deemed to have become effective on the first day of January, 2003, and to have remained in force until the 31st day of December, 2005 and thereafter until replaced by a new agreement.

If either party to this Agreement shall desire to amend or otherwise alter or revise any part of this Agreement, they shall so indicate to the other party in writing not more than ninety (90) days and not less than thirty (30) days previous to the expiry date of the said Agreement, or subsequent anniversary dates, their intentions to amend, alter or revise the Agreement.

34.02 The date of ratification of this Agreement was February 16, 2004.

IN WITNESS WHEREOF the respective parties hereto have hereunto set their respective hands and seals on the day and year set out below.

SIGNED, SEALED AND DELIVERED

_____)
 _____)
 This day of)
 _____)
 _____)
 at the Town of Oakville, in the Region of)
 Halton in the Province of Ontario)
 _____)
 _____)

HALTON REGIONAL POLICE SERVICES BOARD:

) CHAIRMAN

 VICE CHAIRMAN

HALTON REGIONAL POLICE ASSOCIATION:

 PRESIDENT

 DIRECTOR

SCHEDULE "A" – SALARY RATES

Effective 1 January 2003 (+4.0%)

<u>RANK</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>1st Class</u>
Cadet				36,102
Constable	42,224	49,086	55,842	64,365
D/Constable				68,386
Sergeant	68,914	70,062	71,210	72,408
S/Sergeant	73,508	75,805	78,101	82,909

Effective 1 July 2003 (+0%)

<u>RANK</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>1st Class</u>
Cadet				36,102
Constable	42,224	49,086	55,842	64,365
D/Constable				68,386
Sergeant	68,914	70,062	71,210	72,408
S/Sergeant	73,508	75,805	78,101	83,000

Effective 1 January 2004 (+3.75%)

<u>RANK</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>1st Class</u>
Cadet				37,456
Constable	43,807	50,927	57,936	66,778
D/Constable				70,951
Sergeant*			73,880	75,123
S/Sergeant*			81,030	86,000

* Sergeant and Staff Sergeant ranks move to 2 levels effective January 1, 2004

Effective 1 January 2005 (+3.75%)

<u>RANK</u>	<u>4th Class</u>	<u>3rd Class</u>	<u>2nd Class</u>	<u>1st Class</u>
Cadet				38,861
Constable	45,450	52,836	60,108	69,282
D/Constable				73,611

Sergeant	76,651	77,940
S/Sergeant*	84,068	89,000

Retention Incentive Premium

Effective 1 July 2003

<u>8 Yrs at 3%</u>	<u>17 Yrs at 4%</u>	<u>23 Yrs at 5%</u>
1,931	2,575	3,218

Effective 1 January 2004

<u>8 Yrs at 3%</u>	<u>17 Yrs at 4%</u>	<u>23 Yrs at 5%</u>
2,003	2,671	3,339

Effective 1 July 2004

<u>8 Yrs at 3%</u>	<u>17 Yrs at 6%</u>	<u>23 Yrs at 9%</u>
2,003	4,007	6,010

Effective 1 January 2005

<u>8 Yrs at 3%</u>	<u>17 Yrs at 6%</u>	<u>23 Yrs at 9%</u>
2,078	4,157	6,235

The Retention Incentive Premium rate is a percentage of the First Class Constable annual salary.

LETTER OF UNDERSTANDING - MONITORING OF INTERVIEWS
(Continued)

A Member of the Board of Directors of the Association or their designate, shall be permitted to monitor the interview process carried out in accordance with the promotional procedure, with the understanding that any such participation shall not result in any additional costs to the Board above the Member's regular salary. The Association will endeavour to staff their participation wherever possible with off duty personnel.

Halton Regional Police Services Board:

Halton Regional Police Association:

CHAIRMAN

PRESIDENT

VICE CHAIRMAN

DIRECTOR

LETTER OF UNDERSTANDING - PART-TIME EMPLOYEES
(Continued)

Categories of employment with the Halton Regional Police Service shall be as follows:

1. Continuing Full-Time Employees: This category includes all regular full-time employees.
2. Continuing Part-Time Employees: This category consists primarily of members involved in job sharing.
3. Temporary Full-Time Employees: This category consists of members who are employed by the Police Service on a contractual basis for a determined number of hours equal to or greater than thirty-five (35) hours per week (civilian) or forty (40) hours per week (uniform).
4. Temporary Part-Time Employees: This category consists of employees who are employed by the Police Service on a contractual basis for a determined number of hours or less than thirty-five (35) hours per week (civilian) or less than forty (40) hours per week (uniform).

The following dues structure and benefits coverage apply:

Category 1: Regular Association dues at applicable uniform or civilian rates. Regular benefits.

Category 2: Regular "full-time" Association dues will be collected at the applicable civilian or uniform rate. Regular benefits, but benefits are half-paid by employees involved in job sharing.

Category 3: Employees shall be required to pay regular Association dues based on the applicable uniform or civilian rate. Regular benefits.

Category 4: Association dues will be calculated on an hourly basis, based on the applicable uniform or civilian rate.

SALARIES: Salaries for Categories 3 & 4 shall be calculated at the hourly rate consistent with the member's classification as indicated in the applicable working agreement.

HOURS OF WORK: Contractual provisions regarding overtime shall not apply to part-time employees. The applicable sections of the Employment Standards Act will be followed.

VACATIONS: The Board will grant vacation on the following basis:

- (i) All members with less than three (3) years of continuous service shall receive 4% of vacation pay.
- (ii) All members who have three (3) years of continuous service but less than ten (10) years of continuous service shall receive 6% vacation pay.
- (iii) All members who have ten (10) years of continuous service but less than sixteen (16) years of continuous service shall receive 8% vacation pay.
- (iv) All members who have sixteen (16) years of continuous service but less than twenty-three (23) years of continuous service shall receive 10% vacation pay.

- (v) All members who have twenty-three (23) years or more of continuous service shall receive 12% vacation pay. Service shall be deemed to be "continuous service" on the basis of continuous contract renewals.

Those members referred to as "temporary full-time" employees shall have their benefits paid 100% by the Board. Temporary part-time employees who work less than 25 hours per week shall be required to pay 50% of the premium cost in relation to benefits.

Those members eligible for benefits in accordance with the Article shall sign the prescribed form declaring their request for or denial of benefits.

Halton Regional Police Services Board:

Halton Regional Police Association:

CHAIRMAN

PRESIDENT

VICE CHAIRMAN

DIRECTOR

**MEMORANDUM OF UNDERSTANDING CONCERNING ARTICLE 12 - ANNUAL VACATIONS OF
THE UNIFORM COLLECTIVE AGREEMENT**

BE IT RESOLVED THAT the Halton Regional Police Services Board ("the Board") and the Halton Regional Police Association ("the Association") agree to recognize, for constables hired by the board directly from another police service, the years of continuous (unbroken) service from the officer's immediately preceding police service, for the purpose of calculating annual vacation with pay, as set out in Article 12.01 of the Uniform Collective Agreement between the parties.

Such extension of vacation entitlement shall be applied as follows:

1. Those constables hired directly from another police service shall have their length of continuous (unbroken) service as a sworn officer recognized by the parties and added to their length of continuous service with the Halton Regional Police Service only for the purpose of calculating the amount of annual vacation with pay. Written documentation from the previous police service shall be provided to support the length of continuous service as a sworn officer.
2. This Memorandum of Understanding shall not affect seniority as defined under the Uniform Collective Agreement between the parties. For greater clarity, those constables hired directly from another police service shall have their seniority as a member of the Halton Regional Police Service determined only by the length of service with Halton Regional Police Service according to Article 18 of the Uniform Collective Agreement between the parties.
3. This recognition of vacation entitlement for sworn officers hired from another police service shall be effective from the date of signing this Memorandum of Understanding only, and shall not apply to members hired before such date.
4. This Memorandum of Understanding shall cease to be in effect at the conclusion of the Provincial Government's C.P.P. Program unless the parties agree in writing to its continuance by way of an addendum to this Memorandum.
5. The parties shall meet prior to the conclusion of the C.P.P. Program to discuss the extension of the terms of this Memorandum.
6. Notwithstanding the expiry of this Memorandum, members who have received this recognition while this memorandum or any Addendum is in effect shall continue to receive the benefit.

Signed this _____ day of October 1999.

For the Halton Regional Police Association
Board

For the Halton Regional Police Services

MEMORANDUM OF UNDERSTANDING - JOINT BENEFITS COMMITTEE

[added 2004]

Between

THE HALTON REGIONAL POLICE SERVICES BOARD
(Hereafter Known as the Board)

And

THE HALTON REGIONAL POLICE ASSOCIATION
(Hereafter Known as the Association)

Whereas the parties agree to establish a Joint Benefit Committee; and

Whereas the parties have agreed that any recommendations will be made with the objective of keeping the members healthy, productive, on the job and able to enjoy quality of life in good health;

Whereas the parties are committed to cooperate to achieve the objectives set out herein;

1. That certain aspects of the current benefit plan can be designed more efficiently resulting in a reduction of current costs. The parties agree to work with each other on cost containment initiatives to this end.
2. The Committee shall consist of equal representation from the Board and the Association, to review the Group Benefits and Insurance Plan and propose changes, including cost management initiatives and plan improvements.

The Association agrees that the Board representatives will include senior management staff from the Service.

3. The parties agree that the Committee shall be established within ninety (90) days after the parties have ratified this agreement(s) or a mutually agreed schedule to develop Terms of Reference for the review, including but not limited to benefits to be reviewed, how savings will be allocated.
4. The parties agree that the Terms of Reference and any recommendations must be approved by both the Board and the Association and are subject to any constraints within our current benefit plans.
5. If required, the parties will each pay for the use of consulting firms as required for their own purposes.
6. The parties will provide all claims, costs, premiums and other relevant information, with the exception of any information deemed to be personal information pursuant to the *Municipal Freedom of Information and Protection of Privacy Act*.

7. The parties agree that any mutually agreed to changes to the benefit plan shall be implemented by way of a Memorandum of Understanding to the collective agreement in order to give effect to the provisions of this agreement.

Dated this 20th day of January, 2004.

**HALTON REGIONAL POLICE
SERVICES BOARD**

**HALTON REGIONAL POLICE
ASSOCIATION**

LETTER OF UNDERSTANDING – JOINT LANGUAGE COMMITTEE

[added 2004]

Between:

The Halton Regional Police Services Board (the "Board")

- and -

The Halton Regional Police Association

1. The parties agree to establish a Joint Committee comprised of representatives from the Halton Regional Police Association, the Halton Regional Police Service and the Executive Director for the Board to discuss language issues for clarification and to harmonize wording and the numbering of articles where possible.

Dated this 20th day of January, 2004.

**HALTON REGIONAL POLICE
SERVICES BOARD**

**HALTON REGIONAL POLICE
ASSOCIATION**

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