

CUPE LOCAL 503

PART-TIME RECREATION AND CULTURE BARGAINING UNIT

SUMMARY OF COLLECTIVE AGREEMENT CHANGES

- 3 YEAR TERM January 1, 2009 to December 31, 2011
- Wage Increases Effective January 1, 2009 : 2.5%
 Effective January 1, 2010 : 2.5%
 Effective January 1, 2011 : 2.75%
- Vacation Pay Was 4% for employees with less than 1 year; now 6%
- Bereavement Leave Increased from 4 to 5 days for spouse, sibling, parent, or child
- Stats Family Day added
- Retirement Mandatory retirement at age 65 deleted
- Seniority
 - Seniority to be used to apply for position within Inside/Outside bargaining unit (in past was only before external applicants)
 - Seniority transferred in full if employee hired into Inside/Outside bargaining unit on a **go forward basis only**
 - Effective November 10, 2009 returning staff given first right to previous assignment
 - Additional hours, replacements and new program hours offered by seniority first to members in same position in same facility, then to members in same position within Division, then to members in same position within entire bargaining unit, then bargaining unit wide
 - Vacancies posted as they occur (currently twice per year)
- Stewards New: Union required to notify Employer in writing of name of Stewards
- Disciplinary Meetings Union now has 72 hours to arrange for a Steward or Union Rep
- Mileage Upon ratification increase from 42.7 cents per km to 47 cents
 Effective January 1, 2011 increase to 50 cents
- Position Title Change From Skating Attendant to Public Skating Attendant
- Excess of 24 Hours New: Employer to report on a quarterly basis, every occasion where an employee exceeds 24 hours
- Year Round Positions Amended to allow either party to seek to expand the list
- Merger of Collective Agreements – Feasibility discussions to begin within 6 months of ratification between the Employer and the Union.
- Memo dated October 1, 2009 by Ward Cossman, Portfolio Manager, stating that returning staff do not have preference over staff with less seniority is declared null and void.

NOTE: The above is a summary only. A full copy of the legally binding signed Memorandum of Settlement will be available at the Information Meeting referred to in the attached correspondence.