



**UNIFORM
CONTRACT**

B E T W E E N

THE WOODSTOCK POLICE SERVICES BOARD

AND

THE WOODSTOCK POLICE ASSOCIATION

EFFECTIVE: JANUARY 1, 2015

TERMINATES: DECEMBER 31, 2017

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THIS AGREEMENT MADE AND ENTERED INTO THIS 28th DAY OF JANUARY 2015

B E T W E E N

THE WOODSTOCK POLICE SERVICES BOARD

(Hereinafter called the "Board")

OF THE FIRST PART

AND

WOODSTOCK POLICE ASSOCIATION

As represented by its Bargaining Committee

(Hereinafter called the "Police Association")

OF THE SECOND PART

WHEREAS the majority of the Members of the Police Association have requested in writing that the Board bargain in good faith with respect to the remuneration and working conditions of the Police Department pursuant to the provisions of the Police Services Act, R.S.O. 1990, Chapter 15, and amendments thereto.

NOW THEREFORE the parties mutually covenant and agree as follows:

- (1) The term of this contract shall continue and remain in effect during the calendar years 2015, 2016, and 2017.
- (2) The salary and classification schedule attached hereto and marked "Schedule "A" to this Agreement and made a part hereof, shall be and remain in effect between the parties during the term of this contract.
- (3) Any and all Memorandum of Understanding between the parties duly agreed to by the parties

ARTICLE 1 - COVERAGE

(1) This Agreement shall apply to all Members of the Woodstock Police Service, excepting the Chief of Police, Deputy Chief of Police, Members of the Senior Officers Association and Civilian Members, and is made pursuant to the Police Services Act, R.S.O. 1990, Chapter 15 and amendments thereto and is subject to the said Act and the Regulations thereunder as the said Act and Regulations may be amended from time to time.

ARTICLE 2 - MANAGEMENT RIGHTS

(1) The Association recognizes that, subject to the provisions of the Police Services Act and the Regulations made thereunder by the Lieutenant Governor in Council, 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.

(2) The Board agrees that no Member will be dealt with adversely and without reasonable cause, and that it will exercise the function outlined in paragraph (1) fairly, without discrimination and in a manner consistent with this Agreement, the Police Services Act and the Regulations made thereunder by the Lieutenant Governor in Council.

(3) If a Member claims that the Board has exercised any of the functions outlined in paragraph (1) in violation of this Agreement, then such a claim may be the subject of a grievance under the provisions of the grievance procedure outlined in this Agreement, or the arbitration procedure set out in the Police Services Act, or dealt with under the procedures within the exclusive jurisdiction of the Ontario Civilian Commission on Police Services as prescribed in the Police Services Act, as the case may be.

ARTICLE 3 - NO DISCRIMINATION/HARASSMENT

(1) There shall be no discrimination practised by reason of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability/handicap, or any other prohibitive ground as defined in section (10)(1) of the Ontario Human Rights Code (OHRC), as amended.

(2) There shall be no discrimination or harassment practised by reason of an employee's membership or activity in the Association or lack thereof.

(3) All members covered by this Agreement, have a right to freedom from harassment in the workplace because of sex, sexual orientation, or race, ancestry, place of origin, colour, ethnic or citizenry, or disability by his or her employer or agent of the employer or by another employee. Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

(4) Every member covered by this Collective Agreement has a right to be free from:

(a) a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the member where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or

(b) a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the member.

In addition to any other remedial powers of an arbitrator or board of arbitration with respect to the breach of the provisions set out in the "No Discrimination/Harassment"

article of this Agreement, the arbitrator or board of arbitration may direct the party contravening those articles of the agreement to do anything that, in the opinion of the arbitrator or board of arbitration, the party ought to do to achieve compliance with those articles, both in respect on the grievance before it and in respect of future practices, and the arbitrator or board of arbitration may direct that the Board or the Association make restitution, including monetary compensation, for loss arising out of the breach of the articles without altering any terms of this agreement, and where the breach has been engaged in recklessly, monetary compensation may include an award, as available by a Board of Inquiry under the Ontario Human Rights Code.

ARTICLE 4 - RECOGNITION

(1) The Board hereby recognizes the Police Association as the sole collective bargaining agency for the Members of the Police Service coming within the coverage of this Agreement.

(2) The Police Association agrees that there will be no intimidation, interference, or coercion exercised or practised upon Members of the Police Service by any of its Members or Representatives.

(3) The Board agrees to authorize a deduction for Police Association dues from the pay of every Member of the Service within the scope of this Agreement, and to transmit the total amount of such deductions to the Police Association by the end of the month in which such deductions are made, provided that the Member signs and delivers an authorization to the Board to do so. The Association agrees to indemnify and save harmless, the Board, from any action or claim that may arise as a result of the provision of such service to the Association.

(4) (a) Every Member of the Service, excluding Civilians, Senior Officers, Chief and Deputy Chief, as a condition of employment, if he/she is already a Member of the Association, shall remain a Member in good standing, and if he/she is not an Association Member shall become one within thirty (30) days after the signing of this Agreement and shall remain a Member in good standing.

(b) Every new Member of the Service shall, as a condition of employment, become and remain a Member of the Association in good standing within thirty (30) days of his/her joining the Service.

ARTICLE 5 - CLASSIFICATION AND SALARY SCHEDULE

(1) Effective January 1, 2015 and up to and including December 31, 2017, the classification and salaries shall be those shown in Schedule "A" hereto attached and which is made a part of this Agreement.

(2) In addition to the salaries mentioned in sub-paragraph (1) hereof, shift differentials shall be paid at the rate of:

- (a) One and one quarter percent (1.25%) of the hourly rate of a 1st Class Constable per hour to those who commence a shift between the hours of noon and 6:00 p.m.
- (b) One and one half percent (1.5 %) of the hourly rate of a 1st Class Constable per hour to those who commence a shift between the hours of 6:00 p.m. and 4:00 a.m. of the next day.
- (c) Effective January 1, 2008, shift premium will cease for any new Member hired thereafter.

(3) The Board shall not make any deduction from a Member's salary unless authorized by statute, court order, arbitration or this Agreement.

(4) Except as authorized or permitted by federal or provincial statute the Board shall not claim a set-off against the salary of any Member, make a claim against such salary for liquidated or unliquidated damages or retain, cause to be returned to itself, or accept, directly or indirectly, any salary payable to a Member.

ARTICLE 6 - HOURS OF WORK

(1) The work week for Members of the Service shall be an average of forty (40) hours.

ARTICLE 7 - LUNCH PERIOD

(1) Each Member will be assigned a paid lunch period based on the schedules below:

- (a) Eight (8) hour work day – one (1) hour lunch
- (b) Ten (ten) hour work day – one (1) hour lunch
- (c) Twelve (12) hour work day – two (2) forty-five (45) minute lunches

(2) When requirements of the service do not permit the taking of an assigned lunch period, the Member and his supervisor may agree upon some other period at a mutual convenient time.

ARTICLE 8 - ANNUAL VACATION AND LEAVE IN LIEU OF HOLIDAYS

(1) Annual Vacation for Members shall be as follows:

After one (1) year of continuous employment – two (2) weeks
After five (5) years of continuous employment – three (3) weeks
After ten (10) years of continuous employment – four (4) weeks
After fifteen (15) years of continuous employment – five (5) weeks
After twenty (20) years of continuous employment – six (6) weeks

(1) (a) After twenty-five (25) years of continuous employment, add one (1) day per year for each year of completed service to a maximum of five (5) days.

(b) The annual accruals noted in (a) above shall be prorated for any periods of time when a member is on an unpaid leave from the Service save and except Pregnancy and Parental Leaves of Absence

(2) (a) Each Member of the Association assigned to shift work shall receive thirteen (13) in lieu of the following holidays:

New Year's Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Sunday	Christmas Eve Day (1/2) Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	New Year's Eve Day (1/2 Day)

provided that the formula "one (1) week off plus one (1) week pay equals two (2) week's leave" shall apply; and provided further that the one (1) week's pay shall be paid in the last pay of November; and provided further that at the sole discretion of the Chief of Police, a Member may forfeit his one (1) week's pay and receive one (1) week's leave. The three (3) remaining holidays may be chosen by the Member from the remaining work days during the year.

(b) Each Member of the Association assigned to regular day shift duties shall receive the following holidays off as they fall:

(c) The annual accruals noted in (a) above shall be prorated for any periods of time when a member is on an unpaid leave from the Service save and except Pregnancy and Parental Leaves of Absence. Any member to whom (b) above applies, shall be paid Holiday pay in accordance with the Employment Standards Act whenever an unpaid period falls within four (4) weeks prior to a recognized Holiday, and shall not be paid any Holiday Pay for any Holidays that occur after four (4) weeks following the commencement of their unpaid period.

New Year's Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Sunday	Christmas Eve Day (1/2) Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	New Year's Eve Day (1/2 Day)

(3) Annual vacation and Leave in Lieu of Holidays shall be granted according to rank, and according to seniority in rank and shall run from January 1 to December 31.

Annual vacation and Leave in Lieu of Holidays shall be selected in accordance with the following formula:

- (a) First Selection - Annual Holidays
Two (2) weeks or two (2) blocks
- (b) Second Selection - Annual Holidays
Any remaining weeks
- (c) Third Selection - Leave in Lieu of Holidays
Any one (1) or two (2) week period remaining
- (d) Fourth Selection – Annual Holidays
Any Annual Holidays, Week or Days awarded after twenty-five (25) years of service
- (e) Fifth Selection – Leave in Lieu of Holidays
Balance of the two (2) days of Leave in Lieu of Holidays

(4) At the sole discretion of the Chief of Police, a Member may add his Leave in Lieu of Holidays to his annual vacation.

(5) A Member required to work upon a Statutory Holiday mentioned in paragraph (2) shall be paid at the rate of time and one half of the daily rate of pay, notwithstanding the day off received for working such day.

(6) A Member who is off on compensation during the period his leave is scheduled, shall be able to re-schedule that leave at another date acceptable to both the Chief of Police and the Member.

(7) Vacation / Statutory Holiday Selection for Members Deployed on a twelve 12-hour Shift Rotation:

(a) Annual Vacation Entitlement Selection

In the 12-hour shift schedule, vacation entitlement is as described:

- 2-weeks is equivalent to 80 hours vacation time
- 3-weeks is equivalent to 120 hours vacation time
- 4-weeks is equivalent to 160 hours vacation time
- 5-weeks is equivalent to 200 hours vacation time
- 6-weeks is equivalent to 240 hours vacation time

Annual holiday selections will be selected in “blocks” of shifts with members of each platoon picking in order based on years of seniority with the former Woodstock Police Service, Oxford Community Police Service and/or current Woodstock Police Service.

First Rotation: The Member with the most years’ seniority will select two blocks of annual vacation, followed by the Member next in seniority and so on, continuing until every member on the platoon has selected two blocks of annual vacation.

Second Rotation: The Member with the most seniority will then select any remaining blocks of annual vacation time, followed by the Member next in seniority, and so on, continuing until every Member on the platoon has selected any remaining blocks of

annual vacation time.

(Note: there is no requirement to book any holiday blocks consecutively.)

(b) Statutory Holiday Entitlement Selection

Statutory holiday entitlement selections will take place after the selection of annual vacation selection. Members of each platoon shall select statutory holiday time off in “blocks” in order based on years of seniority with the former Woodstock Police Service, Oxford Community Police Service, and/or current Woodstock Police Service.

The Member with the most seniority will then select two blocks of statutory holiday time, followed by the Member next in seniority and so on, continuing until every member on the platoon has selected two blocks of statutory holiday time. The Member with the most years’ seniority will then select any remaining statutory holiday time followed by the Member next in seniority, and so on, continuing until every Member on the platoon has selected any remaining statutory holiday time.

(c) Members with more than twenty-five (25) years seniority, their additional vacation day entitlement shall be selected after the completion of the Member’s Statutory Holiday selection.

(8) For the purposes of this Article (save and except (1) (a)), all references to a ‘day’ and a ‘week’ are understood to mean the duration of the member’s work day or work week as defined by Article 6. In the application of (1) (a), a day shall be the length of the scheduled shift for that member.

ARTICLE 9 - LEAVE OF ABSENCE

(1) The Chief of Police may grant leave of absence without pay for a period up to seven (7) days, to any Member for legitimate reasons, and such Member shall continue to accumulate seniority during such leave of absence, and shall continue to receive benefits provided by this Agreement.

(2) At the discretion of the Chief of Police, a Member may take time off or additional leave and the time shall be deducted from accumulated overtime.

e.g. One-half (1/2) day shall be equivalent of four (4) hours deducted.

One (1) day shall be equivalent of eight (8) hours deducted.

(3) At the discretion of the Chief of Police, a Member may bank overtime in lieu of receiving monies and this banked time must be used during the current calendar year.

ARTICLE 10 - OVERTIME

(1) Overtime for all Members of the Service shall be construed as time necessarily spent by a Member in the performance of his duties following immediately after the end of his regular shift and does not include training courses or additional work required as a result of such training courses when occurring outside of the City of Woodstock. Overtime shall be paid for at the rate of time and a half reckoned from the time the shift ended. Payment for overtime is made on the first (1st) pay of the month following the month the overtime was accumulated.

(2) When a Member of the Service is required for continued overtime on a Statutory Holiday, the Member shall be paid at a rate of two (2) times the hourly rate for each hour worked, and in addition, the Member shall be given an equal amount of compensating time off. Based on the formula a whole or part hour is equal to a compensating hour, hour for hour.

(3) Compensating time off shall be at a day or time acceptable to both the Chief of Police and the Member.

ARTICLE 11 - CALL BACK DUTY

(1) When a Member of the Service is called back to duty, he shall be paid at the rate of time and a half of the hourly rate for a minimum of three (3) hours.

(2) When a Member of the Service is called back to duty on a Statutory Holiday, the Member shall be paid an amount equal to two (2) times the regular hourly rate for each hour worked for a minimum of four (4) hours, and in addition, the Member shall be given a compensating day off.

(a) If the Member is scheduled to work on the day of the Call In, then the Member is entitled to a minimum of three (3) hours pay at an amount equal three (3) times the regular hourly rate, plus compensating time off hour for hour as worked.

(3) Call Back Duty shall include any duty, (except training courses) and when ordered on parade.

(4) When a Member of the Service is called back to duty while on Annual Holidays or Leave in Lieu of Holidays, the Member shall be paid at a rate of twice the hourly rate of salary for each hour worked for a minimum of four (4) hours, and in addition, the Member shall be given a compensating day off.

(5) Compensating time off shall be at a day or time acceptable to both the Chief of Police and the Member.

(6) In the event a Member's holidays are cancelled or re-scheduled, by the Chief of Police, within twenty-one (21) days of the scheduled date of holidays the Member shall be entitled to twice the hourly rate of pay for each hour worked for a minimum of four (4) hours, and in addition the Member shall be given a compensating day off for each day worked.

ARTICLE 12 - OFF DUTY COURT ATTENDANCE

(1) In this Article, "Court" or "Courts" shall mean ALL courts of Law and shall include a Criminal Injury Compensation Board Hearing, Public Inquiries Act Hearing, Coroner's Inquest, a Police Act Trial and any other Tribunals or Public Board Hearings constituted under law of Canada or Ontario, or any by-law of the Woodstock Police Service jurisdiction. This is in relation to a Member's duty as a Police Officer. Court time in this Article shall mean any time spent by a Member of the Police Service as a witness in court as herein defined.

(2) This benefit shall not apply to a defendant in a Police Act disciplinary Trial or Hearing, or a defence witness in a Police Act disciplinary Trial or Hearing, or any other proceeding arising out of the employment relationship between the member and the Board. A defence witness shall be entitled to the rate of pay in Article 12(4)(a).

(3) Each Session of Court, Forenoon, Afternoon and Evening shall be considered separate sessions whether held within the same day or not. This Article does not pertain to one continuous court appearance which may carry through all two or three sessions. This would be deemed as one single court session. The forenoon session will be considered as ceased at 1:00 p.m., the afternoon session will be considered ceased at 6:00 p.m. If a Member is required as a witness at two or more separate courts within the same day, then this would be considered as two or more court appearances.

(4) (a) A Member of the Service shall be paid at the rate of time and one half for a minimum of four (4) hours for his attendance as a witness at a court during his off duty time.

(b) A Member shall assign to the Board all witness fees paid to him.

(c) A Member of the Service shall be paid at a rate of double time for a minimum of four (4) hours plus a compensating day off for his attendance as a

witness at a court during his Annual Holidays or Leave in Lieu of Holidays while on active duty for the Woodstock Police Service.

(d) When a Member of the Service is required as a witness at a court during his off duty time, if such court is cancelled for any reason, the Member shall receive notice no later than 6:00 p.m. on the closing of business of that court day, prior to the date of the court appearance. If no notice is received the Member shall be paid the minimum court fee as set out in Section 4 subsection (a) of this article.

(e) When a Member of the Service is required as a witness at a court during his Annual Holidays or Leave in Lieu of Holidays, if such court is cancelled for any reason, the Member shall receive notice no later than 6:00 p.m. on the closing of business of that court day, prior to the date of the court appearance. If no notice is received the Member shall be paid the minimum court fee as set out in Section 4 subsection (c) of this article.

(5) Notification of cancellation shall be of verbal or electronic nature to the phone number or email address as provided by the member. The records of the court schedule as maintained by the Court Officer from time to time shall be final, binding and sole evidence of notification. Oral notification shall be by phone (including voicemail) or in person to the Member or another adult.

(6) A compensating day shall be at a day or time acceptable to both the Chief of Police and the Member.

(7) Benefits in this Article will not apply to Members in respect to court attendance on matters occurring prior to their employment with the former Woodstock Police Service, Oxford Community Police Service, and/or current Woodstock Police Service.

(8) A Member who attends court while working a midnight shift shall be

allowed eight (8) clear hours off until the Member is required to return to shift. The Member must notify the officer in charge at the completion of court to determine when the eight (8) clear hours terminates. Any time off under this section shall be deducted from the Member's accumulated overtime.

ARTICLE 13 - ACTING RANK PAY

(1) Personnel employed in acting rank shall be entitled to the rate of pay for the rank. Payment for acting rank to be made by the second (2nd) pay of the month following the month the acting rank was accumulated and that a Member assigned to an acting rank shall be entitled to the hourly rate of pay for the acting rank they are assigned to, for each hour the Member is scheduled to the acting rank.

(2) A Member shall not receive acting pay when performing the duties of a higher rank during periods of casual absence of a Supervisor. For the purposes of this article, casual absence means a temporary absence from the workplace as a result of lunch, breaks, meetings or appointments during which the Supervisor remains on duty.

ARTICLE 14 - SICK LEAVE ACCUMULATION

(1) Sick leave accumulation shall be at the rate of one and a half (1.5) days per month. Unused sick leave allowance shall be fully cumulative, except no payment may be made if credits are exhausted.

(2) Upon retirement from illness or after reaching retirement age, or in case of the Member's death, the Member or his estate shall be entitled to receive an amount equal to the number of days accumulated to his credit, not to exceed one hundred and eighty (180) days.

(3) Between five (5) and ten (10) years of continuous service and upon voluntary resignation only, twenty-five percent (25%) of accumulated sick credits shall be paid, and after ten (10) years of continuous service and upon voluntary resignation only, fifty percent (50%) of any accumulated sick credits under one hundred and eighty (180) days total shall be paid and be computed on the basis of cessation of employment pay rate, except a Member discharged for cause, who shall forfeit this benefit.

(4) When a Member is absent because of an illness or injury occasioned by or as a result of his duty and an award is made by the Workplace Safety and Insurance Board:

(a) A Member shall be paid the difference between the amount of the award from the Workplace Safety and Insurance Board and the net amount of the Member's regular pay.

(b) The Member shall accumulate such vacation credits and statutory holidays as the Member might otherwise receive and, the Member shall receive such accumulation on the Member's return to duty in equal time off.

(5) A Member absent due to illness for four (4) consecutive days or

more may be required to supply a medical certificate.

(6) A Member absent for more than ten (10) consecutive days may be required to supply a medical opinion from a medical practitioner to indicate that the Member is able to return to active duty.

Effective January 22, 2008

(7) All Members who commenced employment prior to December 31, 2007 will be governed by the current clauses and language included above.

(8) Members hired after January 1st, 2008: Upon retirement from illness or after reaching retirement age, or in case of the Member's death, the Member or his estate shall be entitled to receive an amount equal to the number of days accumulated to his credit, not to exceed one-half (1/2) of a year's current base salary at the Member's classification.

(9) Members hired after January 1st, 2008: Between five (5) and ten (10) years of continuous service and upon voluntary resignation only, twenty-five percent (25%) of accumulated sick credits shall be paid, and after ten (10) years of continuous service and upon voluntary resignation only, fifty percent (50%) of any accumulated sick credits under one hundred and eighty (180) days, not to exceed one-half (1/2) of a year's current base salary on the basis of cessation of employment pay rate, except a Member discharged for cause, who shall forfeit this benefit.

ARTICLE 15 – LONG-TERM OCCASIONAL OFFICER

(1) The Board may employ Long-Term Occasional Officers subject to the following conditions:

(a) 'Long-Term Occasional Officer' means a sworn constable who is a Member of the police service in accordance with the provisions of the Police Services Act and fully trained in accordance with the Police Services Act. Any additional training required at any time after hiring shall be at full salary as per this agreement.

(b) A Long-Term Occasional Officer must have a minimum of five (5) years police full-time experience as a Municipal or Provincial police officer in Ontario and have worked as a full-time officer within the past five (5) years.

(c) The Long-Term Occasional Officer shall only be employed by the Service to replace a full time Member of the Service who is off duty as a result of pregnancy/parental leave, vacation, training, suspension, or documented illness or injury for a minimum duration of two (2) weeks, or for a full overtime shift of twelve (12) hours as provided in paragraph (i).

(d) Under no circumstances shall Long-Term Occasional Officers be allowed to perform any duties other than regular Uniform Platoon Patrol Constable duties.

(e) Shift schedules shall not be altered as a result of the use of a Long-Term Occasional Officer.

(f) Long-Term Occasional Officers shall not be used in a manner that could reduce, directly or indirectly, the recognized full time strength of the Police Service.

(g) Long-Term Occasional Officers shall be paid the current

salary of a First Class Constable (on an hourly basis) and receive an additional ten percent (10%) pay in lieu of benefits that will be added to the hourly rate of pay. There will be no recognition of time worked for Grid Pay/Responsibility Incentive Pay or seniority.

(h) The Service shall post an overtime availability list every three (3) months for uniform officers to volunteer for overtime during the three (3) month period covered by the list. The list shall remain available to officers to add or delete their names throughout the three (3) month period covered by the list. Officers volunteering for overtime shall place their name, telephone number, and badge number on the list. A Shift Supervisor that requires an officer to work an overtime shift shall contact the officers on the overtime availability list in order of seniority to offer the overtime shift, except for Members on vacation or leave of absence. If the Shift Supervisor does not successfully reach the officer by telephone, he/she shall leave a voicemail message. If no uniform officer volunteers for the overtime shift, the Service may offer the shift to a Long-Term Occasional Officer.

(i) The Provisions of the Agreement apply to the Long-Term Occasional Officer, except for Articles 8 (except 8(5)), 9, 11, 13, 14, 16, 17(2) (but will apply on pro-rated basis), 18, 19 (except 19(1)(a)), 22, 24, 26 (except for 26(1)), 28, 29, 31, 32, 33.

ARTICLE 16 - PLAINCLOTHES ALLOWANCE

(1) Every Police Officer on full-time plainclothes duty shall be entitled to receive a clothing allowance of one thousand one hundred dollars (\$1100.00) per year payable in two (2) equal installments, on the last pay day of January and June.

(2) Every Police Officer on part-time plainclothes duty shall be entitled to receive a clothing allowance of four dollars (\$4.00) per day and any sum owing to a Police Officer on this account shall be paid to him on the last pay day of March, June, September, and December.

ARTICLE 17 - UNIFORM EQUIPMENT

(1) Articles of uniform and equipment shall be supplied in accordance with a point system as set out in a department policy and procedure. Uniform clothing and equipment points shall not increase in value, and items lost or damaged in the performance of a Member's duty shall be supplied without loss of points. Any items lost or damaged through negligence will be the responsibility of the Member. The department retains ownership of all goods issued under this article.

(2) Each Member and each plainclothes Member shall be entitled to have one hundred and eighty (180) pieces of uniform clothing including shirts cleaned per year, and to have an all-season jacket or plainclothes overcoat (whichever is applicable to the Member's line of duty) cleaned four (4) times per year.

ARTICLE 18 - POLICE ASSOCIATION ACTIVITIES

(1) Two (2) Association Members shall be granted one (1) week off for the purpose of attending the Police Association of Ontario annual convention, and such time off shall include the delegate's entitlement to two (2) days off per week. The Members attending the annual convention can be any combination comprised of Members described in Article 23 of the Civilian Contract or Members described in Article 18 of the Uniform Contract; however, the total number of Members allowed to attend the annual convention shall not exceed two (2).

(2) Three (3) Association Members shall be granted time off necessary to represent the Woodstock Police Association at three (3) quarterly meetings of the Police Association of Ontario, provided that fifteen (15) days notice is given and that the three (3) Members are not from the same platoon. The Members attending the three (3) quarterly meetings of the Police Association of Ontario can be any combination comprised of Members described in Article 23 of the Civilian Contract or Members described in Article 18 of the Uniform Contract; however, the total number of Members allowed to attend the meetings of the Police Association of Ontario shall not exceed three (3).

(3) The Board will grant time off without loss of pay for up to four (4) Members of the Bargaining Committee of the Woodstock Police Association to meet with the Board for the purposes of negotiating a collective agreement.

(4) Annually, the Board will grant time off with pay for up to one hundred (100) hours for bona fide Association business. This time off will not be unreasonably denied and shall be subject to the exigencies of the service.

NOTE: The total for both agreements (Uniform and Civilian) is one hundred (100) hours in total.

ARTICLE 19 - O.H.I.P. AND HEALTH CARE

(1) The Board will pay one hundred percent (100%) of the cost of premiums for the following plans:

- (a) Ontario Health Insurance Plan
- (b) Great West Life or equivalent in the opinion of both parties for semi-private or private hospital care
- (c) Effective March 1, 2015 Great West Life or equivalent in the opinion of both parties for Extended Health Care, Paramedic Package, with a five (5) dollar deductible Drug Plan per prescription
- (d) Effective March 1, 2015, Great West Life Dental Plan - Basic, Restorative & Orthodontic benefits or Equivalent in the opinion of both parties recognizing prior year Ontario Dental Association rates.
- (e) Effective March 1, 2015, Great West Life Plan or equivalent, in the opinion of both parties for Visual Care to a maximum of four hundred dollars (\$400.00) every two (2) years in addition to eighty-five (\$85.00) for an eye examination every two (2) years. Laser surgery and prescription sunglasses are understood to be part of the current total assigned dollar value of the two (2) year maximum for vision care.
- (f) Paramedical coverage provided by the existing plan shall be a "per visit" maximum of fifty dollars (\$50.00)

(1.1) In the event the parties disagree whether a plan of a new insurance carrier is equivalent, either party may seek to have the dispute resolved in accordance with sections 123 and 124 of the Police Services Act, which shall be binding on both parties.

If it is determined that the plan of the new insurance carrier is equivalent or better than the existing plan, the Board may substitute such plan for the existing plan.

(1.2) Annually, prior to the 30th day of September, the Service shall facilitate a meeting with the Association, Administration and the

benefits coordinator.

(2) The Board agrees to pay the increased premium as levied by the carrier from time to time.

(3) The Board agrees to pay the benefits of all Members, upon their retirement, to the age of sixty-five (65) years.

(4) In the event a retired Member dies before the Member attains the age of sixty-five (65) years, the Board agrees to pay the cost of benefits under Article 19 (1) (2) to the spouse for a period of two (2) years, or until the member would have reached the age of sixty-five (65) years whichever shall first occur, unless the coverage becomes available through a subsequent marital relationship.

(5) The Board will establish a Health Care Spending Account for Members who retire after January 1, 2010.

(a) The Health Care Spending Account shall be provided at an annual maximum amount of three thousand dollars (\$3,000.00) per retired Member on an unreduced early retirement pension from their sixty-fifth (65th) birthday until the Member's seventy fifth (75th) birthday. These amounts shall be prorated in the first and last calendar year this benefit is available based on the date of the retiree's birthday.

(b) The Health Care Spending Account may be used by the Member or his/her spouse. "Spouse" means spouse by marriage, or under any formal union recognized by law, or a person who is living with and has been living with the Member in a conjugal relationship for at least one (1) year.

(c) In the event that a Member dies after the age of sixty-five

(65), the Member's spouse shall continue to be eligible for the Health Care Spending Account until the Member would have attained age seventy-five (75) or until the spouse remarries, whichever is earlier.

(d) The Health Care Spending Account shall be used only to reimburse Members or their spouses for medical or dental expenses that qualify for a tax credit under Canada Revenue Agency ("CRA") rules and definitions. The parties do not object to the Health Care Spending Account being used by the retired Member to purchase a private health care plan.

(e) In order to receive reimbursement for eligible medical or dental expenses, the Member must submit original receipts or certified copies of these receipts. Members currently receiving the Article 19 (6) benefit package supplement will have the option of continuing instead of receiving the Health Care Spending Account.

NOTE: This provision covers all Members who were employed on January 1, 2010, including Members who have retired since that date.

(6) The Board will pay a Member that retires with an unreduced early retirement pension and reaches age seventy-five (75), a supplemental in the amount of one hundred and thirty dollars (\$130.00) per month towards the purchase of any extended health or dental benefit package that the Member chooses to purchase. The Member must supply proof of active enrollment and participation in an extended health or dental benefit package annually in order to receive the supplement. Failure to provide

annual proof of active participation will result on discontinuation of this supplement. The supplement will be paid as a direct deposit into the Member's bank account. This benefit applies to all full-time Members as of January 1, 2008.

(7) The Benefits described in this Collective Agreement shall be as more particularly described and set forth in the respective Benefits or Insurance Master Contract(s). Should there be any discrepancy between the Collective Agreement and the Master Contract, the Master Contract shall govern. The Board will forward forthwith a copy of the latest Master Contract to the Association whenever the Board receives an updated document from the Insurance Company. It is also understood that the Benefit and Insurance Plans are subject to the terms of the language with regard to Change of Carriers in Article 19 (1.1).

ARTICLE 20 - GROUP LIFE INSURANCE

(1) The Board will insure the life of each full-time Member of any rank in the sum of two hundred thousand dollars (\$200,000.00) and each part-time Member of any rank in the sum of one hundred thousand dollars (\$100,000.00). This coverage will include an accidental death and dismemberment provision (A.D. & D.)

(2) The Board shall pay the Life Insurance of retired full-time Members of the Service from date of retirement until age sixty-five (65) years for a sum of twenty-five thousand dollars (\$25,000.00).

ARTICLE 21 - PENSIONS

(1) Each eligible Member, on date of hire, shall be enrolled in the ONTARIO MUNICIPAL EMPLOYEES RETIREMENT SYSTEM.

(2) Effective January 1, 1972, the Board will provide Supplementary Type III Pension Benefits as provided by Section 23 of the Regulations issued under The Ontario Municipal Employees Retirement System Act, R.S.O. 1970, Chapter 324, as amended.

ARTICLE 22 - OPTIONAL SERVICE

(1) Define War Service or such Military Conflicts as defined by the Federal Government.

(a) That effective January 1, 1978, any Member of the Service may establish "Optional Service" in the existing pension provisions for all or part of such service, in accordance with the provisions of the Ontario Municipal Employees Retirement System Act and Regulations, and

(b) Further that the payment for such "credited optional service" will be in accordance with the provisions of the Ontario Municipal Employees Retirement System Act and Regulations, and

(c) Further that the application for such "credited optional service" will be in accordance with the provisions of the Ontario Municipal Employees Retirement System Act and Regulations.

ARTICLE 23 - TRAINING COURSES

(1) The Board shall pay fifty dollars (\$50.00) per week except for a part week course where the course fee will be prorated to ten dollars (\$10.00) per day that a Member is in attendance at any police training course provided the Member is assigned said training by the Chief.

(2) The Board shall reimburse Members for the tuition fees paid relative to a course of post recruit training, provided that the Board approves of the course in advance; provided that the Member takes the course in his own time; and provided that he passes the course.

(3) When a Member is assigned to a training course lasting a week or longer, given away from the Woodstock Police Service jurisdiction, he shall be relieved of regular duty for the day prior to the day on which the course commences and for two (2) days following the day on which the course is completed.

(4) One (1) days leave in lieu of travel to courses located greater than five hundred (500) kilometres, one (1) way from the station, will be granted to the Member. The day to be taken immediately prior to or immediately after attendance at the course.

ARTICLE 24 - COMPASSIONATE LEAVE

(1) Common-law spouse/spouse is a person with whom the Member cohabitates in a conjugal relationship.

(2) Compassionate leave will be granted in the amount of up to five (5) days for any Member who suffers the loss of a mother, father, brother, sister, child, or spouse. Days will consist of two (2) days preceding the funeral provided the Member attends the funeral service or memorial service and not more than two (2) days after the funeral. When requested at the time of death, one of the scheduled working days may be saved for interment at a later date provided such date occurs within four (4) months of the death.

(3) Compassionate leave of up to three (3) days for any Member who suffers the loss of a step-mother, step-father, step-brother, step-sister, father-in-law, mother-in-law daughter-in-law, son-in-law, and grandfather, and grandmother and grandchildren of the Member. This leave shall begin on the date of the death and end on the date of the funeral and shall only be taken provided the Member attends the funeral service or memorial service.

(4) Compassionate leave of one (1) clear twenty-four (24) hour day shall be granted to any Member who suffers the loss of an aunt, uncle, brother-in-law, sister-in-law, niece, nephew, or spouse's or common-law spouse's grandfather or grandmother to attend the funeral or memorial service provided the member is scheduled to work on the day of the funeral.

ARTICLE 25 - GRIEVANCE PROCEDURE AND ARBITRATION

In addition to the rights of the parties in accordance with sections 123 and 124 of the Police Services Act, the parties may attempt to resolve a difference concerning the interpretation, application, administration or alleged violation of any of the provisions of this Agreement as follows:

(1) When a Member of the Association has any complaint, they shall convey orally to the superior responsible for the complaint and the Member and the superior shall make every effort to resolve the problem at this preliminary stage. Should the Member and the superior fail to resolve the complaint to the satisfaction of the Member, or if the superior fails to discuss, acknowledge or otherwise deal with the complaint the Member may invoke the following procedure in an attempt to remedy the cause for their complaint.

(2) If the complaint is not resolved in step 1, the Member shall reduce a grievance to writing, and present their case to the Management representative, who is the superior to the supervisor in step 1. Every effort shall be made to resolve the grievance at this stage. If the grievance is not resolved to the satisfaction of the Member within five days of presenting the case, the Member may invoke the following procedure in an attempt to remedy the cause of the grievance. Notwithstanding the above options, the Member shall have no right of procedure unless the Member has first attempted to resolve the differences by these procedures.

(3) The Member shall communicate his grievance, in writing, to the official representatives of the Association, setting down all matters pertinent to the dispute.

(4) The Association shall investigate the grievance and if, in the judgement of the Association, the grievance is justified, present such grievance, in writing, to the Chief of Police or his designee for consideration.

(5) The Chief of Police shall hear or receive the grievance and within ten (10) working days communicate in writing his decision relative to the grievance.

(6) The Association shall, if dissatisfied with the ruling of the Chief of Police or his designee or if the Chief of Police fails or refuses to deal with the grievance within the specified time, the Association may file with the Board, in writing, said grievance within twenty (20) days of the date the grievance was submitted to the Chief of Police or his designee.

(7) The Board shall, within twenty (20) days of the receipt of such grievance, cause an inquiry to be held at which hearing either of both parties may introduce evidence in support of their grievance. The Board shall have a further fifteen (15) days after the inquiry to deliver their decision in writing to the interested parties.

(8) The Association may, if dissatisfied with the decision of the Board, or if the Board fails to communicate, acknowledge, or inquire into the grievance within the specified time, submit the matter to arbitration as provided in the Police Services Act, R.S.O. 1990. Notification of a desire for a Board of Arbitration must be made within twenty (20) days following the decision of the Board.

(9) Any time limits specified in this procedure may be enlarged or extended by the consent of the parties then so engaged in the procedure.

(10) Where a difference between the parties concerns the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an alleged violation affects:

(a) More than one Member, or

(b) The interests of either party to this agreement either party

may initiate and process the grievance on behalf of the aggrieved Members or the party concerned, as the case may be.

(11) The word "days" in this Article means calendar days exclusive of Saturdays, Sundays, Statutory Holidays, and the period of the Griever's vacation.

ARTICLE 26 - PREGNANCY AND/OR PARENTAL LEAVE

(1) Members shall be entitled to pregnancy leave and/or parental leave in accordance with the provisions of the Employment Standards Act. A Member on pregnancy leave and/or parental leave shall make written application to and supply the Board with a certificate from a legally qualified medical practitioner stating that she is pregnant and giving the estimated date of delivery and shall further receive benefits provided under section 2 notwithstanding those continued by virtue of the Employment Standards Act.

(2) During pregnancy leave and/or parental leave the Board shall:

(a) during the first two weeks, pay the Member seventy-five percent (75%) of her regular rate of pay; and,

(b) during the following twenty-four (24) weeks or shorter period if the Member returns to work, pay the Member at a rate of pay equivalent to the difference between the Employment Insurance Benefit and seventy-five percent (75%) of her regular rate of pay.

(c) A Member shall continue to accumulate seniority and the Board shall continue to provide the Member with vacation and statutory holiday credits, pension, life insurance, and all other benefits specified under Article 19, while on pregnancy and/or parental leave.

(3) To be eligible for the payments and benefits provided for in Section 2, the Member shall sign an agreement with the Board providing:

(a) that she will return to work and remain with the Service for a period of at least one (1) year after her return to work.

(b) that should she fail to return to work at the expiration of her

leave or to remain in the employ of the Service for the period in clause (a) she will repay the amounts provided for in Section 2 and that the Board may apply against such amount owing all vacation pay and any sick leave credit due to the Member.

(4) Any period of pregnancy leave and/or parental leave beyond twenty-six (26) weeks shall be without pay.

(5) A Member who adopts a child (or children), with the exception of a spouse's child or children, shall be subject to the same rights and obligations, mutatis mutandis, as those specified for pregnancy leave and/or parental leave, except that the period of leave of absence shall commence when the child (or children) is received.

The payment portion of this section is only applicable with approval from Human Resources Development Canada. (H.R.D.C.)

(6) Members who are entitled to pregnancy leave and/or parental leave in accordance with the provisions of the Employment Standards Act will be paid in accordance to Article 11 Call Back Duty and Article 12 Off Duty Court Attendance, while on pregnancy leave and/or parental leave.

ARTICLE 27 - LEGAL INDEMNIFICATION

(1) The Board shall indemnify a Member of the Police Service for reasonable legal costs incurred as a result of acts done while acting in good faith in the performance of his duties as a Police Officer with the former Woodstock Police Service, Oxford Community Police Service, and /or current Woodstock Police Service:

(a) in the defence of a civil action;

(b) in the defence of a criminal prosecution, excluding a criminal prosecution in which the Member is finally found guilty;

(c) in the defence of a statutory prosecution, in which the Member is not convicted of a statutory offence;

(d) in respect of any other proceedings in which the Member's manner of execution of the duties of his or her employment was in issue.

(2) Notwithstanding clause (1) the Board may refuse payment otherwise authorized under clause (1) where the actions of the Member from which the charges arose amounted to a dereliction of duty or abuse of his/her powers as a Police Officer.

(3) Where a Member is a defendant in a civil action for damages because of acts done in the course of his employment or duties as a Police Officer with the former Woodstock Police Service, Oxford Community Police Service, and/or Woodstock Police Service shall be indemnified for the necessary and reasonable legal costs incurred in the defence of such an action where the Board is not joined in the action as a party pursuant to Section 50 (1) of the Police Services Act, and the Board does not defend the action on behalf of itself and of the Member as joint tortfeasors at the Board's sole expense.

(4) Where a Member intends to apply to the Board for indemnification

hereunder, the Member shall, within ten (10) days of being charged or receiving notice of other legal proceedings covered herein, 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 and a Member of the Association Executive designated for that purpose.

(5) 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;
- (b) the actions or omissions of Members acting in their capacity as private citizens;
- (c) proceedings and discipline charges under the Police Services Act and regulations.

(6) For the purposes of this provision, a Member shall not be deemed to be "finally acquitted" if as a result of charges laid he is subsequently found guilty of, or pleads guilty to, other charges arising out of the same incident or incidents.

(7) 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 to the approval of the Solicitor of the Board.

(8) Should the S.I.U. investigate the Members of the former Woodstock Police Service, Oxford Community Police Service, and/or current Woodstock Police Service the Board will cover the legal costs incurred for the first seventy-two (72) hours for any on duty actions resulting in the investigation.

ARTICLE 28 – SPECIALTY CLASSIFICATION

(1) The following Members assigned responsibilities by the Chief of Police shall be compensated as follows:

(a) When a Member is assigned to the duties of a Coach Training Officer of a Cadet in Training he shall receive ten (\$10.00), a day for each day the Member is assigned such duties and acting in such capacity.

(b) When a Member who is a qualified Breathalyzer Technician or Intoxilyzer Technician who is assigned Breathalyzer Technician or Intoxilyzer Technician duties shall be paid the rate of three hundred and fifty dollars (\$350.00) per year in addition to his current salary. This section is applicable to those Members who have re-qualified as Breathalyzer Technicians or Intoxilyzer Technicians in the current year.

(c) A Member who is a qualified Scenes of Crime Officer, Canine Handler, Fitness Instructor, Containment Team Member, Use of Force Instructor or Traffic Reconstructionist Level III & Level IV only, shall be paid an additional three hundred and fifty dollars (\$350.00) per year per identified specialization in addition to the Member's current salary.

(d) A Member who is working in a full-time capacity in the Criminal Investigations Branch, Drug/Intelligence Branch or as a Forensic Identification Officer shall be paid an additional seventy dollars (\$70.00) per week in addition to their current salary in recognition of their additional responsibilities including on-call assignments.

(2) Payment in this section to be on the last pay of the calendar year.

(3) Members who have qualified for their annual Ontario Police Fitness Award will receive a payment of two hundred dollars (\$200.00) in December of the calendar year.

ARTICLE 29 - ONTARIO POLICE COLLEGE PROMOTIONAL EXAMINATIONS

(1) When a Member successfully passes the exam (Departmental Policy) the Member shall receive a one-time payment of two hundred dollars (\$200.00) in addition to his current salary. Payment shall be received in the last pay of the calendar year.

ARTICLE 30 - SURVIVORS PENSION

(1) Where a Member is killed or dies as a direct result of injuries received in the performance of their duties as a Police Officer, leaving a spouse and/or any dependent child or children, the Board shall pay to such spouse and/or dependent child or children, as the case may be, the benefits specified in Article 19 of this Agreement. In no event shall such benefits continue beyond the date at which the Member would have reached sixty-five (65) years of age.

(2) The benefits provided for in Section (1) shall continue until the spouse remarries and in the case of dependent children until they cease to be dependent. If the spouse is working and has welfare benefits provided for at work, the Board will supply only those benefits not provided for, by the spouse's employer.

(3) If one or more of a deceased Member's dependent children is or are below the age of majority or otherwise under legal disability, the Board may in its discretion, pay the benefits herein provided for either to the guardian or other legal representative of such child or children.

ARTICLE 31 - PAID DUTIES

(1) Paid duties shall be paid at the rate of time and one half of the First Class Constable rate of pay exclusive of Responsibility Incentive or any other premiums for a minimum of three (3) hours.

(2) When an off duty Member is engaged in RIDE Program(s), that Member will be paid at double the hourly rate for his/her classification for those hours spent.

(3) The Member may select to receive payment by payroll or to exercise the option of time in lieu as per Article 9 - Leave of Absence. Payment or time in lieu will be completed by the last pay date in December of the year in which paid duty occurred.

(4) Numbers of officers required will be commensurate with the type of event.

ARTICLE 32 – RESPONSIBILITY INCENTIVE

(1) To be eligible for Uniform Responsibility Incentive, an Officer shall at the time of the signing of this Agreement meet the following criteria:

(a) Have attained the rank of 1st Class Constable, or above, and

(b) Years of service as a sworn police officer with any bona fide Ontario Police Service, the OPP, or the RCMP, for Members hired prior to January 1, 2007.

(c) All current officers who were hired after January 1, 2007 will have their entire service record with all Ontario police services (i.e. municipal, First Nations, or OPP) or the RCMP recognized for the purpose of Article 32 – Responsibility Incentive, provided that the time elapsed between any periods of employment with a recognized police services did not exceed thirty (30) days.

(d) The Responsibility Incentive will apply to sworn Members who continue to meet the following criteria:

- (i) be of the rank of First Class Constable or higher and completed at least 8 years continuous active service;
- (ii) be free of any discipline conviction under the Police Services Act in the preceding year for which the confirmed penalty was a forfeiture in excess of forty (40) hours of pay or leave or in excess of forty (40) hours suspension without pay;
- (iii) be free of any criminal conviction or finding of guilt under the provisions of the Criminal code; and
- (iv) any occurrence of (ii) and/or (iii) above shall result in an automatic loss of one Responsibility Incentive grid step for a period of one year from the date of conviction or finding of guilt as the case may be (the Member will not suffer more than one such grid step loss where *Police Service Act* and *Criminal Code* charges result from the same incident)

(e) The Responsibility Incentive is pensionable in accordance with OMERS rules and regulations as they may change from time to time and shall form part of the Member's weekly pay and be included in computing salary-based entitlements, including vacation and statutory holiday pay, pregnancy/parental leave top-up, sick leave, bereavement leave, overtime and call back premiums.

(f) Responsibility Incentive is calculated as follows:

Completed Years of Service	Percent of 1st Class Constable
8 – 16 Years	3%
17 – 22 Years	6%
23 or more Years	9%

ARTICLE 33 - EXISTING BENEFITS

(1) This Agreement shall enure to the benefit of and be binding upon not only the parties hereto, but also their respective successors and assigns as permitted by law.

(2) All rights, privileges, benefits, customs, practices and working conditions enjoyed by Members prior to the execution of this agreement, provided they are not in conflict with any of the other provisions of the agreement, the Police Services Act or the Regulations made thereunder by the Lieutenant Governor in Council, shall be continued and no change therein shall be made unless agreed to by the parties.

(3) Upon signing this Agreement, the Woodstock Police Services Board agrees to provide an electronic copy of the Agreement so as to allow all Members of the Association to receive a copy of any and all agreed upon changes.

ARTICLE 34 - PLURAL/SINGULAR AND MASCULINE/FEMININE GENDER

(1) The Board and the Association agree that wherever applicable in this Agreement, the singular number shall include the plural and the masculine gender shall include the feminine.

ARTICLE 35 TERMS OF AGREEMENT

(1) This Agreement shall remain in force and effect for a period of three (3) years from January 1, 2015 to and including December 31, 2017, and thereafter until replaced by a new Agreement, Decision or Award.

DATED at Woodstock, Ontario this 28th day of January 2015

WOODSTOCK POLICE ASSOCIATION
By its Bargaining Committee



Paul Hill, Bargaining Chair & Vice President



Tim Pinder, Uniform Director




Jason Green, Civilian Director

WOODSTOCK POLICE SERVICES BOARD



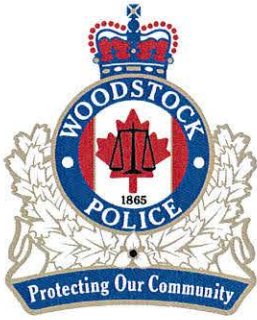
Mary Anne Silverthorn, Chair



Nancy O'Grady, Vice Chair

Officer Equity Salary Scale 2015 - 2017

Date of Increase	Pay Increase %	4th Class Constable (70%)	3rd Class Constable (80%)	2nd Class Constable (90%)	1st Class Constable (100%)	Sergeant (112.5%)	Staff Sergeant (125 %)
January 01, 2014		\$ 63,246.48	\$ 72,281.70	\$ 81,316.91	\$ 90,352.12	\$ 101,646.14	\$ 112,940.15
January 01, 2015	1.5	\$ 64,195.18	\$ 73,365.92	\$ 82,536.66	\$ 91,707.40	\$ 103,170.83	\$ 114,634.25
July 01, 2015	1.25	\$ 64,997.62	\$ 74,282.99	\$ 83,568.37	\$ 92,853.74	\$ 104,460.46	\$ 116,067.18
January 01, 2016	1.5	\$ 65,972.59	\$ 75,397.24	\$ 84,821.90	\$ 94,246.55	\$ 106,027.37	\$ 117,808.19
July 01, 2016	1.25	\$ 66,797.24	\$ 76,339.70	\$ 85,882.17	\$ 95,424.63	\$ 107,352.71	\$ 119,280.79
January 01, 2017	1.5	\$ 67,799.20	\$ 77,484.80	\$ 87,170.40	\$ 96,856.00	\$ 108,963.00	\$ 121,070.00
July 01, 2017	1.25	\$ 68,646.69	\$ 78,453.36	\$ 88,260.03	\$ 98,066.70	\$ 110,325.04	\$ 122,583.38



Schedule "B"

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE WOODSTOCK POLICE SERVICES BOARD

AND

WOODSTOCK POLICE ASSOCIATION

This shall form a Memorandum of Understanding between the parties:

Re: Joint Consultation Committee

The parties agree to a Joint Consultation Committee consisting of not more than four (4) individuals composed of two (2) representatives from Management appointed by the Police Services Board and two (2) representatives from the Association appointed by the Police Association.

This Committee shall meet at least three (3) times each year to discuss and provide understanding of issues relating to the community policing workplace which affect the parties and to make recommendations to the Police Services Board and to the Police Association for the purpose of amicably settling any differences relating to this Collective Agreement. It is understood that the Committee does not have the authority to make decisions that bind either the Police Services Board or the Police Association.

Committee members must submit items for discussion in advance so that a meeting agenda can be prepared and provided to all Committee members at least five (5) days in advance of any meeting. Minutes of the meeting will be recorded and approved by the Committee before being sent to the Chair of the Police Services Board and to the President of the Police Association.

The meetings of the Committee shall be scheduled during the regular working hours of its members, or the members will be credited with time spent at the meeting.

Dated this 28th day of January, 2015

James Dalweg, President
Woodstock Police Association

Mary Anne Silverthorn, Chair
Woodstock Police Services Board