

# COLLECTIVE AGREEMENT

Between

UNITED STEEL, PAPER AND FORESTRY, RUBBER,  
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL  
AND SERVICE WORKERS INTERNATIONAL UNION,  
LOCAL 7106

(Hereinafter, the Union)

And

ASSOCIATION FOR COMMUNITY LIVING, FLIN  
FLON BRANCH INC. (ACL)

(Hereinafter, the Employer)

## Table of Contents

ARTICLE 1 – PREAMBLE .....	3
ARTICLE 2 – MANAGEMENT RIGHTS .....	3
ARTICLE 3 – UNION RECOGNITION .....	4
ARTICLE 4 – DISCRIMINATION .....	4
ARTICLE 5 – HOURS OF WORK .....	4
ARTICLE 6 – OVERTIME .....	5
ARTICLE 7 – DISCHARGE AND SUSPENSION .....	6
ARTICLE 8 – HARASSMENT .....	6
ARTICLE 9 – LEAVE .....	6
ARTICLE 10 – UNION DUES .....	10
ARTICLE 11 – GRIEVANCE PROCEDURE .....	10
ARTICLE 12 – ARBITRATION .....	11
ARTICLE 13 – STATUTORY HOLIDAYS .....	12
ARTICLE 14 – VACATIONS .....	12
ARTICLE 15 – BENEFITS .....	14
ARTICLE 16 – PERSONNEL FILES .....	14
ARTICLE 17 – SAFETY AND HEALTH .....	14
ARTICLE 18 – BULLETIN BOARDS .....	15
ARTICLE 19 – SENIORITY .....	15
ARTICLE 20 – STRIKE AND LOCKOUTS .....	16
ARTICLE 21 – WAGES .....	17
ARTICLE 22 – COPIES OF AGREEMENT .....	17
ARTICLE 23 – DURATION OF AGREEMENT .....	17
MEMORANDUM OF UNDERSTANDING .....	19

## **ARTICLE 1 – PREAMBLE**

1.01 Whereas the primary purpose of the Association for Community Living, a not for profit organization is to build and support the dignified lifestyle and inclusion in the community for those living with intellectual disabilities, rendered both directly through the staff at the Vocational Training Centre and indirectly through the Association for Community Living Board, it is clearly understood that at all times and under all circumstances first consideration will be given to the needs of the client.

In becoming parties to this Agreement, the signatories recognize that it shall be the duties of the Association for Community Living, Flin Flon Branch Board and the employees alike to co-operate fully, individually and collectively for the advancement of conditions for the mutual benefit and in the interest of public service.

## **ARTICLE 2 – MANAGEMENT RIGHTS**

2.01 The Union recognizes that it is the function of management to manage the affairs of the business and to direct the working forces of the Board, subject to the provisions of this Agreement:

2.02 Such management functions shall be:

- I. to operate the VTC and to direct the staff covered by this agreement as it may deem necessary for the most effective use of its facilities;
- II. to discharge, suspend, discipline or demote employees for just and reasonable cause;
- III. to hire, transfer, lay-off, promote, and to assign employees to jobs as required by the reorganization of duties and of staff;
- IV. To determine the necessary services.

2.03 The Board shall exercise its rights to direct the working force in a fair, reasonable and equitable manner, and consistent with the terms of the Agreement.

2.04 The Board agrees that any exercise of rights and powers under this Article in conflict with any of the provisions of this Agreement shall be subject to the provisions of the grievance procedure.

### **ARTICLE 3 – UNION RECOGNITION**

- 3.01 This agreement covers all employees as outlined by the Manitoba Labour Board Certificate No. MLB - 6182, as issued by the Manitoba Labour Board on May 11, 2004.
- 3.02 The Board recognizes the United Steelworkers as the sole and exclusive bargaining agent for all the employees identified in 3.01 above.
- 3.03 Other than the Manager of the Centre, persons whose regular jobs are not in the bargaining unit shall not work on any jobs, which are included in the bargaining unit except for the purpose of instruction and in the case of an emergency.
- 3.04 The Association for Community Living, Flin Flon Branch hereby agrees that no person who is a member of the bargaining unit shall lose regular salary or work due to the use of non-bargaining unit members or through contracting out of services.

### **ARTICLE 4 – DISCRIMINATION**

- 4.01 The Association for Community Living, Flin Flon Branch and the Union agree that there shall be no discrimination or harassment against any employee, as defined in the Human Rights Code, nor because of Union Membership or Union activity.

### **ARTICLE 5 – HOURS OF WORK**

- 5.01 The Vocational Training Centre will be open Monday to Friday from 8:00 am to 4:00 pm for full time employees. During normal working hours there will be two (2) ACL employees on site. In case of emergencies it may be required for an employee to leave for a short period of time.

Management reserves the right to modify hours and workdays of the least senior employees for business reasons and such effected employee(s) will be given four (4) weeks notice, other than in cases of emergency.

A rest period of fifteen (15) minutes will be provided for each four (4) hours worked.

- 5.02 A paid lunch period for full time employees will be one-half (½) hour in duration and will be taken on site.
- 5.03 If the work for which the employee was scheduled for is not available and there is no alternative work he/she shall be paid for their regular shift or a maximum of

three (3) hours whichever is lesser.

- 5.04 Employees required to attend meetings or other work related events scheduled by the employer will be given time off in lieu at the applicable rates.
- 5.05 When the Assistant Manager fills in for the Manager he/she will receive an increase of \$3.00 per hour.
- 5.06 Increase of \$2.00 per hour will be paid to the senior person who fills in for the Assistant Manager or Manager when they are both absent from work.

It is understood that limited manager duties will be performed by such individual.

- 5.07 When the Employer requires an Employee to use his/her own vehicle, they will pay to such employee \$0.474 per km. If Provincial Government rates increase, so will this rate.
- 5.08 When an employee fills in for Management due to vacation, extended illness or meetings outside the region such employee will receive management gas allowance.

#### **ARTICLE 6 – OVERTIME**

- 6.01 When an employee is directed to work beyond eight (8) hours per day, or forty (40) hours per week such work shall be considered overtime and shall be paid for at one and one-half (1 1/2) the employee's hourly rate.
- 6.02 A full time employee who is called out and required to work in an emergency situation shall be paid a minimum of four (4) hours at straight pay or at one and one-half time their regular pay for all hours worked, whichever is greater.
- 6.03 An employee's hourly rate is calculated on the base rate as defined in Schedule "A" plus any applicable premiums.
- 6.04 All overtime will be on a voluntary basis.
- 6.05 (a) At the employee's request his/her overtime may be banked. An employee may request a day off and use his/her banked time to cover such day, such day to be a day mutually agreed upon between the employee and the employer.  
  
(b) It is understood that banked overtime will be banked at time and a half (1 1/2).  
Eg. 2 hours overtime = 3 hours banked.
- 6.06 Bank time shall be tracked by the employer signing a form outlining the overtime hours worked and the hours banked. Employees shall be required to verify the

hours by his/her signature and will receive a copy.

- 6.07 **Accumulated bank time will not exceed forty (40) hours at any given time. All bank time must be used or paid out by December 31<sup>st</sup> of each year.**

### **ARTICLE 7 – DISCHARGE AND SUSPENSION**

- 7.01 The Board shall not take disciplinary action without first warning the employee, unless the circumstances justify immediate discharge or suspension.
- 7.02 Warnings shall be given in writing only.
- 7.03 All incidents of discipline shall be maintained in an employee's file. Incidents of discipline after 18 months will not be relied upon to substantiate any culminating incidents.
- 7.04 All copies of discipline will be given to the employee involved and the attending Union representative.
- 7.05 Whenever an employee is to be disciplined, the employee will be represented by a shop steward, if he or she chooses.
- 7.06 All suspensions will be served immediately following the incident.

### **ARTICLE 8 – HARASSMENT**

The employer and the Union agree to embody the Canadian Human Rights Code within this agreement.

### **ARTICLE 9 – LEAVE**

#### Leave of Absence

- 9.01 An employee may be allowed up to thirty (30) days leave of absence without pay for personal reasons provided bank time has been exhausted and if:
- a) The request has been made to the Manager in writing at least four (4) weeks in advance.
  - b) The leave is for fair and equitable reasons and does not interfere with operation.
  - c) In cases of an emergency, the request will be dealt with on an individual basis.
  - d) Such request will not be unreasonably denied.

### Leave to Attend to Union Business

9.02 (a) An employee who has been elected or appointed by the Union to attend Union conventions or other business of the Union may be granted a leave of absence with pay (wages plus MERCS at government rates to be reimbursed by the Union within 30 calendar days of the invoice) for this purpose. A maximum of one individual will be granted this leave at any one time. The Union will consult and inform the Board in writing, the name of the delegate **two weeks** in advance. Such request will not be unreasonably denied.

(b) The Board shall grant a leave of absence, with pay (wages plus mercs at government rates to be reimbursed by the Union within 30 calendar days of the invoice), for two (2) Union members to attend Management Collective Bargaining meetings, held during normal work hours.

### Leave for Union Staff

9.03 The Board shall grant an employee a leave of absence for no more than one year to work in an official capacity for the local or International Union. The employee must request leave in writing and the Union must verify it. This leave may be extended for an additional one year period. A maximum of one individual at any one time will be granted this leave.

### Bereavement Leave

9.04 (a) In the event of the death of a spouse, child, step child, parent, parent-in-law, sibling, grandchild five (5) days shall be granted with pay.

(b) An Employee shall be entitled to leave in the immediate time surrounding the period of bereavement for a period up to three (3) working days without loss of regular pay in the event of a death of a member of the Employee's immediate family which is defined as grandparent, including all "step" relationships in the foregoing categories, son-in-law, daughter-in-law, sister-in-law, brother-in-law.

(c) Two additional days will be granted, if required to travel outside Flin Flon to attend a service, if the service is being held more than 200 km. from the City of Flin Flon. These days shall be with pay if the service is for a person described in 9.04 (a), and without pay if the service is for a person described in 9.04 (b).

(d) Leave beyond this amount on compassionate grounds may be granted at the discretion of the Manager. At the employee's discretion, sick leave or banked overtime may be used.

### Compassionate Care Leave

9.05 (a) An Employee who has worked for the Employer for longer than thirty (30) calendar days is eligible for compassionate care leave to provide care or support to a close family member with a serious medical condition and with a significant risk of death within twenty-six (26) weeks. Detailed provisions concerning compassionate care leave are set out in the Employment Standards Code.

(b) An Employee is allowed up to eight (8) weeks leave within a twenty-six (26) week time period. The leave may be split into a maximum of two periods. If the leave is split, no period of leave can be less than one week.

(c) This leave can be used for a spouse or common-law partner, a child, the child of a spouse or common-law partner, or a parent or parent of a spouse or common-law partner.

(d) The physician caring for the family member must issue a certificate stating that he/she believes that there is a high risk of death within twenty-six (26) weeks, and that the ill family member requires the care or support of one or more family members. This certificate must be provided to the Employer.

(e) The leave entitles the Employee to leave from work without pay, and protects his/her job while on leave. During the time of this leave, the Employee may qualify for Employment Insurance (EI) benefits, under rules for eligibility and application procedures set by Human Resources Development Canada.

(f) Upon return to work, the Employee must be placed in his/her original job or a job which is comparable with no less than the same wages and benefits earned prior to the leave.

(g) An employee who wishes to take such leave must give the employer notice of at least one pay period, unless circumstances necessitate a shorter period.

(h) Unless the employee and the employer agree otherwise, an employee may end a leave earlier than the expiry of eight weeks with at least forty-eight hours notice of his or her expected date of return.

#### Parental/Maternity Leave

9.06 Parental/Maternity leave shall be granted in accordance with the Employment Standards Act. The leave may be extended by mutual agreements up to a maximum of six months. The employee's seniority and benefits will be retained upon return.

#### Education Leave

9.07 (a) An Employee shall be entitled to an Education Leave of Absence, without pay, for up to one year, to further his/her Education. Education Leave of Absence may be renewed each year that the Employee is continuing his/her studies.  
**Seniority will accrue up to one year for Education Leave for work related Education.**

#### Court Leave Duty

9.08 (a) An Employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a criminal court proceeding, other than court



proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury and witness fees received by the employee shall be remitted to the employer.

(b) Where an employee is subpoenaed for jury duty during their period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be added to the vacation period or reinstated for use at a later date and all jury fees received by the employee shall be remitted to the employer.

#### Special Leave

9.09 (a) Employees may be granted up to (3) three days of paid leave per work year without loss of salary to deal with extenuating circumstances, at the discretion of the Manager.

#### Sick Leave

9.10 (a) After one (1) month's service, an Employee shall be entitled to one and one half (1.5) sick days for each month of service for a maximum of 18 days per year.

(b) Unused sick leave shall be cumulated to a maximum of forty (40) days. Days taken off for sick leave shall be deducted from banked balance of sick leave and replenished at the rate of one and one half (1.5) days per month.

(c) Sick leave shall be accumulated and maintained from year to year, but at no time will sick leave exceed a maximum of forty (40) days.

(d) Employees required to leave work for medical appointments shall be paid lost time for such appointments. Such pay received shall reduce the number of hours or days accumulated to that Employee's sick time credit.

(e) An Employee may use accumulated sick time to care for a sick child.

(f) Accumulated sick leave may be used to attend to the serious illness, injury or medical appointment of an emergent nature of the employee's spouse.

(g) Employees who work less than full time will earn Sick Leave credits each month prorated according to the number of hours worked in the month.

(h) Sick leave is not payable while employed at another job for wage or profit.

(i) Sick leave is not payable for any injury received while gainfully employed at another job.

(j) Sick leave shall not accrue while on any unpaid leave of absence.

## **ARTICLE 10 – UNION DUES**

- 10.01 During the lifetime of this Agreement, the ACL Board shall deduct from the wages of each bargaining unit employees, monthly union dues in the amount certified by the Union to the Employer, to be currently in effect according to the Constitution of United Steelworkers. Such deductions shall be made from wages earned in the first pay period of each calendar month and shall be remitted within fifteen (15) days, by cheque made payable to:  
International Secretary-Treasurer  
United Steelworkers  
P.O. Box 9083  
Commerce Court Postal Station  
Toronto, ON M5L 1K1
- 10.02 The monthly remittance shall be accompanied by a completed USW R115 Form (a summary of the dues calculations made for the month, each month), as well as a statement showing the names of each employee from whose pay deductions have been made and the total deducted for the month. Such statements shall also list the names of the employees from whom no deductions have been made and the reason why. i.e. W.C.B., Weekly Indemnity, etc.
- 10.03 A duplicate R115 Form and employee deduction statement shall be forwarded to:  
  
USW Local 7106  
86 Main Street  
Flin Flon, MB R8A 1J8  
By facsimile to: (204) 687-8176
- 10.04 In consideration of the Board making the compulsory check-off of Union dues as therein provided, the Union agrees to and does hereby indemnify and save the Board harmless for all claim, demands, action and proceedings of any kind and from all costs which may arise or be taken against the Board by reason of the Board making the compulsory check-off of Union dues provided for in Clause 10.01.

## **ARTICLE 11 – GRIEVANCE PROCEDURE**

- 11.01 A grievance exists should any difference arise between the ACL and any of the employees as to the interpretation of any alleged violation of the provisions of this agreement. An earnest effort will be made to settle such grievance without delay.
- 11.02 If an employee feels that he/she has been unjustly disciplined or discharged; he/she shall have the right to appeal through the grievance procedure commencing at STEP 2. Such appeal must be filed in writing by regular mail and fax by the Union with the ACL Manager within ten (10) working days after the date of the

notification of discipline or discharge, and unless so fixed, the right of appeal shall be lost unless time limits are extended by mutual agreement in writing.

11.03 The agreed procedure for the settlement of all grievances shall be as follows:

STEP 1 – Any employee with a personal grievance may take the matter up with the ACL Manager within ten (10) working days from the date of the occurrence of the incident, which gave rise to the grievance. The employee may be accompanied by a shop steward. The ACL Manager shall reply within ten (10) working days.

STEP 2 – Failing a satisfactory settlement in STEP 1, the Grievance will be presented in writing (fax and regular mail) to the ACL Board within ten (10) working days. The ACL Board shall convene a meeting with a Grievance Committee of the Union, within ten (10) working days of receipt of the Grievance from the Union, or a time mutually agreed upon. The ACL Board shall reply within ten (10) working days.

11.04 The time limits in this Article may be extended by mutual agreement.

11.05 It is agreed that if either party fails to comply with the time limits as set forth in the grievance procedure, the grievance will be automatically forwarded to the next step in the grievance procedure.

11.06 The Employee or the Union Steward will be paid for time spent in meetings with management during regular working hours throughout the grievance procedure.

## **ARTICLE 12 – ARBITRATION**

12.01 In the event that the Board and the Union shall be unable to settle any dispute or adjust any differences or grievances within twenty (20) working days following STEP 2, such dispute or grievance shall be referred to a sole arbitrator. The following arbitrators will be used on a rotating basis:

Ms. Diane Jones  
Mr. Bill Hamilton  
Mr. Gavin Wood

12.02 In the event the above arbitrators are unable to serve, within fourteen (14) days of the refusal in 11:01, the parties will agree on a common arbitrator.

12.03 In the event that the parties are unable to agree upon an arbitrator within twenty (20) consecutive days, the matter shall be referred to the Provincial Minister of Labour who shall appoint an arbitrator.

- 12.04 The decision of the arbitrator shall be in writing and delivered to the parties hereto. The decision shall be final and binding upon both parties, subject to the condition that the decision shall not, with the consent and approval of the parties, rescind or amend any of the terms of this agreement, but shall be in accord with the scope and terms hereof.
- 12.05 The Union and the Board agree that the cost of the arbitrator shall be shared equally by both parties.
- 12.06 The Employer may institute a grievance by communicating directly with the Union and if agreement is not reached, reference shall be made to the arbitrator as set out in provisions set forth above.

**ARTICLE 13 – STATUTORY HOLIDAYS**

- 13.01 The following days shall be observed and considered paid holidays.

New Year’s Day	2 <sup>nd</sup> Monday in June
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Canada Day	Remembrance Day
August Civic Holiday	Christmas Day
Easter Monday	Boxing Day
Louis Riel Day	

If any of the above holidays fall on a day which is not a regular working day, the first working day thereafter shall be considered the holiday or on a day that is mutually agreed to by the Union and the Board.

It is understood the last day before Christmas; Employees will be allowed to leave by noon with pay.

Over the Christmas-New Year’s period the Vocational Training Centre will be closed. Three (3) senior employees will be required to fulfill the needs of the water contract during this period and will receive normal pay for the whole week.

**ARTICLE 14 – VACATIONS**

- 14.01 For the purposes of this Collective Agreement, Employees’ vacation entitlement shall be calculated from the preceding January 1 to December 31 inclusive. The vacation is to be taken in the year following the accrual.
- 14.02 A part-time Employee in his/her first year of service shall have vacation pay calculated at 4% for all hours worked.

14.03 A full-time Employee employed for less than one (1) year's continuous service is eligible for vacation calculated at (.83 ) days per complete month of service.

14.04 An Employee shall earn an annual vacation with pay in accordance with his/her years of continuous employment. Continuous service is deemed to be provided whenever the Employee is accruing seniority as set out in Article 19 of this Agreement.

14.05 Earned vacation shall be as follows:

Years of Continuous Service	Full Time Employee Paid Vacation Entitlement	Vacation Pay Accumulation For Part Time Employees
With 1 year	10 days	4%
With 3 years	15 days	4%
With 5 years	20 days	6%
With 8 years	25 days	6%
With 10 years	30 days	7%

The vacation pay will be paid at the employee's straight time hourly rate.

14.06 For all employees, vacation pay shall be accumulated to be paid to the Employee less required deductions at the time of his/her vacation subject to the rules set out in 14.07.

14.07 Vacation pay shall normally be paid to the Employee on the regular pay day falling after or during the period in which his/her earned vacation entitlement is actually being taken. At the written request of an Employee prior to the commencement of his/her vacation start date, accumulated vacation pay less required deductions will be paid in advance, not later than the day immediately preceding the beginning of his/her vacation. Vacation pay will only be paid in direct proportion to the amount of earned vacation entitlement being used by the Employee at that time.

14.08 On termination, an Employee shall receive the balance of his/her annual vacation entitlement earned up to the previous December 31, plus accumulated holidays earned from that date to termination.

14.09 Vacation entitlement is to be scheduled and taken in the fiscal year immediately following accrual. When requested in writing to the Manager, employees may carry over a maximum of forty (40) hours into the next fiscal year.

14.10 In the event that an Employee is hospitalized during his/her vacation, the Employee may elect to use sick leave credits in lieu of vacation entitlement to cover the period of hospitalization only. Proof of hospitalization shall be provided to the Employer if so requested.

14.11 **Vacation** booked will be done by seniority and will not be unreasonably denied.

### **ARTICLE 15 – BENEFITS**

15.01 The Employer will pay 5% into an RRSP for full-time employees. In the event the province withdraws this funding the Board may reduce the contribution to 3%.

15.02 ACL will apply for all benefit packages implemented by the province of Manitoba.

15.03 Maximum Northern Travel Allowance will be applied to Employee T4.

15.04 **The Board will provide a Benefit Package funded 100% by the Employer.**

### **ARTICLE 16 – PERSONNEL FILES**

16.01 An Employee shall at a mutually agreed time review his/her personnel file after submitting a written request for such review to the Manager. The board will have its representative present when the employee is examining his/her personal file.

Any employee shall have the right to respond in writing to any document contained in the personnel file.

### **ARTICLE 17 – SAFETY AND HEALTH**

17.01 The Board agrees that it is their responsibility to make adequate provision for safe and healthy working conditions of its employees during the hours of their employment.

17.02 The Union may, as the need arises, bring to the attention of the Board any suggestions in this regard and also any other suggestions for improvements in condition of work as they apply to safety and health. Have quarterly meetings with the board unless needed more. If more is needed the Union will request a meeting in writing. Meeting will be held during regular hours of work. If outside regular hours overtime rates will apply.

17.03 The Union steward shall be notified of each accident or injury.

17.04 The Union shall appoint one (1) Workplace Health and Safety representative.

## **ARTICLE 18 – BULLETIN BOARDS**

18.01 The Board agrees to provide one bulletin board designated for use by the Union. Such bulletin boards shall be placed accessible to all employees for reference purposes. All notices posted, except job postings will be posted only by officers of the Union and will be in keeping with the spirit and intent of this agreement.

## **ARTICLE 19 – SENIORITY**

19.01 The parties recognize that job opportunity and security shall increase in proportion to length of service. It is therefore agreed that in all cases of vacancy, promotion, transfer, layoff, and rehiring after layoff, senior employees shall be entitled to preference if they have the qualifications, compatibility, and ability required to perform the minimum requirements of the posted position, and such positions to have a three month training period.

19.02 Seniority of each employee covered by this Agreement shall be established after a probationary period of three (3) months continuous services and shall count from the date of employment as a permanent employee

19.03 Seniority shall be maintained during:

- a) Absence due to layoff of up to twelve (12) consecutive months as per Article 19.04 (d)
- b) Sickness or accident
- c) Authorized leave of absence

19.04 An employee shall lose his seniority standing and his name shall be removed from all seniority lists for any of the following reasons:

- a) If the Employee voluntarily quits.
- b) If the employee is discharged for proper cause and is not reinstated in accordance with the provisions of this Agreement.
- c) If an employee is recalled by the Board for re-employment and turns it down.
- d) If the employee has been on layoff for lack of work for a period of more than twelve (12) consecutive months.

### Job Postings

19.05 All positions which become vacant and replacement is required or created within the bargaining unit as described in Article 3.01 shall be posted for a period of not less than five (5) working days on the union bulletin board and advertised externally. An employee desiring the position must make application to the Manager within the time limits as specified in the circular. All job postings must be dated. Preference will be given to internal candidates with the appropriate

qualifications for the posted position.

#### Seniority Lists

19.06 The Board shall maintain a seniority list for employees. A copy of such list shall be posted for employees' inspection annually. A copy shall also be provided to the Union. The seniority list will include: name and date of last hire.

#### Casual Employment

19.07 Part time employees will receive opportunity for extra hours before casual is called in.

#### Reduction of Job

19.08 If an employee's job becomes redundant the workload will be redistributed by Management in consultation with staff.

#### Lay-off and Recall

19.09 In the event of a planned lay-off, as opposed to an emergency which shuts down operations, an Employee shall be laid off in reverse order of seniority subject to the exception that he/she shall not be laid off from the job she is performing on the ground of lack of seniority unless he/she is replaced by an Employee who has the ability, knowledge, training and skill to fill the normal requirements of the job.

Laid off Employees shall be recalled in the order of their seniority, and no new Employees will be hired until those laid off have been given an opportunity for recall, providing the Employees to be recalled have the ability, knowledge, training and skill to fill the normal requirements of the jobs available.

In the event of a planned lay-off, as opposed to an emergency, which shuts down operations, the Employer shall, two (2) weeks before the lay-off is effective, notify those Employees who are to be laid off. If the Employee laid off has not had the opportunity to work two (2) weeks after notice of lay-off he/she shall be paid in lieu of that part of the two (2) weeks during which he/she did not have the opportunity to work an amount equal to the pay he/she would normally have received had he/she worked that part of the two (2) week period.

### **ARTICLE 20 – STRIKE AND LOCKOUTS**

20.01 The Board will not institute a lockout for any cause whatsoever during the term of this Agreement, or while a New Agreement is being negotiated.

20.02 The Union will not cause or permit its members to cause, nor will any member of the Union take part in any strike either sit-down, stay-in or any other kind of strike or any other kind of interference, or any stoppage, total or partial, of any of the Board's operations for any cause whatsoever during the terms of this Agreement, or while a New Agreement is being negotiated.



20.03 The Union and the Board agree to co-operate fully in enforcement of this Article.

## ARTICLE 21 – WAGES

### SCHEDULE “A” – JOB TITLES

	Present	Jan 2020	Jan 2021
Casual	16.47	<b>16.87</b>	<b>17.27</b>
Direct Service Worker	17.93	<b>18.33</b>	<b>18.73</b>
<b>Full Time Direct Service Worker</b>	17.93	<b>18.33</b>	<b>18.73</b>
Assistant Manager	25.26	<b>25.66</b>	<b>26.06</b>

**All wage increases retroactive to January 1, 2020.**

## ARTICLE 22 – COPIES OF AGREEMENT

22.01 The Board and the Union desire employees to be familiar with the provisions of the Agreement and his rights and duties under it. For this reason the Board will supply each employee with a copy of this agreement.

## ARTICLE 23 – DURATION OF AGREEMENT

23.01 **This agreement shall become effective January 1, 2020 and shall continue in effect until December 31, 2021. Thereafter this Agreement shall continue in effect from year to year unless either party gives notice to the other of its desire to revise or supersede this Agreement. Such notice is to be given not more than ninety (90) days and not less than thirty (30) days prior to the date upon which this Agreement would otherwise expire or terminate.**

EXECUTED at Flin Flon, Manitoba, this \_\_\_\_\_ day of \_\_\_\_\_ in the year of \_\_\_\_\_.

SIGNED:

ON BEHALF OF THE  
ASSOCIATION FOR COMMUNITY LIVING, FLIN FLON BRANCH INC.  
(ACL)

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ON BEHALF OF THE  
UNITED STEELWORKERS, LOCAL 7106

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MEMORANDUM OF UNDERSTANDING

BETWEEN

ASSOCIATION FOR COMMUNITY LIVING, FLIN FLON BRANCH INC. (ACL)

(The Employer)

-and-

UNITED STEELWORKERS, LOCAL 7106

(The Union)

SUBJECT: Travel Expenses

The following are allowable expenses for travel when approved by the Manager:

- Transportation (the most practical and economical method – mutually agreed upon)
  - Mileage rate \$0.474/km. If Provincial Government rates increase, so will this rate.
  
- Additional Expenses may include:
  - Taxi (to and from hotels, airports, meetings)
  - Hotel
  - Registration fees
  - Luncheon and banquet fees
  - Meals – Per diem - full day \$65.00  
- half day \$45.00

The mileage rate will be reviewed yearly.

\_\_\_\_\_  
For the Employer

\_\_\_\_\_  
Witness

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