

**HIGHLIGHTS OF CHANGES TO THE  
CIVIL SERVICE MASTER AGREEMENT  
April 1, 2010 – March 31, 2012**

## **MONETARY**

### **Wage Increases**

April 1, 2010	1%
April 1, 2011	1%

### **Mileage**

Agreement reimburses all kilometres over 16,000 at same rate with no reduction over 27,000 kms

#### **Effective April 1, 2010**

0-16,000 kms	38.13 cents/km
over 16,000 kms	33.64 cents/km

#### **Effective April 1, 2010 (DNR Light Truck Rates)**

0-16,000 kms	41.60 cents/km
over 16,000 kms	37.12 cents/km

### **Premiums - Effective Date of Ratification – August 23, 2010**

#### **Weekend Premium**

Increased premium for hours worked on weekend from \$1.00 per hour to \$1.50 per hour

#### **Pyramiding of Shift and Weekend Premium**

Employees receive both shift and weekend premium when they meet criteria for both

## **NON MONETARY**

### **Vacation Entitlement**

- Employees entitled to four weeks vacation after 5 years of service and five weeks vacation after 15 years of service effective April 1, 2010

## **Health and Dental Benefits – Seasonal Employees**

- Health and dental benefits will be provided to seasonal employees who work between 4 and 6 months if the Union so decides following a vote of employees in this category

## **Job Posting**

- Employer will seek expression of interest for new or vacant position from employees in same department and same classification prior to job posting and provide the position to the employee with the greatest length of service. Process is subject to considerations of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required, according to objective tests and standards reflecting the functions of the job concerned

## **Employment Stability – Memorandum of Agreement Effective July 6, 2010 until the signing of the next collective agreement**

### Severance Payment

- Voluntary resignation and severance to create placement opportunities for those that would otherwise be “laid off”
- Severance Payment of four (4) weeks for every year of service to a maximum of 52 weeks pay and a minimum of 8 weeks pay
- Continued group insurance coverage for severance period
- Ability to stack severance and public service award to a maximum of 52 weeks

### Training Prior to Placement

- Employees may be provided up to twelve months training for job placement while in receipt of salary

### Reasonable Offers of Alternative Employment

- An employee shall be made an offer of employment with a maximum rate of 90% or more of the employee’s current maximum rate of pay
  - If the employee has less than three years service that offer can be anywhere in the province
  - If the employee has three or more years of service, the employee must be offered one position in their current geographic area or two positions in different geographic areas

### Salary Protection

- If the employee's rate of pay is greater than the maximum rate in the new position (the reasonable offer of alternative employment), the employee will be red circled.

### **Review of Group Insurance Plan**

- Both parties agreed to a joint review of group health and dental insurance plans with regard to possible changes in benefit levels and to jointly hire a consultant to do a market review to determine whether to change insurance provider
- Results of implementing any changes based on the review can not result in any additional cost for the Employer and the Employer shall make the final determination on whether to change provider if there is no agreement on this issue

### **Disclosure of Job Competition Files**

- Employer will provide job competition file to Union for review when a step 1 grievance relating to job posting process is filed
- Identifying information of applicants and third parties to be redacted
- Union may review information with grievor (but shall not provide grievor/any employee a copy)

### **Union Representation**

- Employee has right to Union representation during suspension or discharge meetings
- Employer can proceed in Union's absence where the Union is unavailable

### **Family Illness**

- Family illness leave may be requested in the case of preventative medical and dental care for an employee's child, parent, spouse or other relative permanently residing with the employee and where presence/support of employee is required

### **Expedited Grievance Adjudication**

- Agreement to Rules of Procedure for an expedited grievance adjudication process