

SOURCE	Co.		
WAGES EFF.	96	04	11
TERM.	97	10	11
No. OF EMPLOYEES	634		
NOMBRE D'EMPLOYÉS	24		

AGREEMENT

between

MTS NETCOM INC.

(carrying on business under the
divisions of MTS Net and MTS Corn)

and

**TELECOMMUNICATIONS
EMPLOYEES ASSOCIATION
OF MANITOBA**

APRIL 11, 1996 - OCTOBER 11, 1997



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36/11/12*



This AGREEMENT is made in duplicate this **30th** day of April, 1996

BETWEEN

MTS NETCOM INC.

(hereinafter referred to as the "Company")

Of the First Part

AND

**TELECOMMUNICATIONS EMPLOYEES ASSOCIATION
OF MANITOBA**

(hereinafter referred to as the "Association")

Of the Second Part

As a result of collective bargaining negotiations by and between the Company and the Association, this Agreement **witnesseth** that the parties hereto agree as follows:

10298-01

****Preamble***

The main objective of the Agreement is to establish and maintain harmonious relations between the Company and the Association.

Accordingly, the mutual interest of both parties is to maintain the efficient operation of the Company and to make provisions herein by which all disputes and grievances or other matters relative to the welfare of the Company and the employees concerned can be discussed and settled quickly and amicably.

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GENERAL SECTION

ARTICLE 1 RECOGNITION AND SCOPE

***1.01** MTS NetCom Inc. recognizes the Association as the sole and exclusive Collective Bargaining Agent for all employees of MTS NetCom Inc., who are both employed in its operations in the Province of Manitoba and covered by Certificate No. MLB 4066. Any new classifications created during the term of this Agreement which fall within the scope of the said Agreement shall be added as Appendices attached to and forming part of the Agreement.

The exceptions are:

Those covered by Certificate No. CLRB 555-3860 and MLB 3686, Graduate Engineers employed by MTS NetCom Inc. who are members of or who are eligible to be members of The Association of Professional Engineers of the Province of Manitoba and who occupy positions within MTS NetCom Inc. requiring such membership or eligibility for membership in order to perform the tasks required in such positions, those employees occupying the positions in Appendix "A" attached, and those excluded by the Act.

ARTICLE 2 DURATION OF AGREEMENT

***2.01** Except for the payment of wages and overtime, which shall be paid as set out in the Wage Schedules hereto annexed, this Agreement shall become effective on the first day of the bi-weekly pay period immediately following the date it is executed and shall continue in force and in effect up to and including October 11, 1997.

2.02 Unless terminated upon a ninety (90) day written notice given by either party, to the other, prior to the expiry of the said term, this Agreement shall continue in full force and effect thereafter, until terminated at any time by ninety (90) days written notice.

2.03 The Company and the Association acting jointly may, from time to time, by Letters of Understanding signed by them, amend or interpret the provisions of this Agreement and the parties shall be bound by any such amendment or interpretation.

2.04 During the term or prior to the termination of this Agreement, the parties shall, at the request of either party, meet at least once every two (2) months for the purpose of discussing issues relating to the workplace which affect the parties hereto or any employee bound hereby.

ARTICLE 3 ASSOCIATION DUES

***3.01** In accordance with Section 70, Part I of the Canada Labour Code, the Company agrees to deduct from the salary of individuals covered by this Agreement, whether or not the individual is a member of the Association, an amount of the regular bi-weekly Association dues and remit the amount to the Association forthwith.

3.02 The Association shall indemnify and save harmless the Company, from any losses, damages, costs, liabilities or expenses suffered or sustained by the Company as a result of any such deduction or deductions from payrolls.

ARTICLE 4 GRIEVANCES

4.01 A "grievance" shall mean any difference relating to the meaning, application, or alleged violation of this Agreement.

4.02 When a grievance is submitted in writing, it shall be on a standard grievance form agreed to by both parties and to be supplied by the Association.

4.03 "Day" for the purpose of this Article shall mean any day that is not a Saturday, Sunday or a Company Holiday recognized by this Agreement.

4.04 .1 In the event an employee chooses to grieve on a discharge, suspension or promotion, he/she must file his/her grievance within five (5) working days of receipt of a notice on the discharge, suspension or promotion. In such cases the grievance procedure will commence at Step 2.

.2 For grievances pertaining to other matters, the grievance must be filed within ten (10) working days from the time the employee has been made aware of the alleged violation.

4.05 STEP 1 - A grievance shall be discussed with the immediate Manager by the grievor or the grievor accompanied by the Association Representative. The immediate Manager shall have five (5) working days from the date of this discussion in which to render an oral decision.

4.06 STEP 2 - The grievance may be submitted in writing by the Association Representative to the Human Resources Manager within five (5) working days of the disposition of the matter at Step 1. The Company shall within ten (10) working days, convene a meeting with the Local Grievance Committee and render a signed and dated, written decision.

4.07 STEP 3 – If a satisfactory settlement is not obtained under the previous step, then the grievance may be submitted to the Director Industrial Relations **within fifteen (15) working days** of the disposition of the matter at Step 2. The Director Industrial Relations and the respective Senior Manager or designates shall, within fifteen **(15) working days**, convene a meeting with the Association Grievance Committee and render a signed and dated, written decision.

***4.08** Grievances filed in relation to the selection of employees on job postings shall commence at Step 2 and shall be filed with the Human Resources Manager.

The grievance meeting will be held with the Local Grievance Committee and the Human Resources Manager or designate in the location where the grievance originated.

4.09 Company responses at Step 1 to Step 3 will be given or sent to the employee or the Association official who initiated the Step.

4.10 Time limits specified in Steps 1 through 3 may be extended at any time by mutual agreement in writing.

4.11 Grievance meetings held in relation to Step 1 and Step 2 of this procedure will be held in the location where the grievance originated. Step 3 meetings will normally be held in Winnipeg, unless circumstances concerning the cause of the grievance necessitate this meeting to be held in a regional location.

4.12 The Local Grievance Committee referred to in Step 2 will consist of two **(2)** members of the Association as designated by the Association Executive.

4.13 The Company shall pay for wages during the grievance meeting and wages for time spent travelling in-town between Company buildings to attend grievance meetings.

The Association shall be responsible for:

- (1)** all Association transportation expenses;
- (2)** Association out of town travel time;
- (3)** all other expenses for Association Grievance Committee members.

This shall be applicable to all steps of the grievance **procedure**.

The Association Representative(s) will be allowed to process grievances on Company time to the extent outlined in this Article.

4.14 The Association Grievance Committee referred to in Step 3 shall be a committee composed of three **(3)** members of the Association. In any case where it is

considered necessary to bring in additional assistance, **the** Committee may be increased by one member to a maximum of four **(4)** members.

The **grievor** may, at his/her own request, or shall, at **the** request of the Company, attend at Step 2 or 3 of the grievance procedure.

4.15 Either party, without stoppage of work and after exhausting the grievance procedure established by this Agreement, may notify the **other** party in writing of its desire to submit the alleged violation or **difference** to arbitration.

POLICY GRIEVANCE

4.16 Any difference arising between the Company and the Association relating to the meaning, application, or alleged violation of this Agreement, including any questions as to whether a matter is **arbitrable** may be dealt with as a policy grievance commencing at Step 3. However, by mutual agreement, a policy grievance may commence at Step 2. Whenever a **difference** arises between the Association and the Company, there shall be no stoppage of work, but the parties shall confer in an effort to settle the differences.

4.17 If the Company has a grievance against the Association, the grievance may be submitted in writing by the Director Industrial Relations to the Business Manager of the Association. A Step 3 meeting will be held within ten **(10)** working days following the receipt of the grievance. The Association shall render a written decision within ten **(10)** working days of such a discussion.

ARTICLE 5 ARBITRATION

5.01 Unless the provisions of Article 4 have been complied with, a grievance shall not proceed to Arbitration.

5.02 A grievance shall proceed to Arbitration if either party makes service upon the other of written notice within ten **(10)** working days of the decision being rendered from the Step 3 grievance meeting.

5.03 Within seven **(7)** working days of notice being provided as in Article **5.02**, each party will appoint a member to a Board of Arbitration. The two **(2)** members shall then choose a Chairperson. If they are unable to agree on a Chairperson within fourteen **(14)** working days of the service aforesaid, they shall request the Minister of Labour to appoint a Chairperson.

5.04 The Board of Arbitration shall not have any power to alter or change any of the provisions of this Agreement, or to substitute any new provisions for any existing provisions, and in reaching its decision it shall be bound by the terms and provisions contained herein.

3 The Board of Arbitration may, before the hearing, require the representative of the parties to attend before it to define the issue(s) to be arbitrated and to establish the procedure to be followed at the hearing.

5.06 The Board of Arbitration shall complete its sittings and hand down its award within thirty (30) days of the appointment of the Chairperson, except that this time limit may be extended with the mutual consent of the Association and the Company.

5.07 The decision of the majority of the Board of Arbitration shall be the decision of the Board of Arbitration, and if there is no majority decision, the decision of the Chairperson shall be the decision of the Board of Arbitration. The decision of the Board of Arbitration shall be final and binding on the parties.

5.08 Each party shall pay the fees and expenses of its own appointee and one-half the fees and expenses of the Chairperson and of any clerk or stenographer whom the Board may require.

ARTICLE 6 DEFINITIONS

6.01 **Regular Pull Time Employee** – is an employee who works the basic weekly hours of work and whose employment is expected to continue indefinitely.

6.02 **Regular Part Time Employee** – is an employee who is required to work more than half the basic hours of work as set by the Company on a predetermined, regular, recurring basis, whose hours are not directly affected by daily or weekly service requirements or work load, and whose employment is expected to continue indefinitely. These employees are entitled to receive the same or pro-rated benefits of a Regular Full Time employee.

6.03 **Term Employee** – is an employee who works the basic weekly hours of work and who has been:

- (1) Engaged to fill a temporary vacancy in the regular staff; or
- (2) Engaged for seasonal work; or
- (3) Engaged normally for a limited period, with the definite understanding his/her employment is to terminate at the end of the period.

NOTE 1: Term employment may be terminated at any time due to a reduction of workload or completion of a project, as indicated on the Term Employment Acknowledgment Form 1126.

NOTE 2: Term employees will be given the opportunity to apply for regular employment, provided a vacancy exists within the classifications covered by this Agreement and provided he/she meets the qualification requirements of the vacancy.

NOTE 3: Contract/Term (Conterm) employees are excluded from the terms of this Agreement and are covered by General Circular No. 202.9.

6.04 **Probationary Employee** - is an employee engaged by the Company for a period of six (6) months to determine his/her suitability for engagement as a Regular Full Time or Regular Part Time employee. This period may only be extended by mutual agreement between the Company and the Association. Where a period of probation in excess of six (6) months has been established, the employee shall be notified of the length of probation.

6.05 **The Net Credited Service Date is:**

- (1) The original date of engagement for employees having no deductible absence.
- (2) A revised date to include the number of days, months and years of deductible absence.

The Net Credited Service Date of an employee shall be retained and continue during periods of authorized Leave of Absence or when on Workers Compensation, special assignment, or Association Leave of Absence.

The Net Credited Service Date may be revised to reflect deductible absence or accumulated service (bridged) as per General Circular 204.22 in force at the time of the signing of this Agreement.

6.06 **Headquarters** – the city, town, or village where an employee is regularly assigned to work.

ARTICLE 7 POSTINGS, PROMOTIONS, LATERAL TRANSFERS AND DEMOTIONS

7.01 Where a position within the Company, covered by this Agreement becomes vacant, and the Company determines that it should be filled, such vacancy shall be filled by one of the following options:

Lateral Transfers

7.02 **The Company** may fill vacant positions by the lateral transfer of employees. A lateral transfer means a transfer to a position within the same salary group.

***7.03** An employee wishing to be considered for a lateral transfer or a transfer to a lower rated position may submit his/her request, in writing, to the Human Resources Manager responsible for the area where the employee wishes to relocate. The Human Resources Manager shall acknowledge receipt of the request in writing. The employee should also give his/her Human Resources Manager a copy of the request.

7.04 In the event the Company does not laterally transfer an employee to fill a vacant position, such vacant positions shall be **posted**.

Job Postings

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7.05 When the Company elects to fill a vacant position covered by this Agreement through the job posting process, the Company shall:

- (a) Post internally: if no **qualified** applicants arise from an internal posting then advertise externally; or,
- (b) Upon consultation with the Association, simultaneously post internally and advertise externally; and,
- (c) In the event there are no qualified applicants for a posted position vacancy, the Company shall be at liberty to fill the vacancy in any manner it considers best.

promotions

7.06 No employee shall be promoted to a position within a higher salary group covered by this Agreement without being selected through the posting process.

7.07 Postings, which shall be placed on bulletin boards throughout the Company, will contain the following information: location of position and department, Manager's title, duties and qualifications, salary classification, closing date and hours of work if non-standard. Closing date for the acceptance of applications shall be ten **(10)** working days from the date of posting.

7.08 Applicants for a posting that are not granted an interview shall be advised in writing by the Selection Committee Chairperson. Letters of notification will be issued upon completion of the **pre-screening** process.

7.09 Applicants for a posting shall be advised of the decision reached within sixty **(60)** calendar days after the closing date of the posting, or if the selection of the **successful** candidate cannot be made within that period, then the applicants shall be advised of the date on which a decision is expected.

7.10 Any candidate having concerns regarding **his/h** final outcome in a competition may contact the Chairperson of the selection committee for debriefing.

7.11 Should a vacancy occur for a position which has been previously posted within the last eight **(8)** months, the Company may appoint the second choice candidate from the selection process for that previous vacancy. In the event the second person is unavailable, the Company may, at its option, appoint the subsequent qualified candidate(s) on the list, or **re** post the position.

7.12 Successful candidates chosen to fill a posted position will be paid the appropriate rate of pay for the new position to which **he/she** has been appointed, two **(2)** weeks after the official **notification** of appointment has been communicated to the employee, regardless of when such employee actually commences employment in the new position.

7.13 Where an employee is promoted to a position within a higher salary group, that employee shall receive the salary in the new **salary** group which represents a minimum increase of at least four percent **(4%)** over the salary which he/she received prior to the promotion.

7.14 In some instances, the Company may promote a person to a position where the person has less than adequate qualifications required to carry out all of the duties and functions of the position. In such cases, the Company may pay the person four percent **(4%)** below the minimum for the position for a period of up to one **(1)** year. This rate is subject to review by the Company until he/she attains the necessary skill to **fulfill** the duties and functions of the position, or he/she is removed from the position.

7.15 An employee promoted to another position, either in or out of scope of this Agreement, or transferred as a result of his/her application for a posted position, shall serve a trial period of up to six **(6)** months in his/her new position. In the event the employee finds he/she is unable to perform the duties of the new position or his/her performance proves to be unsatisfactory, he/she shall be returned to his/her former position or a comparable position for which he/she can **qualify** at his/her former salary. Any other employee promoted or transferred because of the initial promotion shall also return to his/her former position at his/her former salary. However, if a vacancy exists at the same grade as the classification of the displaced employee and **he/she** can qualify for such vacancy, every effort will be made to arrange for transfer to that position.

7.16 The Company is responsible for transportation and moving expenses as per General Circular **206.7** as follows:

- (a) When an employee is selected through the posting process either on a promotional basis or a lateral transfer to a different job within the same salary group.

- (b) When the Company initiates a lateral transfer.
- (c) When the Company approves an employee initiated lateral transfer to a **different** job.
- (d) When the Company approves an employee initiated **lateral** transfer **from** Northern Region, to a position south of the **53rd** parallel, provided that the employee has completed five **(5)** years of service in the Region. Such approval shall not be **unreasonably** withheld under these circumstances.

The Company shall not be responsible for transportation and moving expenses as follows:

- (a) When an employee initiates a lateral **transfer to the same job in a new location by a written request or through the posting process.**
- (b) When an employee initiates a demotion to a new location by a written request or through the **posting process.**

Demotions

7.17 **Where justified** or for compassionate reasons, the Company may fill vacant positions by transferring an employee to a lower salary group.

ARTICLE 8 TEMPORARY APPOINTMENTS

8.01 The decision as to whether a temporary vacancy should **be** filled will be at the discretion of the **Company.**

8.02 **Notwithstanding** Article **7.04**, vacancies resulting **from** operational reasons such as sick leave, vacation **relief**, Workers Compensation, **L.O.A.**, special project etc., may be **filled** temporarily by promotion.

8.03 The Company is responsible for all **transfer** transportation expenses, **including** board and lodging as per General **Circular 206.7**, for acting and temporary appointments.

Existing positions

8.04 Where it is **necessary** to make appointments to existing management positions of an interim or acting nature, the duration of the appointment shall not normally exceed **six (6)** months. The Company agrees to advise the Association **if an** extension is necessary.

8.05 Rotation of qualified employees shall be considered in order to give a greater number of employees an opportunity to develop new skills.

8.06 Acting pay will become **effective from** the first day of the acting assignment.

***Pay Treatment - Acting Management Assignments**

8.07 When an employee is temporarily appointed to an acting position, the employee's pay treatment will be as follows:

(a) Employees in TEAM's Jurisdiction

An employee in TEAM's jurisdiction appointed to an acting Management position shall, if on progression in his/her current salary group, receive the next step in their wage progression.

If the employee is at the maximum of his/her current salary group, he/she shall receive four percent **(4%)** of the maximum of the salary group he/she is in at time of appointment.

This pay treatment shall apply for the first six **(6)** months the employee is acting in the position.

Should the acting assignment continue beyond six **(6)** consecutive months, the employee shall then receive the salary in the new salary group which represents a minimum increase of at least four percent **(4%)** over the salary he/she received prior to the appointment.

Increment Date

If the employee is at the maximum of his/her present salary group prior to the appointment, a new increment date shall be established from the date the acting assignment commenced.

If the employee is on progression in his/her current salary group, he/she shall maintain his/her current increment date.

(b) Employees Outside TEAM's Jurisdiction

An employee from outside TEAM's jurisdiction appointed to an acting Management assignment shall receive the applicable percentage wage increase for the first six **(6)** months of the acting assignment.

Should the acting assignment continue beyond six **(6)** consecutive months, the employee shall receive the salary in the new salary group which represents a minimum salary equivalent to their acting rate.

Increment Date

A new increment date for the Management position shall be established from the date the acting assignment commenced.

Under no circumstances shall an employee in an acting assignment covered in (a) or (b) above, receive more than the maximum salary of the applicable salary group.

conditions of work or the security , employment of a significant number of regular employees.

9.03 Where the Company proposes to effect a technological change, it shall give the Association preferably at least nine (9) months but not less than one hundred and twenty (120) days prior written notice of the change.

Such notice shall include the following:

- (1) the nature of the change;
- (2) the date on which the Company proposes to effect the change;
- (3) the approximate number and type of employees and location likely to be affected by the change; and,
- (4) the effects the change may be expected to have on the terms and conditions or the security of employment of regular employees covered by the Collective Agreement.

Temporary Positions

8.08 Where it is necessary to make appointments to temporary positions which are created for reasons such as a special project or assignment, the duration of the appointment shall not normally exceed twenty-four (24) months. The Company agrees to advise the Association if an extension is necessary.

8.09 Temporary positions will normally be posted on a Company wide basis. The posting may be waived for reasons such as short term duration, location, special skills, or if there are qualified persons available for re-assignment.

8.10 When an employee is temporarily appointed to a position with a higher salary group, that employee shall receive the salary in the new salary group which represents a minimum increase of at least four percent (4%) over the salary which he/she received prior to the appointment.

Expiration of Temporary Appointments

8.11 Upon expiry of the acting or temporary assignment, the employee will return to his/her former position or equivalent position and rate of pay.

9.04 If so advised, the Association and the Company will meet to resolve, where possible, the re-assignment, re-location, transfer, reclassification or retraining as may be required to assist employees in their continued employment. The Company shall make all reasonable effort to ensure that no present regular employee, who is covered by this Agreement, shall lose his/her employment as a result of the introduction of a technological change.

9.05 Any employee requiring retraining to work with the new technology will receive whatever training is necessary on Company time at Company expense.

9.06 Training (not to exceed training that would normally be given to a new employee) will be provided on Company time at Company expense to qualify an employee displaced due to technological change to allow him/her to qualify for vacant positions within the bargaining unit.

**ARTICLE 9
TECHNOLOGICAL CHANGE**

9.01 The Company and the Association recognize that technological change can offer significant improvements in the quality and quantity of services provided to the public.

9.02 For the purposes of this Article, technological change means:

- (1) the introduction of equipment or material of a different nature or kind, than that previously used; and,
- (2) a change in the manner in which the work is carried on that is directly related to the introduction of that equipment or material, which is likely to affect the terms and

**ARTICLE 10
*MATERNITY, PATERNITY
AND PARENTAL LEAVE**

Regular Full- Time or Regular Part- Time

10.01 A female employee who has completed six (6) consecutive months employment with the Company shall be granted Maternity Leave under one of two plans:

- (1) Plan A – Maternity Leave without pay, or

(2) Plan B – Supplemental Maternity Allowance Plan.

The following terms and conditions shall apply to both plans:

- (a)** The employee shall submit to the Company a written application for leave at least four **(4)** weeks before the day specified by her in the application as the day on which she intends to commence such leave.
- (b)** The employee shall provide the Company with a certificate from a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of delivery.
- (c)** Maternity Leave will be granted for a period not exceeding seventeen **(17)** weeks if delivery occurs on or before the date of delivery **specified** in the certificate mentioned in **(b)**; or if delivery occurs after the date mentioned in the certificate, seventeen **(17)** weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in **(b)** and the actual date of delivery.
- * (d) Maternity** Leave shall commence no earlier than eleven **(11)** weeks preceding the date specified in the certificate mentioned in **(b)** and shall terminate no later than seventeen **(17)** weeks following the actual date of delivery.
- (e)** An employee who wishes to resume her employment on expiration of her Maternity Leave shall be reinstated in the position occupied by her at the time such Leave commenced or in a comparable position, with not less than the same wages and benefits.
- (f)** For an employee granted Maternity Leave, employment after termination of the Leave shall be deemed continuous with employment before the commencement of the Leave.
- * (g)** An employee who remains absent from work for a period in excess of seventeen **(17)** weeks following the actual date of delivery shall forfeit the right to be reinstated (except as in **(c)** above or where the employee elects to take Parental Leave as outlined in Part III of the Canada Labour Code).

NOTE 1: Maternity Leave shall not exceed a TOTAL period of seventeen **(17)** weeks except as provided in **(c)** above.

NOTE 2: If an employee becomes ill prior to the date she has designated as her commencement date

for Maternity Leave, she shall be eligible for sick leave provided the need for such leave is substantiated on a Physician's Certificate of Disability for Duty (Form **1109**).

10.02 Plan A – Maternity Leave without pay shall be granted in accordance with the terms and conditions listed in clause **10.01**.

10.03 Plan B – Supplemental Maternity Allowance Pay **(SMAP)** shall be granted in accordance with the terms and conditions listed in clause **10.01** together with the following additional terms and conditions:

.1 Where an employee elects the Supplemental Maternity Allowance Plan, payments will consist of the following:

(a) For the first two **(2)** weeks of Maternity Leave, payment will be **93%** of regular wages.

(74) 11709
(b) For up to a maximum of fifteen **(15)** additional weeks, payments to be made will be the difference between Unemployment Insurance **(U.I.)** Benefits and **93%** of regular wages. The combined weekly level of **U.I.** Benefit, Supplemental Maternity Allowance and other earnings shall not exceed **95%** of the employees normal weekly earnings as per **U.I.** regulations.

(c) For all other time as may be provided under paragraph **10.01 (c)** nil payment.

(d) In the event that legislation is enacted that provides additional unemployment insurance (other than an increase in the maximum standard benefits) or any other increase to the payments made to the employee on account of her pregnancy during the fifteen **(15)** week period, the amount she is entitled to receive as provided in **(b)** above shall be decreased by the amount she would be entitled to receive as a result of such additional **U.I.** or other payment.

(e) Employees will be required to apply for and become entitled to **U.I.** benefits before supplemental payments become payable.

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*** (f)** To verify they are receiving **U.I.** benefits, employees must mail or deliver their benefit statement to the Payroll Section every two **(2)** weeks during the Maternity Leave.

.2 To be eligible, the employee shall sign an agreement with the Company providing that:

- (a) She will return to work and remain in the Company's employ for at least the hours equivalent to six (6) consecutive months of employment in her old capacity prior to commencing Maternity Leave; and
- (b) She will return to work on the date of **expiry** of her **Maternity Leave** or the additional period provided in **10.01 (c)**; and
- (c) Should she fail to return to work as provided under (a) and (b) above she is indebted to the Company for the full amount received as Supplemental Maternity Allowance.

.3 During the period of Maternity Leave, vacation benefits shall be reduced as described in Article 2 **1.02**.

10.04 An employee who has been granted 'Maternity Leave who, before the expiration of the Leave **granted** under paragraph **10.01 (c)** has decided that she will not resume work on completion of such Leave, shall advise the Company in writing of her decision at the earliest possible date.

10.05 On provision of a certificate from a duly qualified medical practitioner certifying pregnancy, an employee who is regularly scheduled to work with video display terminals (**VDTs**) will have the choice, wherever possible, to opt out of such work during the remainder of her pregnancy in accordance with either of the following:

- (a) Reassignment to **non-VDT** work if such a position exists; or
- (b) Leave of Absence without pay to cover the period prior to which they would be entitled to Maternity Leave.

Upon completion of this Leave of Absence and the Maternity Leave, an employee who wishes to resume her employment shall be reinstated in the position occupied by her prior to her reassignment to a **non-VDT** position, or in a comparable position, with not less than the same wages and benefits.

Paternity Leave

10.06. 1 A male employee will be granted up to a maximum of one (1) day's leave with pay, to attend to needs directly related to the birth of his child. Such leave may be granted on the day of, or the day following the birth of his child, or the day of his wife's admission to, or discharge from the hospital

.2 In a situation where, because of the death of the mother, the father leaves work to become the primary care giver for the child or the mother becomes incapacitated to the extent that she **cannot** care for the child, the employee shall be **eligible for Maternity benefits** as herein described.

**Parental Leave*

***10.07** Pursuant to Part III of the Canada Labour Code, employees covered by this Agreement may be eligible for Parental Leave.

***10.08** Employees who have taken Maternity Leave and/or Parental Leave, since their last break in service, shall be eligible to receive service credit for **this** leave upon written request to their **Human Resources Manager**. This request must include start date or re-engagement date, and the date(s) of Maternity and/or Parental Leave.

ARTICLE 11 LEAVE OF ABSENCE

11.01 Application for Leave of Absence shall be made by the employee in writing, except in cases of emergency when the application may be made orally, as outlined in General Circular **206.4**.

A Leave of Absence may be granted to the employee upon such terms and conditions as are acceptable to the Company and will not be unreasonably withheld.

11.02 .1 Association Leave of Absence without pay but with maintenance of service rights may be granted to any designated employee for the conducting of Association business for a period not in excess of two (2) weeks at any one time. Written notice shall be given by the employee to the immediate Manager as soon as the employee becomes aware of the need for the leave, but with no less than a minimum of five (5) working days. Each Leave of Absence will be subject to service requirements as determined by the employee's Manager and will not be unreasonably withheld.

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Where Association Leave of Absence has been granted, the Company shall deduct from the Association's dues payment one hundred percent (100%) of the wages paid to such employees during the approved absence. The Company shall include with the normal dues cheque payable to the Association, a list of employees on behalf of whom wages have been deducted.

***11.03** Association Leave of Absence without pay but with maintenance of service rights may be granted

any designated employee for the conducting of Association business for a period not in excess of one (1) year, with one (1) months written notice to be provided by the employee to their immediate manager. This Leave of Absence will be subject to approval by the Company. The employee will have the right at any time, upon one (1) months notice, to return to the Company's employ to the same, or similar work, in which he/she was engaged immediately prior to the time of obtaining such Leave of Absence. Such employee shall also have the right to continue participating in the Civil Service Superannuation Fund in accordance with the Civil Service Superannuation Act.

**ARTICLE 12
SICK LEAVE BENEFITS**

12.01 An employee who has been absent on account of sickness disability, as outlined in General Circular 206.4, will normally be paid sick leave benefits for **authorized** absences incurred from and alter the end of the first three (3) months of service in accordance with his/her available sick leave credits. **If** requested by his/her Manager, the employee must submit to the **Occupational Health Department** a Physician's Certificate of Disability for Duty (Form 1109) completed by his/her doctor for any period of absence.

12.02 The following table shows, in the right hand column, the maximum number of days absence due to sickness for which the Company will, subject to the provisions of this Article, pay full wages to an employee in the year of his/her net credited service which is shown in the left hand column, after first deducting any previous days for which **he/she** has received sick leave benefits from the Company:

Service	Accumulation	Total
1 st 3 months service	No Allowance	
Next 3 months service	3 days full pay	3 days full pay
Next 6 months service	6 days full pay	9 days full pay
2nd year of service	12 days full Pay	21 days full pay
3rd year of service	12 days full Pay	33 days full pay
4th year of service	12 days full pay	45 days full pay
5th year of service	21 days full Pay	66 days full pay
6th year of service	22 days full Pay	88 days full pay
7th year of service	22 days full pay	110 days full pay
8th year of service	22 days full pay	132 days full pay
9th year of service	22 days full pay	154 days full pay
10th year of service	22 days full Pay	176 days full pay

NOTE: The "Accumulation" will be calculated as of the first day of the period for which the sick credits are to be granted, e.g., 1st day of the 4th year - 12 days full pay - Total - 45 days full pay.

*For more than ten (10) years of service, one hundred and seventy-six (176) days full pay. The Sick Leave Vesting Plan Benefits as administered by the Joint Benefits Committee are contained and **described** in General Circular 206.4.

***12.03** Paid sick leave granted to an employee during his/her period of service with the Company will be charged against and deducted from his/her accumulated credits.

An employee on return from sick leave, shall begin to accrue on a pro-rated basis, up to twenty-two (22) days sick leave to be credited on the anniversary of his/her Net Credited Service date.

Every year thereafter on the anniversary of his/her Net Credited Service date, providing there was no paid sick leave, the employee would accumulate credits up to twenty-two (22) days for each year of service, but not to exceed the maximum of one hundred and seventy-six (176) days as above provided.

12.04 No deduction from an employee's sick leave credits shall be made in respect of absence on a statutory holiday for which the employee is entitled to be paid.

12.05 An employee shall be given full sick leave credit information through his/her normal managerial channels.

12.06 When an employee expects to be or is absent from work for any reason, he/she is expected to notify his/her Manager prior to the starting time for his/her tour of duty, indicating the reason for the absence, on:

- (a) Each day of absence if date of return is unknown; or
- (b) The first day of absence if date of return is **known**.

Where reasonably practicable, the employee shall **notify** his/her Manager of his/her return to work, the day prior to his/her return.

12.07 Unreported absence, absence without satisfactory reason or abuse shall be grounds for disqualification from benefits and/or disciplinary action. The Company will consider any action based on the merits of each individual case.

12.08 An employee absent from work due to sickness disability who is on Company **authorized** sick absence, whether paid or unpaid, shall retain service rights upon return to employment, provided such employee is in physically fit condition to resume his/her former duties.

12.09 .1 Paid sick leave granted to employees during their period of service with the Company will

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be charged against and deducted from their accumulated sick credits on the basis of half days or full days. The following formula shall be used in determining the **amount** of sick absence to be charged.

0 to 2 hours – no sick absence charged

Over 2 hours to 5 hours – Half day absence charged.

Over 5 hours per day – One day absence charged.

Sick leave which is unpaid will be determined on the same **formula** as paid sick leave.

- .2** In cases where the less than two (2) hour time period is being abused employees may have sick absence accumulated. Such time will be accumulated in periods of one half day and will be charged against the employee's sick leave. When the Company decides to accumulate such time, it shall **notify** the employee in writing with a copy to the Association.

ARTICLE 13 SCHEDULED INCREMENTS

13.01 Scheduled increments shall be granted in accordance with the salary schedules as set forth in the attached Appendix B, unless delayed or withheld for reasons as outlined in Article 13.02.

13.02 .1 Should the Company for any reason consider that an **employee** has not qualified for a scheduled increment, the employee shall be so advised in writing one (1) month prior to the date such an increment becomes due.

- .2** A scheduled increment shall not normally be withheld longer than six (6) months, except in the case of an employee whose services are unsatisfactory or who refuses to take the training necessary to qualify him/her for work in the position for which he/she is being paid, or who fails to qualify for a promotional position at the end of such training.

13.03 Employees presently at maximum salary rate and who are given an increment on subsequent reclassification, shall have a scheduled increment date established from date of reclassification.

Where a job evaluation results in a position being upgraded to a higher salary group, the employee will be **entitled** to the new rate of pay retroactive to the date the revised job description was submitted for evaluation to Human Resources.

13.04 Increments shall be effective on the first day of **tl. bi-weekly** pay period closest to the first of the month in which the increments are due. Increments which become due during the first half of the month, shall be due on the first of that month. Increments falling due during the last half of the month, shall be due on the first of the following month.

13.05 A scheduled increment which an employee would have received had he/she been on the job, shall not be made effective while he/she is absent due to sick leave, sick furlough, quarantine, Maternity Leave or other approved absence (exclusive of vacation and on duty accident). The date of granting such scheduled increment shall be the regularly scheduled increment date extended by the period of absence, calculated to the nearest whole month, provided that absence for half or less of the working days in a month will not be counted as a month and more than half of the working days in a month will be counted as a full month.

13.06 An employee absent from duty with or without pay for an accumulated period of one (1) month or more (exclusive of vacation) during one (1) yearly or two (2) consecutive **half** yearly increment periods shall have his/her scheduled increment date extended one (1) month for each month's absence calculated to the nearest whole month, provided that absence for half or less of the working days in a **month** will not be counted as a month and absence for more than half the working days in a month will be counted as a full month (twenty-two (22) working days average month).

ARTICLE 14 RESIGNATION, DISMISSAL AND DISCIPLINARY ACTION

14.01 An employee wishing to resign shall send written notice to his/her Manager at least two (2) weeks before the effective date of the resignation. An employee who terminates employment with the Company by resignation and who fails to give the required two (2) weeks notice, shall be subject to loss of payment for wages or for any vacation or holiday credits up to an amount equal to the two (2) weeks notice period.

14.02 Excepting dismissal for just cause, the Company will provide a probationary employee with two (2) weeks notice on termination.

14.03 The Company agrees to notify the Association within seven (7) working days of all cases of suspension, termination or other disciplinary action taken against employees covered by this Agreement.

NOTE: For purposes of confidentiality, an employee may request in writing that the Association not be so notified.

J4 The Company agrees that when a written record indicating a warning of possible future disciplinary action is to be placed in an employee's personnel file:

- (1) The employee will be required to read and initial the record;
- (2) **Initialing** the record does not necessarily **signify** concurrence;
- (3) The record and any written employee comments will be retained in his/her personnel file;
- (4) The employee will immediately **be** furnished with a personal copy of that record.

14.05 The employee shall have the right to have an Association Representative present at any disciplinary hearing if the employee so desires.

***14.06** An employee is entitled to examine his/her complete personnel file kept in the Department in which he/she works or in the Human Resources Department, upon request to his immediate Manager or Human Resources Manager or his/her appointee. Such request shall normally be made no more than once per year. The Manager shall maintain the right to schedule the number of appointments at any one time. After reviewing the file, the employee may discuss the file with the appropriate Manager(s) with a view to revising incorrect information, or to request updating or commendation where justified.

14.07 All letters or references of a disciplinary nature in an employee's personnel file shall be destroyed after three (3) years, providing there have been no further disciplinary letters placed within the employees personnel file within that three (3) year period.

14.08 Excepting Probationary Employees, the Company shall not discipline or dismiss any employee **bound** by this Agreement except for just cause.

ARTICLE 15 PAYDAYS

***15.01** Payday shall be every second Friday for all employees. In the event of a Company holiday falling on a payday, employees will be paid on the preceding work day. All employees covered by this Agreement shall be enrolled in Direct Payroll Deposit.

ARTICLE 16 SCHEDULE OF WAGES

16.01 The Schedule of Wages as set forth in the attached Appendix shall form part of this Agreement.

***16.02** Effective May 1, 1996, each active Regular employee on the payroll, including those on Maternity or Parental Leave, shall be entitled to a one time lump sum payment of five hundred dollars (**\$500.00**). This lump sum payment is subject to required statutory deductions, and is to be pro-rated for Regular Part-Time employees. The lump sum payment **shall** not be folded into Appendix B "Management Salary Schedules".

***16.03** Effective January 4, 1997, Appendix B "Management Salary Schedules" shall be increased by one and one-half percent (**1.5%**).

***16.04** There shall be no roll-back of wages during the life of the Collective Agreement unless otherwise agreed to by the parties.

ARTICLE 17 CORPORATION RIGHTS

17.01 The Association acknowledges that it is the exclusive function and responsibility of the Company to manage its affairs, to direct its working forces, to hire, classily, promote, demote, transfer, layoff, discipline, suspend, and discharge any employee; to increase or decrease its working force; to **re-organize**, close or disband any department or section thereof from time to time as circumstances and necessity may require; and to maintain order, discipline, and **efficiency**. This includes the right to determine the employee's ability, skill, competence and other qualifications for the job. All matters concerning the operation of the Company's business not specifically dealt with in this Agreement shall be reserved to the Company and shall be its exclusive responsibility.

17.02 The Company has the right to make and alter from time to time, rules and regulations to be observed by employees provided that such **rules** and regulations do not violate or conflict with the provisions of this Agreement.

***17.03** The Association acknowledges that nothing in this Collective Agreement shall limit the Company's right to layoff employees covered by this Agreement.

***17.04** In exercising its Corporate Rights in administering this Agreement, the Company shall act reasonably, fairly, and in good faith.

ARTICLE 18 *HOURS OF WORK

18.01 The Company shall have the right from time to time to establish the arrangement of hours of work for all employees covered by this Agreement as is necessary for the efficient operation of the Company.

18.02 .1 The normal working day for employees shall consist of seven (7) hours and thirty (30) minutes. Twenty (20) such working days shall constitute two (2) consecutive bi-weekly pay periods with a total of one hundred and fifty (150) hours of work.

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NOTE: The normal working day for immediate Managers of Craft employees shall consist of eight (8) hours per day.

.2 A normal working week shall consist of any assigned five (5) consecutive days commencing on any day of the week.

18.03 A daytime tour shall not normally commence before 7:00 a.m. nor terminate later than 6:00 p.m.

18.04 Assignment of tours of duty may include Saturdays and Sundays.

(1) tour of duty on each of **successiv** Saturdays, shall be paid a differential of one dollar (\$1.00) per hour for time worked on all tours commencing on Saturday, regardless of terminating time (including the all night tour commencing at 11:30 p.m. on Friday) on the second and subsequent Saturdays so worked.

.2 A differential of one-half straight time extra shall be paid for each hour worked between midnight Saturday and midnight Sunday by an employee covered by this Agreement.

.3 The Saturday and Sunday differentials shall not be included in wage payments for paid absence from duty.

.4 The Saturday and Sunday differentials shall not be paid for any hours for which an employee is being paid premium holiday pay, Christmas Eve or New Year's Eve differentials or overtime rates.

.5 Where an employee who is assigned to work on a Saturday or Sunday exchanges his/her Saturday or Sunday assignment with another employee who was not assigned to work on that Saturday or Sunday, such Saturday or Sunday work shall not be considered as having been performed "at the direction of the Company" by either employee.

**ARTICLE 19
SHIFT EMPLOYEES AND DIFFERENTIALS**

19.01 When an employee is scheduled to work shifts, there shall be a minimum of eight (8) hours off between scheduled tours.

***19.02** An evening and night differential of \$1.00 per hour will be paid to all employees covered by this Agreement for the time worked between the hours of 6:00 p.m. and 8:00 a.m.

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This shall not apply to a day tour commencing after 7:00 a.m. or terminating prior to 6:00 p.m.

19.03 The differentials outlined in this Article are not applicable when an employee is being paid premium holiday pay, overtime rates, nor shall evening or night differentials be paid if an employee is being paid the Saturday or Sunday differential for such tour of duty.

19.04 Christmas Eve/New Years Eve Differential

A differential of straight time extra shall be paid for each hour worked between the hours of 6:00 p.m. and 12:00 midnight on Christmas Eve and/or New Year's Eve. Employees receiving the Christmas Eve or New Years Eve differential will not be eligible for differentials as provided under Sections 19.02 and 19.05.

19.05 Saturday and Sunday Differentials

.1 An employee who is normally scheduled to work five (5) days per week or ten (10) days over a two (2) week period, and who, at the direction of the Company works at least one

***19.06 Managers Supervising Craft Employees Premium**

Managers who are regularly scheduled to work in excess of the thirty-seven and one-half (37.5) hour work week supervising Craft employees, shall be paid a premium equal to two percent (2%) over the regular salary for their classification. These earnings shall be pensionable earnings.

19.07 For the duration of this Agreement, existing differentials being paid will not be modified or terminated.

**ARTICLE 20
OVERTIME**

20.01 Occasional overtime worked beyond the scheduled work day may be worked at the discretion of the individual without compensation.

20.02 When an employee is **authorized** to work beyond the normal work day, such additional hours shall be considered as overtime and will be compensated for at double time. ^{h 3} 310.

Banked Overtime Provisions

20.03 .1 An employee working overtime for which he/she is entitled to payment at the rate of double

his/her regular wage rate, shall elect to be paid for such overtime in accordance with the following:

- (a) Such overtime to be paid for at the overtime rate; or
 - (b) The option of receiving straight time overtime pay for each hour worked, plus the balance of hours as time off; or
 - (c) The option of receiving time off equivalent to double time off when applicable.
- .2 If the employee elects to receive time off in lieu of overtime rates, he/she shall inform his/her Manager of this option prior to reporting such overtime.
 - .3 The maximum amount of leave an employee may bank and maintain will be equivalent to the hours the employee would normally work in a two (2) week period, as defined in Article 18.
 - 4 Banked Overtime leave will be taken as leave at a time mutually agreeable to the employee and his/her Manager. Such leave will be scheduled in full units of one (1) day during slack periods. Leave will not be granted if it would directly result in more overtime. Where the demands of service necessitate, the Company shall have the right to defer a leave request. Any scheduled leave may be cancelled as a result of Company requirements.
 - .5 On request, an employee may elect to have his/her Banked Overtime paid on his/her regular paycheck. Such payment will only be made in increments of one (1) day or 100% of all banked overtime credits.
 - .6 An employee must receive payment in full for all outstanding Banked Overtime prior to the end of each vacation year, on the thirtieth (30th) day of April. No carry over will be allowed.
 - .7 Payout shall be based on the employee's rate of pay at the time of payout.
 - .8 The scheduling of annual vacations shall take precedence over Banked Overtime leave.
 - .9 Banked Overtime provisions will not apply to a Company holiday which is included as part of an employee's regular schedule.

ARTICLE 21 VACATIONS

21.01 The vacation year will be calculated as the period beginning on the first (1st) day of May and ending the thirtieth (30th) day of April of the following year. A vacation week will consist of seven (7) consecutive calendar days.

21.02 An employee absent from duty with or without pay for an accumulated period exceeding eight (8) weeks, excluding vacation and on duty accidents, during the twelve (12) months previous to May 1st, will have his/her vacation period reduced proportionately for each week of absence in excess of the first eight (8) weeks. Less than one-half of the working days worked in a week will constitute a week of absence for vacation credits, (five (5) working days average week).

21.03 When a Company holiday is observed within an employee's annual vacation he/she shall be granted one (1) additional day vacation. The additional day must be taken as mutually arranged by the employee's Manager.

21.04 .1 An employee living within a location having access by road and who receives Remoteness Allowance, shall be allowed two (2) additional days vacation credits in addition to his/her regular vacation credits. The credits will only be allowed if the two (2) days are taken with at least five (5) regular vacation credits and if the employee leaves the Remoteness Allowance area. Should the employee not leave the Remoteness Allowance area, or terminate employment, the additional days credit shall not apply.

.1 An employee living within a location having no access by road and who receives Remoteness Allowance, shall be allowed one (1) week's vacation credit in addition to his/her regular vacation credits. The credits will only be allowed if the one additional week is taken with at least five (5) regular vacation credits and if the employee leaves the Remoteness Allowance area. However, should the employee not leave the Remoteness Allowance area, or terminate employment, the vacation days credit shall not apply.

.3 The additional vacation days for Remoteness Allowance areas will be granted one time only in each vacation year.

21.05 .1 An employee who resigns, is laid off or dismissed will be allowed vacation, or pay in lieu thereof, in accordance with the vacation credits he/she has earned but not received,

including proportionate vacation for the current working year.

.2 An employee who is retiring shall be allowed to take vacation that he/she has earned but has not received including a proportionate period for service in the current working year, prior to the effective retirement date. An employee who retires under the Civil Service **Superannuation** Act (regular retirement) or who retires for health reasons (disability retirement **under** the said Act) shall have the option of working until his/her actual retirement date and receive pay in lieu of such earned vacation.

21.06 .1 An employee with less than one **(1)** year of Net Credited Service as of April **30th**, will be **allowed .288** of a day as vacation with pay during the first vacation year for each week of service as of April **30th**. Two and one half **(2½)** or more days worked in a week will constitute a week of service for vacation credits. When computing such vacation credits, fractions of less than one-half will be dropped, fractions of one-half or more will be considered a full day.

3/1 .2 An employee who has completed one **(1)** year of Net Credited Service as of April **30**, will be **allowed three (3)** weeks of vacation with pay in the following year and each year thereafter.

2/1 .3 An employee will in the vacation year in which his/her sixth **(6)** net credited anniversary date falls and in each succeeding vacation year, be allowed four **(4)** weeks vacation with pay.

6/1 .4 An employee will, in the vacation year in which his/her fourteenth **(14)** net credited anniversary date falls and in each succeeding vacation year, be allowed five **(5)** weeks vacation with pay,

1/2 .5 An employee will, in the vacation year in which his/her twenty-first **(21)** net credited anniversary date falls and in each succeeding vacation year, be allowed six **(6)** weeks vacation with pay.

2/3 .6 An employee will, in the vacation year in which his/her thirty-fourth **(34)** net credited anniversary date falls and in each succeeding vacation year be allowed seven **(7)** weeks vacation with pay.

.7 Vacations in excess of three **(3)** weeks may only be taken consecutively between

November **1st** and April **30th**, or as **arrange** by the employee's Manager.

21.07 .1 Vacations will be arranged in accordance with the requirements of service. Due to the nature of the Company's business, there are times when it is impossible to grant vacation to some employees. It follows, therefore, that in the scheduling referred to in the foregoing paragraphs, the Company reserves the right to deny any dates requested by employees concerned.

.2 As soon as possible in the calendar year but prior to May **1st**, vacations will be **scheduled** by work groups, giving due consideration to the length of service of employees and employees' preference insofar as the exigencies of services will permit. In any case of dispute, the Senior Manager will make the final decision.

.3 Annual vacations shall not be accumulated over a period of years and then taken consecutively. Each year's vacation must be taken before April **30th** of that vacation year. Vacations of one **(1)** week to three **(3)** weeks will normally commence on a Monday and will be taken in one unbroken period, unless under special arrangements with the Department.

21.08 When an employee is taken ill, meets with an accident, is **confined** by quarantine regulations, or is called for jury duty:

- (a) Before leaving to go on vacation, where the employee is prevented from taking the vacation, the Company will **re-schedule** the vacation at a later date in the same vacation year or in exceptional cases, in the next vacation year;
- (b) After leaving work to go on vacation, the employee's vacation will not be **re-scheduled**.

ARTICLE 22 COMPANY HOLIDAYS

22.01 The following shall be **recognized** as Company holidays for which employees **shall** suffer no reduction in pay on account of the closing of the Company's offices:

- | | |
|--------------------|-------------------|
| New Year's Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Victoria Day | Remembrance Day |
| Canada Day | Christmas Day |
| Civic Holiday | Boxing Day |
| * Floating Holiday | |

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The Company reserves the right to designate the floating holiday by areas of its business. In this event, the Company shall notify its employees of the designated date by March 1st of each year.

*Alternatively, where the Company does not designate the floating holiday, it shall be arranged by the Company and the employee in accordance with the requirements of service. The Company reserves the right to deny any dates requested by employees.

Any additional holiday proclaimed by the Government of Manitoba, or the Government of Canada as a holiday for the general public shall be **recognized** as a Company holiday.

22.02 A holiday falling on a day between Sunday and Saturday inclusive, shall be included in the weekly schedule for all employees for that week, but not including employees who are absent on leave without pay. However, an employee on such leave who works **fifteen (15)** days during the thirty **(30)** days immediately preceding a Company holiday will receive holiday pay for that holiday.

22.03 An employee working on a Company holiday is entitled to receive holiday pay, whether or not he/she is scheduled to work unless he/she is absent from work without **authorization** on the scheduled work day prior to or following such holiday.

22.04 When any of the above holidays falls on a Saturday or Sunday, which is normally a non-scheduled working day for an employee, the following working day(s) shall be observed as the holiday unless the service demands require otherwise.

22.05 An employee who works on a Company holiday shall receive double time for all hours worked in addition to his/her holiday pay.

ARTICLE 23 DUTY MANAGER

23.01 Due to the nature of its operation, the Company may direct an employee to be available for work outside normal working hours, and **he/she** shall receive Duty Manager pay at the rate of twenty-five dollars **(\$25.00)** per day for every day he/she is required to be available.

23.02 In addition to the monies paid in Article 23.01 above, if the employee is **authorized** to leave his/her residence and report to work, the employee shall be paid at the overtime rate for the time worked.

23.03 Every effort shall be made to equitably distribute the standby requirements amongst all qualified employees.

ARTICLE 24 TRAVELLING REIMBURSEMENT

24.01 When an employee is required to travel on Company business, other than to and from his/her daily work, the Company shall furnish transportation, accommodation and meals. Such employee whose accommodation and meals are furnished by the Company may, subject to his/her Manager's approval, be allowed a transportation expense allowance to and from his/her normal place of residence in lieu of such accommodation and meals.

24.02 An employee who is temporarily assigned outside his/her headquarters zone may return to his/her home on weekends or **authorized** periods and be reimbursed costs at prevailing Company policy rates, providing that cost does not exceed the meals and accommodation costs thereby saved by the Company.

24.03 Under extraordinary circumstances, where an employee is required to stay overnight in a switching **center** or radio shack, a subsistence allowance of **\$50.00** or a pro rata portion thereof will be granted.

24.04 Travelling time during normal working hours from an employee's assigned headquarters to the job and return shall be considered as time worked.

24.05 Travelling time when starting or completing a job in a city, town or district away from the employee's headquarters zone will be on Company time. Notwithstanding Article 20.02, if travelling extends into the employee's own time, the straight time rate will apply.

24.06 Travelling time to attend training courses and joint initiatives, such as Continuous Quality Improvement **(CQI)**, outside of normally scheduled working hours shall be paid on a straight time basis.

24.07 Travelling time associated with an emergency **call-out** shall be considered as time worked at the applicable overtime rates.

24.08 Notwithstanding Article 20.02, when travelling by air out of working hours, compensation at straight time begins one **(1)** hour prior to flight time, includes flight time, and one **(1)** hour after flight arrival.

ARTICLE 25 SAFETY

25.01 It shall be the responsibility of the Company to provide a safe working environment, proper and adequate tools, equipment and protective and safety devices for all employees.

***25.02** Provisions of the Canada Labour Code shall apply to all Company job sites and activities.

***ARTICLE 26
LAYOFF**

26.01 The Association acknowledges that the Company has the right to determine **affected** positions for layoff.

26.02 Notice

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- .1 In the event of layoff, the Company agrees to meet with the Association to discuss said layoffs and to provide notice, fourteen (14) calendar days in advance of affected employees being so notified. Such notice shall include the date of layoff, number, headquarters, position title and salary classification of affected employees. The Association agrees not to disclose the layoff or any details pertaining to the notice provided until affected employees have received individual notice from the Company.
 - .2 **Affected** employees shall receive a minimum of two (2) weeks written notice of Layoff or two (2) weeks pay in lieu thereof, or an equivalent combination of notice and pay in lieu of notice **equaling** two (2) weeks,

26.03 Procedure

- .1 In the case of multi-incumbent positions, where there are no differences between incumbents on the basis of skill, ability, performance, qualifications, and headquarters, the junior incumbent, according to Net Credited Service (NCS) date shall be laid off first.
- .2 **Affected** employees shall not have the right to bump or otherwise move, into any other position under the provisions of this Article.

26.04 Recall

- .1 Laid off employees shall have the right to be recalled for up to forty-five (45) calendar days, in order of NCS, to the position, salary classification and headquarters, from which they were laid off, providing Regular Full-Time work becomes available during this time.
- .2 The right of recall for laid off employees shall expire at the end of forty-five (45) calendar days from the date of Layoff, at which time the laid off employee shall be deemed to be permanently laid off, and therefore terminated.
- .3 During recall, an employee may make application in accordance with Article 7 to

any vacant position covered by the **Collecti** Agreement.

- .4 Recall may be done by telephone, or if not contacted by telephone, by registered letter to the employee's last recorded address, at any time within forty-five (45) calendar days from the date of layoff.
- .5 It is the responsibility of laid off employees to keep the Company informed, in writing, of their current address and telephone number.
- .6 The employee shall advise the Company within five (5) calendar days of the date of recall as to their decision.
- .7 Once recall has been accepted, the employee shall report for duty within fourteen (14) calendar days from the date of recall, unless otherwise agreed to.

26.05 Employment Status:

- .1 An employee will be permanently laid off and deemed terminated where:
 - (a) the employee has rejected a recall, or,
 - (b) the employee has failed to notify the Company of his/her decision within five (5) calendar days of being recalled, or
 - (c) the employee has accepted but did not report for duty within fourteen (14) calendar days of recall or as otherwise agreed above, or,
 - (d) pursuant to 26.06.2, the employee elects to take severance pay prior to the expiration of the forty-five (45) calendar day recall period, or,
 - (e) the employee is not recalled within forty-five (45) calendar days from the date of layoff.

26.06 Severance

- .1 A permanently laid off and therefore terminated employee shall receive severance pay as follows:

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One week per completed Net Credited year of Service for the first five (5) years of employment, and two (2) weeks per completed Net Credited year of Service thereafter to a combined total of thirty-five (35) weeks maximum.

- .2 Through written agreement between the Company and Employee, a laid off employee

may elect to forfeit their forty-five (45) calendar day recall period to receive their severance pay upon their date of layoff. In this event, the employee would be permanently laid off and terminated.

***ARTICLE 27
PERSONAL LEAVE DAYS**

Effective January 1, 1997, all Regular Full-Time employees will be credited with five (5) Personal Leave Days annually.

Employees commencing Regular Full-Time employment subsequent to January 1st, and Regular Part-Time employees, will be credited with Personal Leave Days on a pro-rated basis.

Employees will receive their basic rate of pay for each Personal Leave Day. Personal Leave Days shall be taken in accordance with the requirements of service. The Company reserves the right to deny any dates requested by employees.

There shall be no carrying over of Personal Leave Days beyond December 31st of each year, nor will there be a cash payment in lieu of unused Personal Leave Days under any circumstances.

63
D/13

LETTERS OF UNDERSTANDING

EQUAL EMPLOYMENT OPPORTUNITY

*This will confirm our understanding of the above subject as agreed during negotiations between the Telecommunications Employees Association of Manitoba and **MTS NetCom Inc.**, as follows:

Both the Company and the Association agree to the principle of Equal Employment **Opportunity** and agree to provide representation to the **Equal** Employment opportunity committee.

JOB EVALUATION/RECLASSIFICATION HAY JOB EVALUATION PLAN

*This will confirm our understanding of the above subject as agreed between **MTS NetCom Inc.**, and the Telecommunications Employees Association of Manitoba (**TEAM**).

Appeal Process

All employees shall have the right to appeal as follows:

1. Review job description with immediate Manager to ensure the job description is complete, accurate and approved;
2. Request a review of the job description with the immediate Manager and a representative from the Compensation Group to determine overall appropriateness;
3. If the employee is still not satisfied, he/she may appeal his/her concerns in writing to the Compensation Systems Manager who shall arrange to have his/her job **re-evaluated** by the Job Evaluation Committee.

12 B 12

BASE PLUS COMMISSION SALARY ARRANGEMENTS

Effective the date of signing **TEAM recognizes** the right of the Company to make adjustments to base plus commission salary arrangements from time to time during the life of the Collective Agreement. Adjustments made are to be done in good faith and in a fair and reasonable manner.

*NET CREDITED SERVICE (NCS)

Where an employee resigns from the employment of one of the **MTS** Group of Companies to accept a new position within **MTS NetCom Inc.**, his/her Net Credited Service shall be **recognized** by **MTS NetCom Inc.**

BANKING OF VACATION CREDITS

This will serve to **confirm** our agreement during negotiations in regards to the Banking of Vacation Credits as follows:

Effective the date of ratification, General Circular #206.04, Section 3 - Banking of Vacation Credits, will be amended to reflect the following:

1. Employees between the age of **45** to **50** inclusive, shall be allowed to bank up to **five (5)** days of vacation credits in a vacation year.
2. Employees between the age of **51** to **55** inclusive, shall be allowed to bank up to ten **(10)** days vacation credits in a vacation year.

In any event, the maximum combined total of vacation credits an employee can bank is **fifty (50)** days.

11
D11

NORTHERN REGION TRAVEL ALLOWANCE

*This will **confirm** our understanding of the above subject as agreed during negotiations between **MTS NetCom Inc.**, and the Telecommunications Employees Association of Manitoba, as follows:

Northern Region employees may be reimbursed for the cost of two **(2)** return trips for the employee and his/her immediate family travelling by private vehicle, as per General Circular **206.9**.

LETTERS OF UNDERSTANDING

***VTIP/LAYOFF**

Except as otherwise noted below, during the life of the Collective Agreement, where the Company determines that it is necessary to permanently reduce the workforce within the TEAM bargaining unit, it shall, prior to invoking Article 26 - Layoffs of the Collective Agreement, reintroduce the Voluntary Termination Incentive Program (Appendix 1) for the benefit of employees in targeted areas.

TEAM acknowledges and agrees that the Company, **MTS NetCom Inc.**, has the right to offer the **VTIP** in one of its divisions, **MTS Net**, or **MTS Corn**, without the other division being required to do so.

The Voluntary Termination Incentive Program will be subject to the following terms and conditions:

1. The Company reserves the right to make changes to **VTIP** prior to its reintroduction, however, Voluntary Termination Incentive amounts and categories as outlined on page 4 of Appendix 1 will remain unchanged during the life of this Letter of Understanding.
2. Employees in targeted areas will be provided with a thirty (30) calendar day window of opportunity to make application to the Voluntary Termination Incentive Program (**VTIP**).
3. Approval of applications are subject to the conditions set out in **VTIP**, and rest solely with the Company.

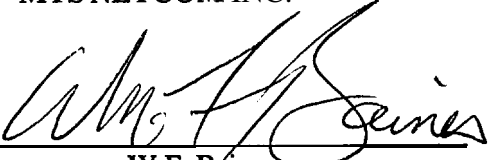
This Letter of Understanding shall not apply to those involuntary reductions which may be required in the event that **MTS Net** or **MTS Corn** does not meet their respective employee reductions under the **VTIP** window announced February 15, 1996. In this event, reductions will be subject to the provisions of Article 26 - Layoff of the Collective Agreement.

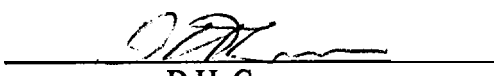
Those employees not at work, but who were eligible for the February 15, 1996, **VTIP** offering that subsequently return, may be laid off without the Company being required to reintroduce **VTIP** in accordance with this Letter of Understanding.

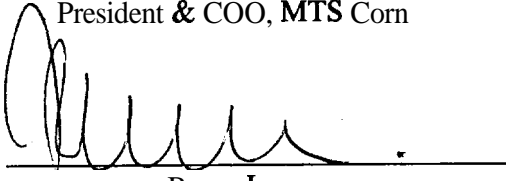
Upon the expiration of the Collective Agreement on October 11, 1997, this Letter of Understanding shall terminate and therefore have no effect.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 30th of April, 1996.


FOR
MTS NETCOM INC.

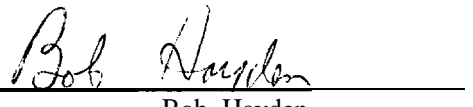
per: 
W.F. Baines
President & COO, MTS Net

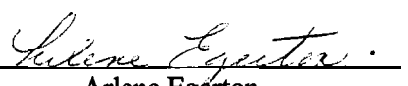
per: 
D.H. Carr
President & COO, MTS Corn

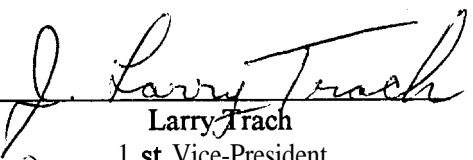
per: 
Bryan Luce
Authorized Signatory

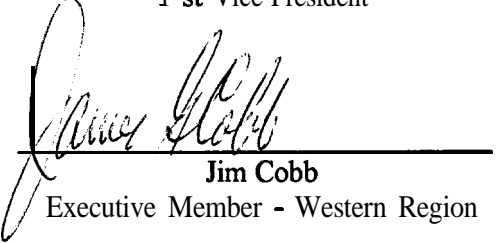
FOR
TELECOMMUNICATION EMPLOYEES
ASSOCIATION OF MANITOBA

per: 
Bill Hales
Business Manager - TEAM

per: 
Bob Hayden
Assistant Business Manager - TEAM

per: 
Arlene Egerton
President

per: 
Larry Trach
1st Vice-President

per: 
Jim Cobb
Executive Member - Western Region

APPENDIX "A"
EXEMPT MANAGEMENT POSITIONS
MTS NetCom Inc.

MTS Corn

<u>Position Title</u>	<u>Position Number</u>
President & Chief Operating Officer	
Assistant to President	3603
General Manager Westman Area	1612
Monthly Settlements Manager	2018
Personnel & Payroll Assistant..	2285
Director Telemarketing Services..	2580
Phone Centre Business Manager..	2704
Sales & Service Manager..	2705
Personnel Administrator..	2732
General Manager Engineering & Systems	3029
General Manager Sales & Service..	3031
Human Resource Manager Sales & Service..	3118
Manager Personnel & Administration	3151
Personnel & Payroll Assistant	3159
Director of Marketing..	3173
Human Resource Specialist	3744

MTS Net

<u>Position Title</u>	<u>Position Number</u>
President & Chief Operating Officer	
Executive Assistant to the President & COO..	3481
Vice-President Regional Operations	1600
Vice-President Corporate Services & General Counsel	2400
Vice-President Human Resources	3700
General Manager Northern Area	1501
General Manager Parkland Area	1613
Regional Support Services Manager	1616
Manager Personnel & Administration	1617
General Manager Steinbach Area	1703
General Manager South Central Area..	1715
General Manager Interlake Area	1750
Customer Services/Personnel Manager	1753
Customer Billing Manager	2001
Comptroller..	2015
Financial Reporting Manager	2016
Manager - Personnel, Admin & Benefits	2040
Electrical Protection Standards Engineer (P.Eng.)	2283
Property Services Manager..	2401
Material Management & Purchasing Manager	2402
Computer Operations Manager	2405
Systems Development Manager..	2406
Human Resource Manager - Support	2410
Personnel Administrator	2411
Automotive Equipment Manager	2421
Director Corporate Information Systems..	2422
Director Supply Services	2424

APPENDIX "A"
EXEMPT MANAGEMENT POSITIONS

MTS Net (Continued)

<u>Position Title</u>	<u>Position Number</u>
Manager Client Security Services.....	2559
Corporate Security Manager.....	2560
Manager Information Systems Security.....	2562
Security Representative.....	2563
Information Systems Security Representative.....	2564
Property Acquisition Manager.....	2565
Manager Protection Services.....	2588
Manager Operator Services.....	2712
Repair Service Bureau Manager.....	2715
Winnipeg Service Manager	2717
General Manager Operations.....	2733
General Manager Marketing Sales & Service.....	2735
General Manager Operator Services.....	2736
General Manager MTS Payphones.....	2814
General Manager Carrier Services Group.....	2851
General Manager Business Development.....	2852
Installation & Repair Service Manager.....	3004
Personnel Administrator.....	3119
Winnipeg Central Office Manager.....	3301
PNOC Manager.....	3302
Equipment Installation Services Manager.....	3394
Construction Services Manager.....	3396
Personnel Assistant.....	3401
Protection Engineer (P.Eng.).....	3432
General Manager Emerging Business.....	3443
General Manager Network Development & Operations.....	3444
Network Engineering Manager.....	3447
Corporate Health & Safety Manager.....	3705
Environmental Hygienist & Fire Safety Officer	3706
Manager Occupational Health Nursing.....	3708
Occupational Health Nurse.....	3709
Corporate Safety Officer	3710
Compensation Analyst.....	3713
Manager Personnel Records Systems.....	3719
Human Resource Specialist.....	3744
Manager Employment.....	3746
Employment Officer.....	3747
Tele-Cope Consultant & Manager.....	3755
Tele-Cope Consultant.....	3756
Workers Compensation Spec. & Corp. Safety Officer.....	3782

Additional Exempt Positions - On Loan Assignments

Stentor Canadian Network Management.....	3600
Contract/Term (Conterm).....	3604
Government On Loan.....	3620
Stentor Resource Centre Inc.	3632

*During the term of this Agreement, should the Company add to the current Appendix A, the Company agrees to discuss the addition(s) with the Association prior to **finalizing** the status of the position(s).

APPENDIX "B"
MANAGEMENT SALARY SCHEDULE

Effective: April 11, 1996

10/1

Salary Group		Annual Steps					
301	Weekly	\$ 680.20	\$ 712.50	\$ 744.90	\$ 777.25	\$ 809.70	\$ 842.05
	Monthly	2,959.00	3,099.00	3,240.00	3,381.00	3,522.00	3,663.00
	Annually	35,506.00	37,193.00	38,884.00	40,572.00	42,266.00	43,955.00
302	Weekly	\$ 711.55	\$ 745.40	\$ 779.30	\$ 813.20	\$ 847.00	\$ 880.95
	Monthly	3,095.00	3,243.00	3,390.00	3,537.00	3,684.00	3,832.00
	Annually	37,143.00	38,910.00	40,679.00	42,449.00	44,213.00	45,986.00
303	Weekly	\$ 748.50	\$ 784.00	\$ 819.70	\$ 855.35	\$ 890.95	\$ 926.65
	Monthly	3,256.00	3,410.00	3,566.00	3,721.00	3,876.00	4,031.00
	Annually	39,072.00	40,925.00	42,788.00	44,649.00	46,508.00	48,371.00
304	Weekly	\$ 793.45	\$ 831.20	\$ 869.10	\$ 906.75	\$ 944.55	\$ 982.35
	Monthly	3,452.00	3,616.00	3,781.00	3,944.00	4,109.00	4,273.00
	Annually	41,418.00	43,389.00	45,367.00	47,332.00	49,306.00	51,279.00
305	Weekly	\$ 846.90	\$ 887.20	\$ 927.65	\$ 967.95	\$ 1,008.15	\$ 1,048.55
	Monthly	3,684.00	3,859.00	4,035.00	4,211.00	4,385.00	4,561.00
	Annually	44,208.00	46,312.00	48,423.00	50,527.00	52,625.00	54,734.00
306	Weekly	\$ 910.10	\$ 953.45	\$ 996.75	\$ 1,040.15	\$ 1,083.60	\$ 1,126.95
	Monthly	3,959.00	4,148.00	4,336.00	4,525.00	4,714.00	4,902.00
	Annually	47,507.00	49,770.00	52,030.00	54,296.00	56,564.00	58,827.00
307	Weekly	\$ 983.95	\$ 1,030.85	\$ 1,077.80	\$ 1,124.55	\$ 1,171.40	\$ 1,218.35
	Monthly	4,280.00	4,484.00	4,688.00	4,892.00	5,096.00	5,300.00
	Annually	51,362.00	53,810.00	56,261.00	58,702.00	61,147.00	63,598.00
308	Weekly	\$ 1,075.75	\$ 1,126.90	\$ 1,178.15	\$ 1,229.30	\$ 1,280.55	\$ 1,331.85
	Monthly	4,680.00	4,902.00	5,125.00	5,347.00	5,570.00	5,794.00
	Annually	56,154.00	58,824.00	61,499.00	64,169.00	66,845.00	69,523.00

NEW BR

ACTING RATE FOR MAXIMUM OF GROUP

Annual Steps

	Salary Group		Salary Group
+ 4 %	301	Weekly	\$ 875.75
		Monthly	3,810.00
		Annually	45,714.00
	302	Weekly	\$ 916.20
		Monthly	3,986.00
		Annually	47,826.00
	303	Weekly	\$ 963.75
		Monthly	4,192.00
		Annually	50,308.00
	304	Weekly	\$ 1,021.65
		Monthly	4,444.00
		Annually	53,330.00
	305	Weekly	\$ 1,090.50
		Monthly	4,744.00
		Annually	56,924.00
	306	Weekly	\$ 1,172.05
		Monthly	5,098.00
		Annually	61,181.00
	307	Weekly	\$ 1,267.10
		Monthly	5,512.00
		Annually	66,143.00
	308	Weekly	\$ 1,385.15
		Monthly	6,025.00
		Annually	72,305.00

APPENDIX "B"
SALARY SCHEDULE
TRAFFIC, ENGINEERING, SALES, TECHNICIAN PAY GUIDE

Effective: April 11, 1996

<u>Time Interval</u>	<u>Weekly Rate</u>	<u>Monthly Rate</u>	<u>Annual Rate</u>
1 – 6 Months	\$452.10	\$1,967.00	\$23,600.00
7 – 12 Months	488.00	2,088.00	25,056.00
13 – 18 Months	507.50	2,208.00	26,492.00
19 – 24 Months	537.85	2,340.00	28,076.00
25 – 30 Months	568.25	2,472.00	29,663.00
31 – 36 Months	599.10	2,606.00	31,273.00
37 – 42 Months	631.35	2,746.00	32,956.00
43 – 48 Months	663.25	2,885.00	34,622.00
49 – 54 Months	695.20	3,024.00	36,289.00
55 – 60 Months	729.00	3,171.00	38,054.00
61 – 66 Months	757.75	3,296.00	39,555.00
67 – 72 Months	774.85	3,371.00	40,447.00

HOLD

ADMINISTRATIVE NOTES:

1. The Pay Guide applies only to those employees who are in training for a qualified Engineering, Traffic or Sales positions under specifications as laid down by the Department.
2. Pay progression according to the intervals specified shall be on the basis of satisfactory performance as determined by the department.
3. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.

COMPUTER SCIENCE CO-OP STUDENT SCHEDULE

Effective: April 11, 1996

WORK TERM LEVELS

	1	2	3	4	5	6
Weekly	\$455.80	474.80	494.50	517.15	537.90	559.40
Monthly	1,983.00	2,065.00	2,151.00	2,250.00	2,340.00	2,433.00
Annually	23,793.00	24,785.00	25,813.00	26,995.00	28,078.00	29,201.00

ADMINISTRATIVE NOTES:

1. Starting rates are subject to review by the Company each year. Progression rates may be adjusted to remain consistent with any revisions to starting rates.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.

APPENDIX "B"
PAY GUIDE — GRADUATE TRAINING PROGRAM
SUMMER EMPLOYMENT

Effective: April 11, 1996

University Years Completed After Sr. Matriculation		0	1	2
1	Weekly	\$ 386.50		
	Monthly	1,681.00		
	Annually	20,175.00		
2	Weekly	\$ 409.70	\$ 430.20	
	Monthly	1,782.00	1,871.00	
	Annually	21,386.00	22,456.00	
3	Weekly	\$ 450.65	\$ 473.25	\$ 496.90
	Monthly	1,960.00	2,059.00	2,161.50
	Annually	23,524.00	24,704.00	25,938.00

It is desirable that positions requiring University Graduates be filled with individuals having previous experience with the Company. For this reason, a wage scale has been established to apply to Undergraduates being trained as potential candidates for employment upon graduation.

The following pay guide applies to Undergraduates of Universities which grant degrees on completion of three or more years after senior matriculation.

These rates apply only to employment in the years indicated prior to graduation and are authorized for those students who are potential candidates for regular employment on graduation. Normal job rates apply to other students engaged for temporary summer work. Students engaged on a job rate basis are not considered as part of the Graduate Training program

APPENDIX "B"
SALARY SCHEDULE
HIRING RATES — UNIVERSITY GRADUATES

*Effective: April 11, 1996

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>	
Engineer I (B.Sc. E.E. or C.E)	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$611.00	\$2,658.00	\$31,894.00	
	13 – 18 Months	639.75	2,783.00	33,395.00	
	19 – 24 Months	711.55	3,095.00	37,143.00	Min. 302
	25 – 30 Months	748.50	3,256.00	39,072.00	Min. 303
	31 Months	793.45	3,452.00	41,418.00	Min. 304
Architect (B. Arch.)	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$601.30	\$2,616.00	\$31,388.00	
	13 – 18 Months	626.70	2,726.00	32,714.00	
	19 – 24 Months	652.15	2,837.00	34,042.00	
	25 Months	711.55	3,095.00	37,143.00	Min. 302
University Graduate Computer Science	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$601.30	\$2,616.00	\$31,388.00	
	13 – 18 Months	626.70	2,726.00	32,714.00	
	19 – 24 Months	652.15	2,837.00	34,042.00	
	25 Months	711.55	3,095.00	37,143.00	Min. 302
M.B.A.	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$611.00	\$2,658.00	\$31,894.00	
	13 – 18 Months	639.75	2,783.00	33,395.00	
	19 – 24 Months	711.55	3,095.00	37,143.00	Min. 302
	25 – 30 Months	748.50	3,256.00	39,072.00	Min. 303
	31 Months	793.50	3,452.00	41,418.00	Min. 304

ADMINISTRATIVE NOTES:

1. Salaries are for University graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
3. Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
4. Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
5. The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.

APPENDIX "B"
SALARY SCHEDULE
HIRING RATES — UNIVERSITY GRADUATES
Effective: April 11, 1996

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>	
Bach. Science	1 – 6 Months	Starting rates to be established by the			
Bach. Arts		Human Resources Department			
(3 years)	7 – 12 Months	\$554.50	\$2,412.00	\$28,945.00	
Bach. Commerce	13 – 18 Months	581.30	2,529.00	30,344.00	
	19 – 24 Months	611.00	2,658.00	31,894.00	
	25 – 30 Months	639.75	2,783.00	33,395.00	
	31 – 36 Months	711.55	3,095.00	37,143.00	Mn. 302
	37 – 42 Months	748.50	3,256.00	39,072.00	Mn. 303
	43 Months	793.45	3,452.00	41,418.00	Mn. 304

ADMINISTRATIVE NOTES:

1. Salaries are for University graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
3. Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
4. Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
5. The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.

APPENDIX "B"

**SALARY SCHEDULE
HIRING RATES -COMMUNITY COLLEGE**

-Effective: April 11, 1996

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>		
Tehnologist	1 - 6 Months	Starting rates to be established by the Human Resources Department				
	BR 7 - 12 Months	\$529.95	\$2,305.00	\$27,663.00		
	13 - 18 Months	554.30	2,411.00	28,934.00		
	19 - 24 Months	581.60	2,530.00	30,360.00		
	25 - 30 Months	609.85	2,653.00	31,834.00		
	31 - 36 Months	637.90	2,775.00	33,298.00		
	37 - 42 Months	711.55	3,095.00	37,143.00	Min. 302	
	43 - 48 Months	748.50	3,256.00	39,072.00	Min. 303	
	49 Months	793.45	3,452.00	41,418.00	Min. 304	

ADMINISTRATIVE NOTES:

- Salaries are for Community College graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
- The above salary is intended to cover Civil, Electrical Technology Graduates from an Institute of Technology, or other institutes graduating persons with equivalent qualifications.
- The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
- Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
- Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
- The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.

APPENDIX "B"

**MANAGEMENT SALARY SCHEDULE
COMMUNITY COLLEGE GRADUATES**

Effective: April 11, 1996

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>	
Community College Graduates	1 – 6 Months	Starting rates to be established by the Human Resources Department			
Business Admin.	7 – 12 Months	\$527.70	\$2,296.00	\$27,546.00	
Computer Analyst	13 – 18 Months	554.55	2,412.00	28,948.00	
Programmer	19 – 24 Months	575.85	2,505.00	30,059.00	
	25 – 30 Months	601.30	2,616.00	31,388.00	
	31 – 36 Months	627.35	2,729.00	32,748.00	
	37 – 42 Months	652.15	2,837.00	34,042.00	
	43 Months	711.55	3,095.00	37,143.00	Min. 302

ADMINISTRATIVE NOTES:

- Salaries are for Community College graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
- The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
- Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
- Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
- The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.

APPENDIX "B"
MANAGEMENT SALARY SCHEDULE

Effective: January 4, 1997

Salary Group		Annual Steps					
301	Weekly	\$ 690.40	\$ 723.20	\$ 756.05	\$ 788.90	\$ 821.85	\$ 854.70
	Monthly	3003.00	3146.00	3289.00	3432.00	3,575.00	3,718.00
	Annually	36,039.00	37,751.00	39,466.00	41,181.00	42,901.00	44,615.00
302	Weekly	\$ 722.20	\$ 756.60	\$ 791.00	\$ 825.40	\$ 859.70	\$ 894.15
	Monthly	3,142.00	3,291.00	3,441.00	3,591.00	3,740.00	3,890.00
	Annually	37,699.00	39,495.00	41,290.00	43,086.00	44,876.00	46,675.00
303	Weekly	\$ 759.70	\$ 795.75	\$ 832.00	\$ 868.20	\$ 904.30	\$ 940.55
	Monthly	3,305.00	3,462.00	3,619.00	3,777.00	3,934.00	4,091.00
	Annually	39,656.00	41,538.00	43,430.00	45,320.00	47,204.00	49,097.00
304	Weekly	\$ 805.35 843.65	\$ 843.65	\$ 882.15	\$ 920.35	\$ 958.70	\$ 997.10
	Monthly	3,503.00 3,670.00	3,670.00	3,837.00	4,004.00	4,170.00	4,337.00
	Annually	42,039.00	44,039.00	46,048.00	48,042.00	50,044.00	52,049.00
305	Weekly	\$ 859.60	\$ 900.50	\$ 941.55	\$ 982.45	\$ 1023.25	\$ 1,064.30
	Monthly	3,739.00	3,917.00	4,096.00	4,274.00	4,451.00	4,630.00
	Annually	44,871.00	47,006.00	49,149.00	51,284.00	53,414.00	55,556.00
306	Weekly	\$ 923.75	\$ 967.75	\$ 1,011.70	\$ 1,055.75	\$ 1,100.00	\$ 1,143.85
	Monthly	4,018.00	4,210.00	4,401.00	4,593.00	4,785.00	4,976.00
	Annually	48,220.00	50,517.00	52,811.00	55,110.00	57,420.00	59,709.00
307	Weekly	\$ 998.70	\$ 1,046.30	\$ 1,093.95	\$ 1,141.40	\$ 1,188.95	\$ 1,236.60
	Monthly	4,344.00	4,551.00	4,759.00	4,965.00	5,172.00	5,379.00
	Annually	52,132.00	54,617.00	57,104.00	59,581.00	62,063.00	64,551.00
308	Weekly	\$ 1,091.90	\$ 1,143.80	\$ 1,195.80	\$ 1,247.75	\$ 1,299.75	\$ 1,351.80
	Monthly	4,750.00	4,976.00	5,202.00	5,428.00	5,654.00	5,880.00
	Annually	56,997.00	59,706.00	62,421.00	65,133.00	67,847.00	70,564.00

**NEW
BR**

ACTING RATE FOR MAXIMUM OF GROUP

Annual Steps

	Salary Group		Salary Group	
+ 4 %	301	Weekly	305	Weekly
		Monthly		Monthly
		Annually		Annually
	302	Weekly	306	Weekly
		Monthly		Monthly
		Annually		Annually
	303	Weekly	307	Weekly
		Monthly		Monthly
		Annually		Annually
	304	Weekly	308	Weekly
		Monthly		Monthly
		Annually		Annually

APPENDIX "B"
SALARY SCHEDULE
TRAFFIC, ENGINEERING, SALES, TECHNICIAN PAY GUIDE

Effective: January 4, 1997

<u>Time Interval</u>	<u>Weekly Rate</u>	<u>Monthly Rate</u>	<u>Annual Rate</u>
1 - 6 Months	\$458.90	\$1,996.00	\$23,955.00
7 - 12 Months	487.20	2,119.00	25,432.00
13 - 18 Months	515.10	2,241.00	26,888.00
19 - 24 Months	545.90	2,375.00	28,496.00
25 - 30 Months	576.75	2,509.00	30,106.00
31 - 36 Months	608.10	2,645.00	31,743.00
37 - 42 Months	640.80	2,788.00	33,450.00
43 - 48 Months	673.20	2,928.00	35,141.00
49 - 54 Months	705.60	3,069.00	36,832.00
55 - 60 Months	739.95	3,219.00	38,625.00
61 - 66 Months	769.10	3,346.00	40,147.00
67 - 72 Months	786.45	3,421.00	41,053.00

HOLD

ADMINISTRATIVE NOTES:

1. The Pay Guide applies only to those employees who are in training for a qualified Engineering, Traffic or Sales positions under specifications as laid down by the Department.
2. Pay progression according to the intervals specified shall be on the basis of satisfactory performance as determined by the department.
3. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.

COMPUTER SCIENCE CO-OP STUDENT SCHEDULE

Effective: January 4, 1997

WORK TERM LEVELS

	1	2	3	4	5	6
Weekly	\$462.65	481.90	501.90	524.90	545.95	567.80
Monthly	2,013.00	2,096.00	2,183.00	2,283.00	2,375.00	2,470.00
Annually	24,150.00	25,155.00	26,199.00	27,400.00	28,499.00	29,639.00

ADMINISTRATIVE NOTES:

1. Starting rates are subject to review by the Company each year. Progression rates may be adjusted to remain consistent with any revisions to starting rates.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.

APPENDIX "B"
PAY GUIDE — GRADUATE TRAINING PROGRAM
SUMMER EMPLOYMENT

Effective: January 4, 1997

University Years Completed After Sr. Matriculation		0	1	2
1	Weekly	\$ 392.30		
	Monthly	1,707.00		
	Annually	20,478.00		
2	Weekly	\$ 415.85	\$ 436.65	
	Monthly	1,809.00	1,899.00	
	Annually	21,707.00	22,793.00	
3	Weekly	\$ 457.40	\$ 480.35	\$ 504.35
	Monthly	1,990.00	2,090.00	2,194.00
	Annually	23,876.00	25,074.00	26,327.00

It is desirable that positions requiring University Graduates be filled with individuals having previous experience with the Company. For this reason, a wage scale has been established to apply to Undergraduates being trained as potential candidates for employment upon graduation.

The following pay guide applies to Undergraduates of Universities which grant degrees on completion of three or more years after senior matriculation.

These rates apply only to employment in the years indicated prior to graduation and are authorized for those students who are potential candidates for regular employment on graduation. Normal job rates apply to other students engaged for temporary summer work. Students engaged on a job rate basis are not considered as part of the Graduate Training program

APPENDIX "B"
SALARY SCHEDULE
HIRING RATES — UNIVERSITY GRADUATES

Effective: January 4, 1997

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>	
Engineer I (B.Sc. E.E. or C.E)	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$620.15	\$2,698.00	\$32,372.00	
	13 – 18 Months	649.35	2,825.00	33,896.00	
	19 – 24 Months	722.20	3,142.00	37,699.00	Min. 302
	25 – 30 Months	759.70	3,305.00	39,656.00	Min. 303
Architect (B. Arch.)	31 Months	805.35	3,503.00	42,039.00	Min. 304
	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>	
University Graduate Computer Science	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$610.30	\$2,655.00	\$31,858.00	
	13 – 18 Months	636.10	2,767.00	33,204.00	
	19 – 24 Months	661.90	2,879.00	34,551.00	
	25 Months	722.20	3,142.00	37,699.00	Min. 302
	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>	
M.B.A.	1 – 6 Months	Starting rates to be established by the Human Resources Department			
	7 – 12 Months	\$620.15	\$2,698.00	\$32,372.00	
	13 – 18 Months	649.35	2,825.00	33,896.00	
	19 – 24 Months	722.20	3,142.00	37,699.00	Min. 302
	25 – 30 Months	759.70	3,305.00	39,656.00	Min. 303
	31 Months	805.35	3,503.00	42,039.00	Min. 304

ADMINISTRATIVE NOTES:

1. Salaries are for University graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
3. Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
4. Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
5. The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.

APPENDIX "B"
SALARY SCHEDULE
HIRING RATES — UNIVERSITY GRADUATES

Effective: January 4, 1997

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>		
Bach. Science	1 – 6 Months	Starting rates to be established by the				
Bach. Arts (3 years)	7 – 12 Months	\$562.80	\$2,448.00	\$29,378.00		
Bach. Commerce	13 – 18 Months	590.00	2,567.00	30,798.00		
	19 – 24 Months	620.15	2,698.00	32,372.00		
	25 – 30 Months	649.35	2,825.00	33,896.00		
	31 – 36 Months	722.20	3,142.00	37,699.00	Min. 302	
	37 – 42 Months	759.70	3,305.00	39,656.00	Min. 303	
	43 Months	805.35	3,503.00	42,039.00	Min. 304	

ADMINISTRATIVE NOTES:

1. Salaries are for University graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
2. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
3. Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
4. Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
5. The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.

APPENDIX "B"

**SALARY SCHEDULE
HIRING RATES — COMMUNITY COLLEGE**

Effective: January 4, 1997

	<u>Time Interval</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Annually</u>		
Tehnologist	1 – 6 Months	Starting rates to be established by the \$537.90 Resources Department				
	7 – 12 Months	562.60	\$2,340.00	\$28,078.00		
	13 – 18 Months	585.00	2,447.00	29,368.00		
	19 – 24 Months	590.30	2,568.00	30,814.00		
	25 – 30 Months	619.00	2,693.00	32,312.00		
	31 – 36 Months	647.45	2,816.00	33,797.00		
	37 – 42 Months	722.20	3,142.00	37,699.00	Min. 302	
	43 – 48 Months	759.70	3,305.00	39,656.00	Min. 303	
	49 Months	805.35	3,503.00	42,039.00	Min. 304	

ADMINISTRATIVE NOTES:

1. Salaries are for Community College graduates hired for rated management positions. When the employee reaches the minimum of the job rate for the position hired in he/she shall then receive annual salary adjustments in the associated salary schedule.
2. The above salary is intended to cover Civil, Electrical Technology Graduates from an Institute of Technology, or other institutes graduating persons with equivalent qualifications.
3. The Company reserves the right to hire an employee at a rate higher than the stated hiring rate.
4. Salary progression shall be on the basis of satisfactory job performance as determined by the department concerned.
5. Employees in progression on the above scale cannot apply for the position they are progressing towards. However, the employee is eligible to apply for other unrelated management positions.
6. The time frames to achieve the minimum rate shall not change over the term of this Collective Agreement. However, starting rates are subject to review by the Company in January, 1997. Progression rates may be adjusted to remain constant with any revisions to starting rates.