

SUBSIDIARY AGREEMENT #012

BETWEEN

THE

GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE

ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING

TECHNICAL, GENERAL AND FIELD SERVICES

MARCH 30,1999

ALPHABETICAL INDEX

Article - No		<u>Page</u>
	Appendix "A" - P.W.S.S. Computer Operations	28
2	Effective Date	1
12	High Rigging Allowance	6
4	Hours of Work	2
	Letter of Understanding	24
	Letter of Understanding	26
9	Long Service Increment	5
8	Medical Examinations	5
5	Overtime	3
1	Preamble	1
3	Probationary Period	1
	Schedule "A" - Effective September 1, 1997	7
	Schedule "B" - Effective September 1, 1997	9
	Schedule "B" - Effective September 1, 1998	12
	Schedule "C" - Effective September 1, 1997	15
	Schedule "D" - Effective September 1, 1997	17
	Schedule "D" - Effective September 1, 1998	20
	Schedule "E"	23
6	Shift Differential	4
10	Split Shifts	5
7	Uniforms and Protective Clothing	4
11	Weekend Premium	6

SYSTEMATIC INDEX

Article - No		<u>Page</u>
1	Preamble	1
2	Effective Date	1
3	Probationary Period	1
4	Hours of Work	2
5	Overtime	3
6	Shift Differential	4
7	Uniforms and Protective Clothing	4
8	Medical Examinations	5
9	Long Service Increment	5
10	Split Shifts	5
11	Weekend Premium	6
12	High Rigging Allowance	6
	Schedule "A" - Effective September 1, 1997	7
	Schedule "B" - Effective September 1, 1997	9
	Schedule "B" - Effective September 1, 1998	12
	Schedule "C" - Effective September 1, 1997	15
	Schedule "D" - Effective September 1, 1997	17
	Schedule "D" - Effective September 1, 1998	20
	Schedule "E"	23
	Letter of Understanding	24
	Letter of Understanding	26
	Appendix "A" - P.W.S.S. Computer Operations	28

ARTICLE 1

PREAMBLE

- 1.01 This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.
- 1.02 In the event there is a conflict other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.
- 1.03 The purpose of this Agreement is to set forth the specific terms and conditions of employment and rates of compensation for those classes assigned by the Parties to Schedules "A" and "C" of the Technical, General and Field Services Subsidiary Agreement.

ARTICLE 2

EFFECTIVE DATE

- 2.01 This Agreement shall be effective from the beginning of the month following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, regular rates of pay as outlined in Schedules "A", "B", "C" and "D" shall be effective from the dates set out in the Schedules.

ARTICLE 3

PROBATIONARY PERIOD

- 3.01 Pursuant to Article 27 of the Master Agreement, the probationary period for classifications covered in this Agreement shall be twelve (12) months except as provided in Clause 3.02 of this Subsidiary Agreement.

3.02 The probationary period for the following classifications shall be six (6) months:

<u>Class Number</u>	<u>Class Title</u>
0170	Municipal Services Officer I
0603	Illustrator
0702	Museum Technician I
0716	Archives Technician I
0779	Computer Operator I
0780	Computer Operator II
1308	Technical Aide
1309	Technologist I
1310	Technologist II
2213	Electronics Technician I
2303	Projectionist
2540	Chauffeur
2544	Mobile Drill Operator
2560	Equipment Operator I
3002	Light Duty Caretaker
3003	Caretaker
3017	Guide
3101	Groundswoker
3103	Gardener I
3111	Farm Worker I
6203	Driver Examiner I
9531	Laboratory Assistant
9534	Laboratory Technician I

ARTICLE 4

HOURS OF WORK

4.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "A" shall be:

- (a) thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day; or
- (b) forty (40) hours per week, eight (8) hours per day, for Employees assigned to field services or to classification numbers 0170,0171,0172 and 0173 (Municipal Services Officer series).

- 4.02 Employees coming under Sub-Clause 4.01 (b) above shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty-four (10.34) percent. This additional amount shall be considered part of their annual salary.
- 4.03 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "C" shall be:
- (a) forty (40) hours per week for those classes listed in Schedule "E"; or
 - (b) thirty-six and one-quarter (36 1/4) hours per week for all other classes in Schedule "C"; or
 - (c) the equivalent of (a) or (b) above on a monthly, quarterly, or annual basis, and

where the normal work week is Monday to Friday, the hours of work shall be scheduled so that Employees work seven and one-quarter (7 1/4) or eight (8) hours per working day, exclusive of lunch periods.

- 4.04 Subject to Clause 4.03 above, when, because of operational requirements, hours of work are scheduled on a rotating or irregular basis, they shall be scheduled so that Employees:
- (a) on a daily basis, work seven and one-quarter (7 1/4) or eight (8) hours per day; and
 - (b) on a weekly basis, work thirty-six and one-quarter (36 1/4) or forty (40) hours per week; and
 - (c) normally receive two (2) consecutive days of rest every seven (7) calendar day period. However, where such days are split due to operational requirements, they shall not be split more than once in any three (3) consecutive calendar weeks, except by mutual agreement.

ARTICLE 5

- OVERTIME

- 5.01 Pursuant to Article 17.03 of the Master Agreement all Employees in classes listed in Schedule "A" of this Agreement are eligible for premium overtime as follows:
- (a) for Employees working the hours under Sub-Clause 4.01(a) of this Agreement, after seven and one-quarter (7 1/4) hours of work per day; or

(b) for Employees working the hours under Sub-Clause 4.01(b) of this Agreement, after eight (8) hours of work per day.

5.02 Pursuant to Article 17 of the Master Agreement Employees in classes listed in Schedule "C" of this Agreement will be compensated for authorized overtime hours worked in accordance with the provisions contained in Sub-Clause 17.03(a) of the Master Agreement.

ARTICLE 6

SHIFT DIFFERENTIAL

6.01 All Employees in the Technical, General and Field Services Subsidiary Agreement shall be eligible for shift differential payments as governed by Article 18 of the Master Agreement.

ARTICLE 7

UNIFORMS AND PROTECTIVE CLOTHING

7.01 Where the Deputy Head determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Deputy Head of the Department.

7.02 Protective clothing and safety equipment shall be provided in accordance with the Occupational Health and Safety Act and the Regulations pursuant thereto, and the Radiation Protection Act.

7.03 Where the Deputy Head determines that safety footwear should be provided, the Employer shall either provide suitable safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of ninety dollars (\$90.00) per annum.

7.04 An annual shoe allowance of seventy dollars (\$70.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.

ARTICLE 8

MEDICAL EXAMINATIONS

- 8.01 Employees who are exposed to health hazards due to the nature of their work may be required to undergo periodic medical examinations. The cost of such medical examinations shall be paid by the Employing Department.
- 8.02 Where the Employing Department requires an Employee to undergo compulsory medical examinations, the cost of such examination shall be paid by the Employing Department.
- 8.03 This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

ARTICLE 9

LONG SERVICE INCREMENT

- 9.01 An Employee shall be eligible for the long service increment (L.S.I.) provided he:
- (a) has completed seven (7) years of current continuous service; and
 - (b) has been paid at the maximum salary of his classification during the immediately preceding period of two (2) years; and
 - (c) is recommended for the increase by his Deputy Head.
- 9.02 An Employee who meets the provisions of Clause 9.01 shall be eligible for the L.S.I. effective from the first (1st) day of the following month.
- 9.03 An Employee who has qualified for L.S.I. pursuant to Clause 9.01 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-Clause 9.01(b), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

ARTICLE 10

SPLIT SHIFTS

- 10.01 An Employee shall not be required, without his agreement, to work a split shift.

ARTICLE 11

WEEKEND PREMIUM

- 11.01 An Employee who works Saturdays or Sundays as part of his regularly scheduled work week, shall receive a weekend premium of twenty-five (25) cents for each hour worked from midnight Friday to midnight Sunday. The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.
- 11.02 At no time shall weekend premium be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits.

ARTICLE 12

HIGH RIGGING ALLOWANCE

- 12.01 Employees who work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:
- (a) the erecting or dismantling of scaffold when such scaffolding will exceed a height of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (b) working on a swing stage or scaffold at a height in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (c) high rigging on skeleton erection work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (d) working from a bosun's chair at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
 - (e) bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres.

SCHEDULE "A"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"

EFFECTIVE SEPTEMBER 1, 1997

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
0170	Municipal Services Officer I	38
0171	Municipal Services Officer II	52
0172	Municipal Services Officer III	58
0173	Municipal Services Officer IV	64
0603	Illustrator	41
0607	Artist	51
0657	Library Technician I	44
0658	Library Assistant	51
0662	Library Technician II	48
0702	Museum Technician I	50
0703	Museum Technician II	54
0705	Museum Display Artist I	56
0706	Museum Display Artist II	60
0708	Museologist I	61
0709	Museologist II	67
0716	Archives Technician I	47
0717	Archives Technician II	54
0779	Computer Operator I	42
0780	Computer Operator II	49
0781	Computer Operator III	58
0782	Computer Operator IV	62
0783	Computer Operator V	66
0787	Programmer	50
1108	Specification Writer	65
1109	Accommodation Officer I	56
1110	Accommodation Officer II	61
1302	Environmental Engineering Technician	61
1307	Audio Visual Aids Technician	51

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
1308	Technical Aide	37
1309	Technologist I	40
1310	Technologist II	52
1311	Technologist III	58
1312	Technologist IV	64
1320	Educational Laboratory Technologist I	40
1321	Educational Laboratory Technologist II	50-52
1322	Educational Laboratory Technologist III	58
2060	Interior Designer I	57
2061	Interior Designer II	61
2062	Interior Designer III	67
2208	Communications Technician	55
2213	Electronics Technician I	51
2214	Electronics Technician II	56
2216	Electronics Technician III	61
2217	Electronics Technician IV	64
2310	Photographer I	46
2311	Photographer II	50
9531	Laboratory Assistant	30
9534	Laboratory Technician I	40
9535	Laboratory Technician II	48
9536	Laboratory Technician III	52
9537	Laboratory Technician IV	58
9538	Laboratory Technician V	62
9542	Laboratory Research Technician	64

SCHEDULE "B"
TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID
EFFECTIVE SEPTEMBER 1, 1997

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
28	18,024	18,588	19,260	19,896	20,628	21,396	22,284
	1,502	1,549	1,605	1,658	1,719	1,783	1,857
29	18,312	18,852	19,548	20,244	20,976	21,876	22,692
	1,526	1,571	1,629	1,687	1,748	1,823	1,891
30	<u>18,588</u>	19,260	19,896	20,628	21,396	22,284	23,136
	1,549	1,605	1,658	1,719	1,783	1,857	1,928
31	18,852	19,548	20,244	20,976	21,876	22,692	23,544
	1,571	1,629	1,687	1,748	1,823	1,891	1,962
32	19,260	19,896	20,628	21,396	22,284	23,136	24,012
	1,605	1,658	1,719	1,783	1,857	1,928	2,001
33	19,548	20,244	20,976	21,876	22,692	23,544	24,480
	1,629	1,687	1,748	1,823	1,891	1,962	2,040
34	19,896	20,628	21,396	22,284	23,136	24,012	24,912
	1,658	1,719	1,783	1,857	1,928	2,001	2,076
35	20,244	20,976	21,876	22,692	23,544	24,480	25,440
	1,687	1,748	1,823	1,891	1,962	2,040	2,120
36	20,628	21,396	22,284	23,136	24,012	24,912	25,908
	1,719	1,783	1,857	1,928	2,001	2,076	2,159
37	20,976	21,876	22,692	23,544	24,480	25,440	26,472
	1,748	1,823	1,891	1,962	2,040	2,120	2,206
38	21,396	22,284	23,136	24,012	24,912	25,908	26,988
	1,783	1,857	1,928	2,001	2,076	2,159	2,249
39	21,876	22,692	23,544	24,480	25,440	26,472	27,552
	1,823	1,891	1,962	2,040	2,120	2,206	2,296
40	22,284	23,136	24,012	24,912	25,908	26,988	28,056
	1,857	1,928	2,001	2,076	2,159	2,249	2,338
41	22,692	23,544	24,480	25,440	26,472	27,552	28,608
	1,891	1,962	2,040	2,120	2,206	2,296	2,384
42	23,136	24,012	24,912	25,908	26,988	28,056	29,196
	1,928	2,001	2,076	2,159	2,249	2,338	2,433
43	23,544	24,480	25,440	26,472	27,552	28,608	29,736
	1,962	2,040	2,120	2,206	2,296	2,384	2,478
44	24,012	24,912	25,908	26,988	28,056	29,196	30,372
	2,001	2,076	2,159	2,249	2,338	2,433	2,531

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
45	24,480	25,440	26,472	27,552	28,608	29,736	31,032
	2,040	2,120	2,206	2,296	2,384	2,478	2,586
46	24,912	25,908	26,988	28,056	29,196	30,372	31,680
	2,076	2,159	2,249	2,338	2,433	2,531	2,640
47	25,440	26,472	27,552	28,608	29,736	31,032	32,232
	2,120	2,206	2,296	2,384	2,478	2,586	2,686
48	25,908	26,988	28,056	29,196	30,372	31,680	32,964
	2,159	2,249	2,338	2,433	2,531	2,640	2,747
49	26,472	27,552	28,608	29,736	31,032	32,232	33,660
	2,206	2,296	2,384	2,478	2,586	2,686	2,805
50	26,988	28,056	29,196	30,372	31,680	32,964	34,476
	2,249	2,338	2,433	2,531	2,640	2,747	2,873
51	27,552	28,608	29,736	31,032	32,232	33,660	35,244
	2,296	2,384	2,478	2,586	2,686	2,805	2,937
52	28,056	29,196	30,372	31,680	32,964	34,476	35,988
	2,338	2,433	2,531	2,640	2,747	2,873	2,999
53	28,608	29,736	31,032	32,232	33,660	35,244	36,840
	2,384	2,478	2,586	2,686	2,805	2,937	3,070
54	29,196	30,372	31,680	32,964	34,476	35,988	37,740
	2,433	2,531	2,640	2,747	2,873	2,999	3,145
55	29,736	31,032	32,232	33,660	35,244	36,840	38,580
	2,478	2,586	2,686	2,805	2,937	3,070	3,215
56	30,372	31,680	32,964	34,476	35,988	37,740	39,576
	2,531	2,640	2,747	2,873	2,999	3,145	3,298
57	31,032	32,232	33,660	35,244	36,840	38,580	40,428
	2,586	2,686	2,805	2,937	3,070	3,215	3,369
58	31,680	32,964	34,476	35,988	37,740	39,576	41,328
	2,640	2,747	2,873	2,999	3,145	3,298	3,444
59	32,232	33,660	35,244	36,840	38,580	40,428	42,276
	2,686	2,805	2,937	3,070	3,215	3,369	3,523
60	32,964	34,476	35,988	37,740	39,576	41,328	43,188
	2,747	2,873	2,999	3,145	3,298	3,444	3,599
61	33,660	35,244	36,840	38,580	40,428	42,276	44,232
	2,805	2,937	3,070	3,215	3,369	3,523	3,686
62	34,476	35,988	37,740	39,576	41,328	43,188	45,288
	2,873	2,999	3,145	3,298	3,444	3,599	3,774
63	35,244	36,840	38,580	40,428	42,276	44,232	46,296
	2,937	3,070	3,215	3,369	3,523	3,686	3,858

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
64	35,988	37,740	39,576	41,328	43,188	45,288	47,388
	2,999	3,145	3,298	3,444	3,599	3,774	3,949
65	36,840	38,580	40,428	42,276	44,232	46,296	48,384
	3,070	3,215	3,369	3,523	3,686	3,858	4,032
66	37,740	39,576	41,328	43,188	45,288	47,388	49,560
	3,145	3,298	3,444	3,599	3,774	3,949	4,130
67	38,580	40,428	42,276	44,232	46,296	48,384	50,652
	3,215	3,369	3,523	3,686	3,858	4,032	4,221
68	39,576	41,328	43,188	45,288	47,388	49,560	51,864
	3,298	3,444	3,599	3,774	3,949	4,130	4,322
69	40,428	42,276	44,232	46,296	48,384	50,652	53,076
	3,369	3,523	3,686	3,858	4,032	4,221	4,423
70	41,328	43,188	45,288	47,388	49,560	51,864	54,384
	3,444	3,599	3,774	3,949	4,130	4,322	4,532

* Indicates Long Service Increment Only

SCHEDULE "B"
TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID
EFFECTIVE SEPTEMBER 1, 1998

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
28	18,432	19,008	19,692	20,340	21,096	21,876	22,788
	1,536	1,584	1,641	1,695	1,758	1,823	1,899
29	18,720	19,272	19,992	20,700	21,444	22,368	23,208
	1,560	1,606	1,666	1,725	1,787	1,864	1,934
30	19,008	19,692	20,340	21,096	21,876	22,788	23,652
	1,584	1,641	1,695	1,758	1,823	1,899	1,971
31	19,272	19,992	20,700	21,444	22,368	23,208	24,072
	1,606	1,666	1,725	1,787	1,864	1,934	2,006
32	19,692	20,340	21,096	21,876	22,788	23,652	24,552
	1,641	1,695	1,758	1,823	1,899	1,971	2,046
33	19,992	20,700	21,444	22,368	23,208	24,072	25,032
	1,666	1,725	1,787	1,864	1,934	2,006	2,086
34	20,340	21,096	21,876	22,788	23,652	24,552	25,476
	1,695	1,758	1,823	1,899	1,971	2,046	2,123
35	20,700	21,444	22,368	23,208	24,072	25,032	26,016
	1,725	1,787	1,864	1,934	2,006	2,086	2,168
36	21,096	21,876	22,788	23,652	24,552	25,476	26,496
	1,758	1,823	1,899	1,971	2,046	2,123	2,208
37	21,444	22,368	23,208	24,072	25,032	26,016	27,072
	1,787	1,864	1,934	2,006	2,086	2,168	2,256
38	21,876	22,788	23,652	24,552	25,476	26,496	27,600
	1,823	1,899	1,971	2,046	2,123	2,208	2,300
39	22,368	23,208	24,072	25,032	26,016	27,072	28,176
	1,864	1,934	2,006	2,086	2,168	2,256	2,348
40	22,788	23,652	24,552	25,476	26,496	27,600	28,692
	1,899	1,971	2,046	2,123	2,208	2,300	2,391
41	23,208	24,072	25,032	26,016	27,072	28,176	29,256
	1,934	2,006	2,086	2,168	2,256	2,348	2,438
42	23,652	24,552	25,476	26,496	27,600	28,692	29,856
	1,971	2,046	2,123	2,208	2,300	2,391	2,488
43	24,072	25,032	26,016	27,072	28,176	29,256	30,408
	2,006	2,086	2,168	2,256	2,348	2,438	2,534
44	24,552	25,476	26,496	27,600	28,692	29,856	31,056
	2,046	2,123	2,208	2,300	2,391	2,488	2,588

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
45	25,032	26,016	27,072	28,176	29,256	30,408	31,728
	2,086	2,168	2,256	2,348	2,438	2,534	2,644
46	25,476	26,496	27,600	28,692	29,856	31,056	32,388
	2,123	2,208	2,300	2,391	2,488	2,588	2,699
47	26,016	27,072	28,176	29,256	30,408	31,728	32,952
	2,168	2,256	2,348	2,438	2,534	2,644	2,746
48	26,496	27,600	28,692	29,856	31,056	32,388	33,708
	2,208	2,300	2,391	2,488	2,588	2,699	2,809
49	27,072	28,176	29,256	30,408	31,728	32,952	34,416
	2,256	2,348	2,438	2,534	2,644	2,746	2,868
50	27,600	28,692	29,856	31,056	32,388	33,708	35,256
	2,300	2,391	2,488	2,588	2,699	2,809	2,938
51	28,176	29,256	30,408	31,728	32,952	34,416	36,036
	2,348	2,438	2,534	2,644	2,746	2,868	3,003
52	28,692	29,856	31,056	32,388	33,708	35,256	36,792
	2,391	2,488	2,588	2,699	2,809	2,938	3,066
53	29,256	30,408	31,728	32,952	34,416	36,036	37,668
	2,438	2,534	2,644	2,746	2,868	3,003	3,139
54	29,856	31,056	32,388	33,708	35,256	36,792	38,592
	2,488	2,588	2,699	2,809	2,938	3,066	3,216
55	30,408	31,728	32,952	34,416	36,036	37,668	39,444
	2,534	2,644	2,746	2,868	3,003	3,139	3,287
56	31,056	32,388	33,708	35,256	36,792	38,592	40,464
	2,588	2,699	2,809	2,938	3,066	3,216	3,372
57	31,728	32,952	34,416	36,036	37,668	39,444	41,340
	2,644	2,746	2,868	3,003	3,139	3,287	3,445
58	32,388	33,708	35,256	36,792	38,592	40,464	42,252
	2,699	2,809	2,938	3,066	3,216	3,372	3,521
59	32,952	34,416	36,036	37,668	39,444	41,340	43,224
	2,746	2,868	3,003	3,139	3,287	3,445	3,602
60	33,708	35,256	36,792	38,592	40,464	42,252	44,160
	2,809	2,938	3,066	3,216	3,372	3,521	3,680
61	34,416	36,036	37,668	39,444	41,340	43,224	45,228
	2,868	3,003	3,139	3,287	3,445	3,602	3,769
62	35,256	36,792	38,592	40,464	42,252	44,160	46,308
	2,938	3,066	3,216	3,372	3,521	3,680	3,859
63	36,036	37,668	39,444	41,340	43,224	45,228	47,340
	3,003	3,139	3,287	3,445	3,602	3,769	3,945

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
64	36,792	38,592	40,464	42,252	44,160	46,308	48,456
	3,066	3,216	3,372	3,521	3,680	3,859	4,038
65	37,668	39,444	41,340	43,224	45,228	47,340	49,476
	3,139	3,287	3,445	3,602	3,769	3,945	4,123
66	38,592	40,464	42,252	44,160	46,308	48,456	50,676
	3,216	3,372	3,521	3,680	3,859	4,038	4,223
67	39,444	41,340	43,224	45,228	47,340	49,476	51,792
	3,287	3,445	3,602	3,769	3,945	4,123	4,316
68	40,464	42,252	44,160	46,308	48,456	50,676	53,028
	3,372	3,521	3,680	3,859	4,038	4,223	4,419
69	41,340	43,224	45,228	47,340	49,476	51,792	54,276
	3,445	3,602	3,769	3,945	4,123	4,316	4,523
70	42,252	44,160	46,308	48,456	50,676	53,028	55,608
	3,521	3,680	3,859	4,038	4,223	4,419	4,634

* Indicates Long Service Increment Only

SCHEDULE "C"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "D"

EFFECTIVE SEPTEMBER 1, 1997

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
2066	Building Superintendent I	40
2067	Building Superintendent II	46
2068	Building Superintendent III	52
2303	Projectionist	44
2530	Field Supervisor I	50
2531	Field Supervisor II	54*2
2532	Field Supervisor III	58*2
2533	Field Supervisor IV	60*2
2540	Chauffeur	40*3
2544	Mobile Drill Operator	49*5
2548	Deep Mobile Drill Operator	51*5
2560	Equipment Operator I	39*5
2561	Equipment Operator II	47*5
2562	Equipment Operator III	51*5
2563	Equipment Operator IV	55*5
3002	Light Duty Caretaker	29*4
3003	Caretaker	33*4
3008	Caretaker Foreman	39*3
3009	Caretaker Supervisor	43*3
3017	Guide	31*3
3021	Custodial Consultant	55
3101	Groundswoker	35*4
3103	Gardener I	39*2
3104	Gardener II	43
3105	Gardener III	47
3106	Gardener IV	51
3111	Farm Worker I	33
3112	Farm Worker II	37

* Indicates Starting Period in the Grade.

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
4041	Land Conservation and Reclamation Council Member	64
4401	Agricultural Officer I	39
4402	Agricultural Officer II	45
4403	Agricultural Officer III	52
4420	Meat Inspector I	56
4421	Meat Inspector II	59
4441	Livestock Inspection Officer I	44
4442	Livestock Inspection Officer II	48
4443	Livestock Inspection Officer III	52
4444	Livestock Inspection Officer IV	56
4452	Grazing Reserve Supervisor	45
6203	Driver Examiner I	40-44
6204	Driver Examiner II	48
6205	Driver Examiner III	52
6220	Safety Education Representative I	50
6221	Safety Education Representative II	54
6453	Milk Control Inspector	52

SCHEDULE "D"
TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID
EFFECTIVE SEPTEMBER 1, 1997

Salary Periods

GRADE	1	2	3	4	5	*LSI
23	19,836	20,292	20,772	21,240	21,816	22,380
	1,653	1,691	1,731	1,770	1,818	1,865
24	20,088	20,568	21,000	21,528	22,104	22,680
	1,674	1,714	1,750	1,794	1,842	1,890
25	20,292	20,772	21,240	21,816	22,380	22,944
	1,691	1,731	1,770	1,818	1,865	1,912
26	20,568	21,000	21,528	22,104	22,680	23,280
	1,714	1,750	1,794	1,842	1,890	1,940
27	20,772	21,240	21,816	22,380	22,944	23,604
	1,731	1,770	1,818	1,865	1,912	1,967
28	21,000	21,528	22,104	22,680	23,280	23,916
	1,750	1,794	1,842	1,890	1,940	1,993
29	21,240	21,816	22,380	22,944	23,604	24,252
	1,770	1,818	1,865	1,912	1,967	2,021
30	21,528	22,104	22,680	23,280	23,916	24,624
	1,794	1,842	1,890	1,940	1,993	2,052
31	21,816	22,380	22,944	23,604	24,252	24,948
	1,818	1,865	1,912	1,967	2,021	2,079
32	22,104	22,680	23,280	23,916	24,624	25,332
	1,842	1,890	1,940	1,993	2,052	2,111
33	22,380	22,944	23,604	24,252	24,948	25,704
	1,865	1,912	1,967	2,021	2,079	2,142
34	22,680	23,280	23,916	24,624	25,332	26,124
	1,890	1,940	1,993	2,052	2,111	2,177
35	22,944	23,604	24,252	24,948	25,704	26,520
	1,912	1,967	2,021	2,079	2,142	2,210
36	23,280	23,916	24,624	25,332	26,124	26,928
	1,940	1,993	2,052	2,111	2,177	2,244
37	23,604	24,252	24,948	25,704	26,520	27,312
	1,967	2,021	2,079	2,142	2,210	2,276
38	23,916	24,624	25,332	26,124	26,928	27,864
	1,993	2,052	2,111	2,177	2,244	2,322
39	24,252	24,948	25,704	26,520	27,312	28,332
	2,021	2,079	2,142	2,210	2,276	2,361

Salary Periods

GRADE	1	2	3	4	5	*LSI
40	24,624	25,332	26,124	26,928	27,864	28,824
	2,052	2,111	2,177	2,244	2,322	2,402
41	24,948	25,704	26,520	27,312	28,332	29,340
	2,079	2,142	2,210	2,276	2,361	2,445
42	25,332	26,124	26,928	27,864	28,824	29,844
	2,111	2,177	2,244	2,322	2,402	2,487
43	25,704	26,520	27,312	28,332	29,340	30,432
	2,142	2,210	2,276	2,361	2,445	2,536
44	26,124	26,928	27,864	28,824	29,844	30,996
	2,177	2,244	2,322	2,402	2,487	2,583
45	26,520	27,312	28,332	29,340	30,432	31,644
	2,210	2,276	2,361	2,445	2,536	2,637
46	26,928	27,864	28,824	29,844	30,996	32,172
	2,244	2,322	2,402	2,487	2,583	2,681
47	27,312	28,332	29,340	30,432	31,644	32,724
	2,276	2,361	2,445	2,536	2,637	2,727
48	27,864	28,824	29,844	30,996	32,172	33,408
	2,322	2,402	2,487	2,583	2,681	2,784
49	28,332	29,340	30,432	31,644	32,724	34,080
	2,361	2,445	2,536	2,637	2,727	2,840
50	28,824	29,844	30,996	32,172	33,408	34,776
	2,402	2,487	2,583	2,681	2,784	2,898
51	29,340	30,432	31,644	32,724	34,080	35,532
	2,445	2,536	2,637	2,727	2,840	2,961
52	29,844	30,996	32,172	33,408	34,776	36,264
	2,487	2,583	2,681	2,784	2,898	3,022
53	30,432	31,644	32,724	34,080	35,532	37,020
	2,536	2,637	2,727	2,840	2,961	3,085
54	30,996	32,172	33,408	34,776	36,264	37,848
	2,583	2,681	2,784	2,898	3,022	3,154
55	31,644	32,724	34,080	35,532	37,020	38,640
	2,637	2,727	2,840	2,961	3,085	3,220
56	32,172	33,408	34,776	36,264	37,848	39,576
	2,681	2,784	2,898	3,022	3,154	3,298
57	32,724	34,080	35,532	37,020	38,640	40,380
	2,727	2,840	2,961	3,085	3,220	3,365
58	33,408	34,776	36,264	37,848	39,576	41,244
	2,784	2,898	3,022	3,154	3,298	3,437

Salary Periods

GRADE	1	2	3	4	5	*LSI
59	34,080	35,532	37,020	38,640	40,380	42,120
	2,840	2,961	3,085	3,220	3,365	3,510
60	34,776	36,264	37,848	39,576	41,244	43,044
	2,898	3,022	3,154	3,298	3,437	3,587
61	35,532	37,020	38,640	40,380	42,120	44,028
	2,961	3,085	3,220	3,365	3,510	3,669
62	36,264	37,848	39,576	41,244	43,044	44,988
	3,022	3,154	3,298	3,437	3,587	3,749
63	37,020	38,640	40,380	42,120	44,028	45,936
	3,085	3,220	3,365	3,510	3,669	3,828
64	37,848	39,576	41,244	43,044	44,988	46,968
	3,154	3,298	3,437	3,587	3,749	3,914
65	38,640	40,380	42,120	44,028	45,936	47,916
	3,220	3,365	3,510	3,669	3,828	3,993
66	39,576	41,244	43,044	44,988	46,968	49,044
	3,298	3,437	3,587	3,749	3,914	4,087
67	40,380	42,120	44,028	45,936	47,916	50,064
	3,365	3,510	3,669	3,828	3,993	4,172

* Indicates Long Service Increment Only

SCHEDULE "D"
TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID
EFFECTIVE SEPTEMBER 1, 1998

Salary Periods

GRADE	1	2	3	4	5	*LSI
23	20,280	20,748	21,240	21,720	22,308	22,884
	1,690	1,729	1,770	1,810	1,859	1,907
24	20,544	21,036	21,468	22,008	22,596	23,196
	1,712	1,753	1,789	1,834	1,883	1,933
25	20,748	21,240	21,720	22,308	22,884	23,460
	1,729	1,770	1,810	1,859	1,907	1,955
26	21,036	21,468	22,008	22,596	23,196	23,808
	1,753	1,789	1,834	1,883	1,933	1,984
27	21,240	21,720	22,308	22,884	23,460	24,132
	1,770	1,810	1,859	1,907	1,955	2,011
28	21,468	22,008	22,596	23,196	23,808	24,456
	1,789	1,834	1,883	1,933	1,984	2,038
29	21,720	22,308	22,884	23,460	24,132	24,792
	1,810	1,859	1,907	1,955	2,011	2,066
30	22,008	22,596	23,196	23,808	24,456	25,176
	1,834	1,883	1,933	1,984	2,038	2,098
31	22,308	22,884	23,460	24,132	24,792	25,512
	1,859	1,907	1,955	2,011	2,066	2,126
32	22,596	23,196	23,808	24,456	25,176	25,896
	1,883	1,933	1,984	2,038	2,098	2,158
33	22,884	23,460	24,132	24,792	25,512	26,280
	1,907	1,955	2,011	2,066	2,126	2,190
34	23,196	23,808	24,456	25,176	25,896	26,712
	1,933	1,984	2,038	2,098	2,158	2,226
35	23,460	24,132	24,792	25,512	26,280	27,120
	1,955	2,011	2,066	2,126	2,190	2,260
36	23,808	24,456	25,176	25,896	26,712	27,528
	1,984	2,038	2,098	2,158	2,226	2,294
37	24,132	24,792	25,512	26,280	27,120	27,924
	2,011	2,066	2,126	2,190	2,260	2,327
38	24,456	25,176	25,896	26,712	27,528	28,488
	2,038	2,098	2,158	2,226	2,294	2,374
39	24,792	25,512	26,280	27,120	27,924	28,968
	2,066	2,126	2,190	2,260	2,327	2,414

Salary Periods

GRADE	1	2	3	4	5	*LSI
40	25,176	25,896	26,712	27,528	28,488	29,472
	2,098	2,158	2,226	2,294	2,374	2,456
41	25,512	26,280	27,120	27,924	28,968	30,000
	2,126	2,190	2,260	2,327	2,414	2,500
42	25,896	26,712	27,528	28,488	29,472	30,516
	2,158	2,226	2,294	2,374	2,456	2,543
43	26,280	27,120	27,924	28,968	30,000	31,116
	2,190	2,260	2,327	2,414	2,500	2,593
44	26,712	27,528	28,488	29,472	30,516	31,692
	2,226	2,294	2,374	2,456	2,543	2,641
45	27,120	27,924	28,968	30,000	31,116	32,352
	2,260	2,327	2,414	2,500	2,593	2,696
46	27,528	28,488	29,472	30,516	31,692	32,892
	2,294	2,374	2,456	2,543	2,641	2,741
47	27,924	28,968	30,000	31,116	32,352	33,456
	2,327	2,414	2,500	2,593	2,696	2,788
48	28,488	29,472	30,516	31,692	32,892	34,164
	2,374	2,456	2,543	2,641	2,741	2,847
49	28,968	30,000	31,116	32,352	33,456	34,848
	2,414	2,500	2,593	2,696	2,788	2,904
50	29,472	30,516	31,692	32,892	34,164	35,556
	2,456	2,543	2,641	2,741	2,847	2,963
51	30,000	31,116	32,352	33,456	34,848	36,336
	2,500	2,593	2,696	2,788	2,904	3,028
52	30,516	31,692	32,892	34,164	35,556	37,080
	2,543	2,641	2,741	2,847	2,963	3,090
53	31,116	32,352	33,456	34,848	36,336	37,848
	2,593	2,696	2,788	2,904	3,028	3,154
54	31,692	32,892	34,164	35,556	37,080	38,700
	2,641	2,741	2,847	2,963	3,090	3,225
55	32,352	33,456	34,848	36,336	37,848	39,504
	2,696	2,788	2,904	3,028	3,154	3,292
56	32,892	34,164	35,556	37,080	38,700	40,464
	2,741	2,847	2,963	3,090	3,225	3,372
57	33,456	34,848	36,336	37,848	39,504	41,292
	2,788	2,904	3,028	3,154	3,292	3,441
58	34,164	35,556	37,080	38,700	40,464	42,168
	2,847	2,963	3,090	3,225	3,372	3,514

Salary Periods

GRADE	1	2	3	4	5	*LSI
59	34,848	36,336	37,848	39,504	41,292	43,068
	2,904	3,028	3,154	3,292	3,441	3,589
60	35,556	37,080	38,700	40,464	42,168	44,016
	2,963	3,090	3,225	3,372	3,514	3,668
61	36,336	37,848	39,504	41,292	43,068	45,024
	3,028	3,154	3,292	3,441	3,589	3,752
62	37,080	38,700	40,464	42,168	44,016	45,996
	3,090	3,225	3,372	3,514	3,668	3,833
63	37,848	39,504	41,292	43,068	45,024	46,968
	3,154	3,292	3,441	3,589	3,752	3,914
64	38,700	40,464	42,168	44,016	45,996	48,024
	3,225	3,372	3,514	3,668	3,833	4,002
65	39,504	41,292	43,068	45,024	46,968	48,996
	3,292	3,441	3,589	3,752	3,914	4,083
66	40,464	42,168	44,016	45,996	48,024	50,148
	3,372	3,514	3,668	3,833	4,002	4,179
67	41,292	43,068	45,024	46,968	48,996	51,192
	3,441	3,589	3,752	3,914	4,083	4,266

* Indicates Long Service Increment Only

SCHEDULE "E"

(40 Hours Per Week)

<u>Class Number</u>	<u>Class Title</u>
2066	Building Superintendent I
2067	Building Superintendent II
2068	Building Superintendent III
2530	Field Supervisor I
2531	Field Supervisor II
2532	Field Supervisor III
2533	Field Supervisor IV
2540	Chauffeur
2560	Equipment Operator I
2561	Equipment Operator II
2562	Equipment Operator III
2563	Equipment Operator IV
3101	Groundswoker
3103	Gardener I
3104	Gardener II
3105	Gardener III
3106	Gardener IV
3111	Farm Worker I
3112	Farm Worker II
4441	Livestock Inspection Officer I
4442	Livestock Inspection Officer II
4443	Livestock Inspection Officer III
4452	Grazing Reserve Supervisor

LETTER OF UNDERSTANDING

It is understood by the Parties to this Agreement that Wage Employees who work less than twelve (12) consecutive months from their date of hire or last increment but who return in the next season in the same classification within the same Department shall be eligible for an increment effective the first of the month following the completion of a total of twelve months worked provided he is recommended for the increase by his Deputy Head.

Dated this 30th day of March, 1999

S. Mayson
Witness

J. E. Dixon
J. E. DIXON
Public Service Commissioner

[Signature]
Witness

Earl Thompson
DAN MacLENNAN
President, Alberta Union of
Provincial Employees

S. Mayson
Witness

[Signature]
CHAIR, Local #012

LETTER OF UNDERSTANDING

(A) Pursuant to Clause 2.01(b) of the Master Agreement dated March 31, 1998, and notwithstanding Supplement III of the same Agreement, the Parties shall administer Article 4, Hours of Work, of Subsidiary Agreement #012 to allow the P.W.S.S. Department to implement modified shifts, as detailed in Appendix "A" for Computer Operators I-V (classes 0779 to 0783 inclusive), at the following Computing Centres: the Calgary Computing Centre, the Central Computing Centre and the Terrace Computing Centre.

(B) The Parties also agree that:

- (1) Clause 4.01(a) of Subsidiary Agreement #012 dated March 30, 1999 shall be administered so as to require the equivalent hours of work as would be required of an employee who works a normal 36 1/4 hours per week and occupying a position or as a full-time wage employee performing the work of a Computer Operator and who is required to work the normal hours of work.
- (2) Notwithstanding Clause 16.05 of the Master Agreement dated March 31, 1998, time worked during meal breaks shall contribute towards the fulfilment of normal hours of work.
- (3) Notwithstanding Clauses 16.03, 16.04 and 16.05 of the Master Agreement dated March 31, 1998, and Clause 2 above, employees who work extended shifts (12.08 hours per shift) shall normally receive 50 minutes of paid rest periods.
- (4) Article 18 of the Master Agreement dated March 31, 1998, shall be administered so as to provide shift differential for employees required to work extended shifts (12.08 hours per shift). Such employees shall be paid shift differential for hours worked between 4:00 p.m. and 8:00 a.m., exclusive of any hours for which the employee receives overtime compensation.
- (5) Articles 4.03(a), 4.04, 4.05(a), 14, 23, 30, 31, 32, 36, 37 and 38 of the Master Agreement dated March 31, 1998, shall be administered so as to provide benefits and entitlements which are expressed in terms of daily or weekly --entitlements, converted to produce the equivalent hours of benefits and entitlements as they would have if the work week had not been modified.

- (6) All of the above shall be effective from March 30, 1999, until the expiry of the current Collective Agreement between the Parties and any subsequent Collective Agreements, unless opened by either Party by notice to the other Party not less than (90) ninety days prior to the expiry of Subsidiary Agreement #012. Notwithstanding the above this Letter of Understanding shall remain in effect thereafter until a replacement Agreement is established. If the Parties do not reach a new Letter of Understanding within the 90 day notice period, this Letter of Understanding shall become null and void. The Employing Department shall then have a further 90 days to re-establish operations under the terms and conditions identified in the Master and Subsidiary #012 Agreements. The time periods stated above may be extended by mutual agreement.

Signed this 30th day of March, 1999 at Edmonton, Alberta



Public Service Commissioner



President, Alberta Union of
Provincial Employees

P.W.S.S. COMPUTER OPERATIONS

Modified 12 Hour Shift Schedule

	<u>Standard Schedule</u>	<u>Modified Schedule</u>
Annual requirement in hours	1892 hours	1892 hours
Overall length of work day	8.25 hours	12.08 hours
Meal period	1 hour	None
Hours credited per work day	7.25 hours	12.08 hours
Paid rest periods per work day	2 @ 15 minutes	50 minutes total
Weekly work days	5 @ 7.25 hours	3 @ 12.08 hours
Hours worked per week	36.25 hours	36.25 hours
Paid Holidays Taken (PHT)	13 @ 7.25 hours	94.25 hours
Annual Vacation Leave days		
After 12 months' service	15 @ 7.25 hours	9 @ 12.08 hours
After 8 years' service	20 @ 7.25 hours	12 @ 12.08 hours
After 16 years' service	25 @ 7.25 hours	15 @ 12.08 hours
After 25 years' service	30 @ 7.25 hours	18 @ 12.08 hours
Shift Differential	Not Applicable	16:00 to 08:00
Casual Illness days	10 @ 7.25 hours	6 @ 12.08 hours
General Illness days	80 @ 7.25 hours	48 @ 12.08 hours
LTD Qualifying Period in days	80 @ 7.25 hours	48 @ 12.08 hours
WCB Supplement in days	80 @ 7.25 hours	48 @ 12.08 hours
Special Leave	10 @ 7.25 hours	Individually pro-rated on an hourly basis

LETTER OF UNDERSTANDING

EMPLOYEE RELATIONS COMMITTEE

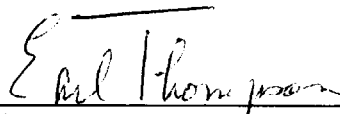
The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #012, Technical, General and Field Services. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.



Public Service Commissioner



President, Alberta Union of
Provincial Employees

March 30, 1999

Date

March 30, 1999

Date

*** THIS LETTER OF UNDERSTANDING IS PRINTED WITH SUBSIDIARY AGREEMENT #012 FOR INFORMATION PURPOSES ONLY AND DOES NOT FORM PART OF THE AGREEMENT**

EMPLOYEE RELATIONS COMMITTEE

TECHNICAL, GENERAL AND FIELD SERVICES - SUBSIDIARY #012

TERMS OF REFERENCE

1.0 PREAMBLE

- 1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by the Technical, General and Field Services, Subsidiary #012. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.
- 1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- 1.3 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

2.0 NAME OF COMMITTEE

- 2.1 The name of the Committee shall be: "Employee Relations Committee".

3.0 OBJECTIVE(S)

- 3.1 To promote and maintain effective communications in the areas of:
 - (a) working conditions;
 - (b) policies and procedures;
 - (c) staff development;
 - (d) suggestions for improved efficiency;
 - (e) information exchange relative to proposed operational changes;
 - (f) other matters as agreed to mutually by the Committee;
 - (g) class series.

- 3.2 It is agreed that the Committee will not deal with
- (i) issues for which there exist avenues for discussion or resolution which have not been explored,
 - (ii) pending or potential grievances,
 - (iii) terms and conditions of the Master Agreement.

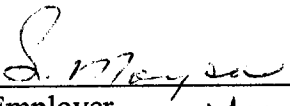
4.0 MEMBERSHIP

- 4.1 The Committee shall be composed of equal representatives from Subsidiary #012 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Subsidiary #012 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Subsidiary #012.
- 4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the Committee. The Management Co-Chairperson will be appointed by the Public Service Commissioner.
- 4.5 Participation by Departments in providing Management representatives shall be voluntary.
- 4.6 Ideally the Co-Chairperson will serve for a period of at least one year.

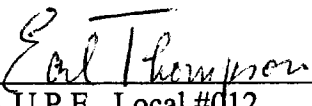
5.0 GENERAL

- 5.1 All members of the Committee will have equal authority to advise, recommend and vote.
- 5.2 The two Co-Chairpersons will alternate in chairing the meetings.
- 5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.
- 5.4 Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.

- 5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.
- 5.6 Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.
- 5.7 The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information,
- 5.8 These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.



For Employer March 30/99



For A.U.P.E., Local #012