

BETWEEN:

**DAKOTA OJIBWAY TRIBAL COUNCIL
(hereinafter referred to as "D.O.T.C."),**

OF THE FIRST PART,

- and -

**THE MANITOBA FIRST NATIONS POLICE ASSOCIATION
(hereinafter referred to as "The Association"),**

OF THE SECOND PART.

COLLECTIVE BARGAINING AGREEMENT

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DAKOTA OJIBWAY TRIBAL COUNCIL / MANITOBA FIRST NATIONS
POLICE ASSOCIATION

COLLECTIVE BARGAINING AGREEMENT

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THIS AGREEMENT MADE THE _____ DAY OF _____, 2002, EFFECTIVE APRIL 1, 2002 THROUGH TO MARCH 31, 2003.

BETWEEN:

**DAKOTA OJIBWAY TRIBAL COUNCIL
(hereinafter referred to as "D.O.T.C."),**

OF THE FIRST PART,

- and -

**THE MANITOBA FIRST NATIONS POLICE ASSOCIATION
(hereinafter referred to as "The Association"),**

OF THE SECOND PART.

WHEREAS D.O.T.C. operates a Police Service known as the Dakota Ojibway Police Service.

AND WHEREAS The Manitoba First Nations Police Association is a certified bargaining agent for and on behalf of:

"all constables of the Dakota Ojibway Tribal Council, including cadets, detachment commanders and those below the rank of Deputy Chief of Police"

by virtue of a certificate issued the 4th day of August, 1993, by the Canada Labour Relations Board.

AND WHEREAS the D.O.T.C. is legally bound by the terms of The Dakota Ojibway Police Service Agreement;

AND WHEREAS a previous Collective Bargaining Agreement was made and entered into by the parties as at February 1, 1997, which Agreement is terminated and replaced by this Agreement:

NOW THEREFORE THIS Agreement WITNESSETH that in consideration of the premises and the covenants and Agreements of the parties hereto hereinafter contained, and by them to be respectively observed, kept and performed, the parties hereto covenant and agree as follows:

ARTICLE I

1. Preamble and Scope of Agreement

The parties agree that it is desirable, and in the best interests of both parties, that harmonious relations be established and maintained between D.O.T.C. and its employees covered by this Agreement, and for the purpose of maintaining the efficient operation of the Dakota Ojibway Police Service the parties desire to make provisions herein by which grievances and disputes between them and other matters relative to the welfare of D.O.T.C. and of the employees concerned, can be discussed and settled quickly and amicably.

2. Recognition of the Association

D.O.T.C. recognizes the Association as the sole and exclusive bargaining agent for those employees of D.O.T.C. referred to in the certificate of the Canada Labour Relations Board referred to in the introduction hereto and, as well, such further and other class or classes of employees as may be agreed upon by the parties during the currency of this Agreement, or any extension thereof.

3. Definitions

- (a) It is agreed that wherever the word "employee" is used in this Agreement it shall mean a member of the Dakota Ojibway Police Service operated by D.O.T.C. as defined in the Certificate of the Canada Labour Relations Board issued the 4th day of August, 1993.
- (b) Whenever and wherever the singular and masculine has been used in this Agreement, the same shall include the plural or feminine or neuter where the context so requires.

ARTICLE II

1. Discrimination

There shall be no discrimination against any employee because of his or her participation in Association activities.

2. Additional Conditions of Employment

D.O.T.C. agrees that additional conditions of employment, as agreed to by D.O.T.C. and the Association, may be added to this Agreement in the form of a supplement thereto, and, with the approval of D.O.T.C. and the Association, shall become part of this Agreement.

3. Regulations

The Association agrees with D.O.T.C. that it will instruct, and to the best of its ability ensure, that all of its employees will observe all regulations made by D.O.T.C. or the departments for the government of the Dakota Ojibway Police Service as contained in the Dakota Ojibway Tribal Council Administrative Policy Manual 1993 together with such revisions as may be made from time to time. Provided always, and it is hereby agreed by the parties hereto, that if there is any conflict between any of such regulations and the provisions of this Agreement, then the provisions of this Agreement shall prevail and govern.

4. Constitution and By-Laws of Association

The Association agrees to furnish D.O.T.C. from time to time and at least annually with a list of its officers and bargaining representatives.

5. Deduction of Association Dues and Levies

D.O.T.C. agrees with the Association that D.O.T.C. shall deduct the amount of monthly dues and levies, as determined from time to time by the Association, from the salaries or wages of each and every employee covered by this Agreement.

D.O.T.C. further agrees with the Association that the said deductions shall continue during the life of this Agreement, and after the expiry date thereof, during the entire period that any negotiations are proceeding with a view to concluding a new collective Agreement.

The Association agrees to advise D.O.T.C. of the amount of the bi-weekly dues *and* levies to be deducted, and all amounts so deducted shall be forwarded by D.O.T.C. to the Treasurer of the Association within fifteen (15) days after such dues and levies have been deducted, wherever possible.

In consideration of the premises of D.O.T.C. making the compulsory check-off of Association dues as referred to above, the Association agrees to, and does hereby, indemnify and save harmless D.O.T.C. from all claims, demands, actions and proceedings of any kind taken against D.O.T.C., and all costs which may result therefrom, by reasons of D.O.T.C. making compulsory check-off of Association dues as provided for in this section.

6. Duration, Revisions and Termination

- (a) Subject to Article II(6)(b), this Agreement shall be effective as of April 1, 2002, and shall be binding upon the parties hereto from that date until March 31, 2003, and thereafter until replaced or terminated as hereinafter provided.
- (b) Any overtime payments, pension plan benefits or other benefits calculated in relation to an employee's hourly wage or salary, which are earned during the time period from April 1, 2002 to the date on which this Agreement is made, shall be paid in accordance with the salaries set out in the Collective Agreement made by the parties effective as at the 1st day of February, 1997.
- (c) Notice for revision or termination of this Agreement may be submitted by D.O.T.C. or the Association to the other party prior to January 31, 2003, and in the case of notice of termination being given as aforesaid this Agreement will terminate on March 31, 2003. If notice for revision or termination of this Agreement is not made before January 31, 2003, this Agreement will continue in force for a further twelve (12) months.

- (d) If notice is given for revision of this Agreement as aforesaid, the Association and D.O.T.C. agrees that they shall simultaneously deliver to each other on or before February 15, 2003, their respective proposals for the revision of the Agreement, and each party may submit counterproposals for revision of this Agreement within a further fifteen (15) day period. If notice of termination is given as aforesaid, or if this Agreement is deemed to be terminated in law by the giving of notice or revision thereof, then D.O.T.C. agrees with the Association that all of the terms and conditions of this Agreement shall continue in full force and effect after such termination during the entire period that any negotiations are proceeding between the parties with a view to concluding a new collective Agreement.
- (e) The parties agree to commence negotiations within twenty (20) clear days after the time for submitting counter-proposals as set forth in subsection (d) has expired.
- (f) Notices pursuant to this Collective Agreement are to be given as follows:
- (i) To D.O.T.C.
- By fax or hand delivery to Dakota Ojibway Tribal Council, 702 Douglas Street, Brandon, Manitoba, R7A 7B2, facsimile number (204) 725-2099;
- (ii) To the Association
- By mail or hand delivery to a member of the Executive of the Association as notified from time to time.

ARTICLE III

1. Benefits Package

The parties agree that the benefits package as contained in the Dakota Ojibway Tribal Council Administrative Policy Manual 1993, as amended from time to time, with regard to health package and pension plan shall apply to all employees hereunder. In the event that proposed amendments to the Administrative Dakota Ojibway Tribal Council Policy Manual 1993 would reduce health package and/or pension plan benefits below the levels set forth in the Dakota

Ojibway Administrative Policy Manual 993, such amendments will be negotiated with the Association.

2. Calculating Leave Entitlement

It is understood and agreed by all parties hereto that, with respect to all earned annual leave, whether pro-rated or a full annual leave entitlement, an employee's entitlement to such leave shall be calculated from the date of such employee's commencement of continuous uninterrupted service with D.O.T.C.

3. Leave on Separation

In cases of separation from the Dakota Ojibway Police Service for any reason whatsoever, an employee may take all current earned annual leave, whether pro-rated or a full annual leave entitlement, prior to his separation date. An employee may receive pay in lieu of vacation after retirement or separation.

4. Payment of Earned Leave to Estate

In the case of an employee dying while still in the service of the Dakota Ojibway Police Service, his estate will be entitled to receive payment in lieu of all earned annual leave, whether pro-rated or a full annual leave entitlement, at the rate hereinafter provided.

5. Pro-Rated Leave on Termination

- (a) In all cases of termination of employment for any reasons whatsoever of an employee who:
- i) has been in the employ of the Dakota Ojibway Police Service for a period of less than one (1) year or less than a full year from the end of the period for which he received his last annual leave, or,
 - ii) is entitled under the above provisions to annual leave but has not yet received it. then annual leave calculated in cases under sub-paragraph (i) on a pro-rated basis of the annual leave to which such employee would be

entitled under the above provisions had he completed said year's service, shall be given to such employee, and in the case of a deceased employee, shall be paid to his estate.

- (b) Pro-rating of earned annual leave shall be related to the full vacation entitlement calculated on the basis of completed months of service and if fifteen (15) days or over have been served towards the next full month of service it shall be calculated as a full month of service, and if less than fifteen (15) days as aforesaid, such days will be omitted from such calculation.

6. Bereavement Leave

Provisions of the Dakota Ojibway Tribal Council Administrative Policy Manual 1993 shall govern the granting of bereavement leave.

7. Compassionate Leave

Provisions of the Dakota Ojibway Tribal Council Administrative Policy Manual 1993 shall govern the granting of compassionate leave.

8. Maternity Leave

D.O.T.C. agrees to grant maternity leave to a female employee in accordance with the provisions of the Dakota Ojibway Tribal Council Administrative Policy Manual 1993. D.O.T.C. further agrees that an employee, when returning, will be returned to the classification and rank that she held at the time of commencing such leave. Both parties agree and recognize that it may not be possible to return such employee to her same posting and/or shift that she was working prior to the commencement of such leave, but D.O.T.C. shall make reasonable efforts to ensure such placement.

9. Civil Liability

If an action is brought against any employee for an alleged tort committed by him in the performance of his duties, whether on or off-duty, or a proceeding is brought against any employee for an alleged disciplinary default or complaint under the Law Enforcement Review Act, then:

- (a) The employee, upon being served with any legal process, or upon receipt of any notification of any action or proceeding as hereinbefore referred to being commenced against him, shall immediately advise D.O.T.C. through the Chief of Police of any such notification or legal process:
- (b) D.O.T.C. shall pay any damages or costs awarded against any such employee in any such action or proceeding, and all legal fees, and/or:
- (c) D.O.T.C. shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by D.O.T.C. before same is finalized:
- (d) provided such actions do not constitute a gross disregard or neglect of duty.

10. Criminal Liability

All reasonable legal fees with respect to a criminal action, including Highway Traffic Act charges or alleged disciplinary defaults or coinplaints under the Law Enforcement Review Act, taken against any employee arising out of such employee's actions while engaged in his duties shall be paid by D.O.T.C. provided such actions do not constitute a gross disregard or neglect of duty.

Articles III(9) and III(10) shall not be construed to mean that D.O.T.C. shall pay any costs, expenses or fees for such employee incurred during or as a result of D.O.T.C.'s internal disciplinary proceedings against such employee.

With respect to Articles III(9) and III(10), above, subject to receiving prior approval from D.O.T.C., the employee may utilize legal counsel of his own choosing and in situations which fall within the provisions of the previous two subsections of this Article, reasonable legal fees and disbursements will be paid provided that the employee seeks and obtains prior approval from D.O.T.C., and also provided that such approval will not be unreasonably withheld. It is understood that D.O.T.C.'s insurer may appoint legal counsel in such situations in which case the employee shall be bound thereby.

ARTICLE I'**I. Discipline**

- (a) Subject to Article IV(1)(b) and Article IV(1)(c), D.O.T.C. shall not discipline or dismiss any employee bound by this Agreement except for just cause. It Is further agreed by the parties that nothing herein shall affect the disciplinary powers held or exercised by D.O.T.C. or the Police Commission and it is further agreed that, in all proceedings relating to such disciplinary powers, and/or relating to any matter in which the name, character, efficiency or conduct of any employee in the performance of his duties is being discussed or is subject to review, such proceedings shall be carried out in camera.
- (b) D.O.T.C. may discipline or dismiss those employees classified as Probation employees without cause, just or otherwise; and
- (c) D.O.T.C. may discipline or dismiss those employees classified as Fourth Class Constables or higher, who are on probation in accordance with Article X(1)(c), without cause, just or otherwise.

ARTICLE V - GRIEVANCE PROCEDURE**1. Access To Grievance Procedure**

Articles V and VI apply to all employees other than those employees classified as Probation employees, and those employees classified as Fourth Class Constable or higher, who are on probation in accordance with Article X(1)(c).

2. Purpose

The purpose of this Article is to establish procedures for discussing, processing and settling of grievances as defined in this Article.

3. **Definition**

The word "Grievance" used throughout this Article shall mean a complaint involving any matter relating to wages, hours of work, other terms or conditions of employment, or any other working condition of an employee and shall include, without restricting the generality of the foregoing, any difference between the parties relating to the meaning, interpretation, application, or alleged violation of this Agreement, or any part thereof.

4. **Council of Elders**

It is agreed that, notwithstanding the grievance procedure herein, the parties may refer the subject matter of the grievance to a Council of Elders in order to mediate the dispute. For greater clarity, such referral is not and shall not be construed to be part of the formal grievance procedure, and shall only be made by Agreement of the parties.

5. **Discussions with Chief of Police**

Subject to Article V(1), any employee who believes he has a grievance shall take the matter up with the Association which may discuss the matter with the Chief of Police, or his designate, and the Grievor shall be entitled to be present at such discussion if he so desires.

All grievances must be submitted in the manner herein provided within fifteen (15) days of the occurrence giving rise to the said grievance.

The Chief of Police after receiving a grievance from the Association in writing, will convene a hearing no later than twenty-one (21) days after receipt of the grievance, and shall give two days notice to the Association of such hearing. At such hearing, an employee may be represented by the Association.

The Chief of Police shall hear and consider the representations of the Association, and the Chief of Police shall render his decision on the matter in writing to the Association within ten (10) days of the date of such hearing.

The Chief of Police may adjourn the hearing of any grievance before him to any other day or days, or from day to day, but in no event shall such hearing be adjourned for more than ten (10) days from the date of the first sitting except with the consent of the parties.

Failure by the Chief of Police to render a decision within the time limits as set forth above shall result in deemed settlement of the grievance in favour of the Association.

6. Failure to Resolve

If a settlement satisfactory to the Association is not reached under Article V(5) above, the Association may within five (5) days of the receipt of the written decision of the Chief of Police, refer the matter for hearing and consideration to the Police Commission of D.O.T.C. (hereinafter referred to as "the Commission").

In the event that such matter is not referred to the Commission within the five (5) day period the Association shall thereafter be barred from referring the grievance for hearing and consideration to the Commission or to Arbitration.

The Commission shall meet with representatives of the Association within thirty (30) days of the date of service on the Commission of written notice and the Commission shall render its decision on the matter in writing to the Association within ten (10) days of the conclusion of such hearing.

The Commission may adjourn the hearing of any grievance referred to it to any other day or days, or from day to day, but in no event shall such hearing be adjourned for more than ten (10) days from the date of the first sitting except with the consent of the parties.

7. Arbitration

Failing satisfactory settlement of the grievance pursuant to Article V(6) above, the Association, or D.O.T.C., within ten (10) days from the receipt of the Commissioner's written decision, may give notice to the other party of its intention to refer the said grievance to Arbitration pursuant to the provisions of Article VI.

In no event shall the Association or D.O.T.C., be entitled to proceed to Arbitration on a grievance matter unless the grievance has been referred to the Chief of Police and then to the Commission for consideration in the manner aforesaid. In the event the Police Commission is not then constituted, the matter may be referred directly to Arbitration after referral to the Chief of Police.

Should the grievance matter not be referred to Arbitration within the said ten (10) day period the Association, or D.O.T.C., shall thereafter be barred from doing so.

8. Policy Grievance

In addition to the foregoing, the Association may process a grievance of a general nature (called a "policy grievance") with respect to any matter of dispute which affects the general membership of the Association, through the various steps of the grievance procedure established by this Article.

Provided that this clause shall not apply to any matter already referred as a grievance by the Association, to the Chief of Police, to the Commission or to Arbitration, or to any grievance matter for which the time for referring the matter to the Chief of Police, the Commission or an arbitrator has expired.

9. Meeting During; Working Hours

All meetings between representatives of the Association and the Chief of Police pursuant to the provisions of this Article, or with respect to any matter involving the meaning, interpretation, application, administration or alleged violation of this Agreement, or any part thereof, shall be held by appointment during working hours without loss of pay to the representatives involved.

ARTICLE VI - ARBITRATION

1. Scope

In the event of any difference between the parties relating to the meaning, interpretation, application or alleged violation of this Agreement, or any part thereof, which the parties are unable to settle to the satisfaction of both pursuant to the terms of Article V above, or in the event that a

satisfactory settlement cannot be reached by the parties with respect to any grievance in accordance with the terms of said Article V above, then either party may give notice to the other party of its intention to submit such difference or such grievance to Arbitration.

2. Composition

All matters referred to Arbitration shall be referred to a single Arbitrator, to be selected by the parties, by agreement. within 21 days from the date the notice of intention referred to in Article VI(1) is received.

In the event the parties cannot agree on an arbitrator within 21 days from the date the notice of intention is received, either party may make a request of the Canadian Industrial Relations Board that an Arbitrator be appointed.

Each party shall share equally in the expenses of the arbitrator.

3. Extending: Time Limits

The parties may at any time agree to extend or abridge the time or times for the taking of any step or proceeding under this Article.

4. Powers of Board re Witnesses, etc.

The Arbitrator shall have the power to require the attendance of witnesses and the production of documents upon the request of either party to the proceedings.

5. Decision

The decision of the Arbitrator made pursuant hereto shall be final and binding on all parties to this Agreement.

6. Amelioration of Penalty

Where the proceedings before the Arbitrator relate to the suspension, dismissal or discharge of an employee and the Arbitrator determines that such suspension, dismissal or discharge is unjust, or contrary to the terms of this Agreement, the Arbitrator shall have the power to require

that such employee be immediately reinstated to his former position, without loss of seniority or any other benefits whatsoever, and shall have the further power to require that such employee be compensated for all time lost in the amount of his normal earnings during the period he was under such suspension, dismissal or discharge, or such alternative remedy as the Arbitrator deems just and equitable under all the circumstances.

Where an employee has been subjected to any penalty by D.O.T.C. for any alleged act or omission and the Arbitrator decides that some penalty is justified, but that the penalty imposed by D.O.T.C. is too severe, the Arbitrator shall have the power to rescind or vary such penalty.

ARTICLE VII - EMPLOYER OBLIGATION

1. Management Rights

Subject to the provisions of this Agreement, the control and direction of the working forces, including the right to hire, suspend or discharge for just cause, dispense with, to advance or set back in classification, to reassign, to transfer or lay-off because of lack of work or for other legitimate reasons, is vested solely in D.O.T.C..

These enumerations shall not be deemed to exclude other prerogatives not enumerated, and any other rights, powers or authority of D.O.T.C. are retained by D.O.T.C. except those which are subject to the provisions of this Agreement.

It is understood that none of the foregoing shall detract from the right of an employee, who may access the grievance procedure in accordance with Article V(1), to lodge a grievance in the manner and to the extent herein provided.

2. Fairness

In administering this Agreement, the parties shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

3. Hours of Work

- (a) the regular work day shall be eight consecutive hours and shall include a one half hour paid lunch break and two paid fifteen (15) minute rest periods:
- (b) a regular work week shall consist of forty (40) hours.

Subject to emergencies, all employees shall be entitled to receive a minimum of eight hours between the time they have completed one scheduled shift of work and the time they commence another shift of work and shall be given forty-eight (48) hours advance notice of any change in their work shift. Should an employee not receive such notice, the affected employee shall be paid at the call back rate. In the case of emergencies, less than forty-eight(48) hours notice may be given without penalty.

Subject to the requirements arising from holidays, sickness, injury, emergency and the need to provide proper coverage and protection, D.O.T.C. agrees to rotate the employees' shifts and days of rest as equally and as reasonably as possible.

5. Continuing Overtime

Except as otherwise set forth in this Agreement, all overtime shall be paid for at the rate of time and one half for all hours in excess of eight hours per day. Payment for such overtime worked during any given pay period, will be paid at the same time, and in the same manner, as the employee's salary for the said pay period, providing that the employee gives proper notification to the Dakota Ojibway Police Service. No overtime shall be granted for overtime periods of fifteen (15) minutes or less. However, when overtime of sixteen (16) minutes to thirty (30) minutes, both inclusive, is worked, payment for thirty (30) minutes at the overtime rate shall be made. Further, when overtime of thirty-one (31) minutes up to sixty (60) minutes, both inclusive, is worked, payment for sixty (60) minutes at the overtime rate shall be made. Provided, further, that upon Agreement between the employee and the Chief of Police, compensatory time off may be allowed in lieu of overtime pay upon the basis of time and one half for all hours or part of an hour as the case may be so worked.

6. Court and Other Duties

- (a) Whenever an employee is off duty on his regular weekly leave and is required to attend as a witness in any court as a result of his employment with D.O.T.C., he shall be paid at the rate of time and one half (1-1/2) the regular hourly rate of pay for the total elapsed time with minimum payment of four (4) hours.
- (b) Whenever an employee is on approved annual leave and is required to attend as a witness in any court as a result of his employment with D.O.T.C., he shall be paid at time and one half (1-1/2) the regular hourly rate of pay for a minimum period of four (4) hours for each day or portion of a day during which he is so engaged and in addition, he shall receive an additional eight (8) hours of leave.
- (c) All necessary and reasonable travelling expenses including food and lodging actually incurred by an employee in returning from annual leave to undertake any duty required of him during his annual leave and all necessary and reasonable travelling expenses actually incurred by the employee in returning to the place of his vacation, shall be paid by D.O.T.C.
- (d) Any witness fees paid to an employee for such attendance shall be remitted to D.O.T.C.
- (e) Other than when on weekly or annual leave, whenever an employee is required to attend court or other duties as a result of his employment with D.O.T.C., he shall receive his regular hourly rate of pay for travelling time and court attendance or other duties and shall also be paid for reasonable and necessary travelling expenses including necessary hotel expenses plus a maximum sum of \$40.75 per day to cover meals and other expenses as appropriate.
- (f) Where an employee is required to appear in court, such employee shall personally contact the court services on the day before the hearing except Saturday, Sunday or a statutory holiday but prior to the scheduled appearance, to determine whether the trial or hearing is cancelled or adjourned. Such personal contact with court services

must be made between 0800 hours and 1700 hours, and should ensure that the employee has sufficient time to travel to court if the appearance is necessary.

- (g) If the scheduled appearance is cancelled for any reason whatsoever, after the time of said contact, the employee shall be paid the minimum payment of four (4) hours at one and one-half (1-1/2) times the hourly rate and if the employee is on annual leave, he shall be credited with an additional eight (8) hours of leave.
- (h) For the purposes of this Article weekly leave abutting annual leave shall be considered as annual leave.

7. Transfers

- (a) Subject to the existence of an emergency situation, when D.O.T.C. deems it necessary to transfer an employee from one detachment to another,
 - (i) a Notice of Transfer shall be given to the said employee at least two (2) months in advance of the transfer taking effect identifying the detachment to which the employee will be transferred, the date on which the transfer will take effect and whether or not a change of the employee's residence is necessary; and
 - (ii) where a transfer made by D.O.T.C. necessitates a change in an employee's residence, the employee being transferred may take seven (7) days off, as paid relocation leave, for the purpose of locating and moving into a new residence, between the date a Notice of Transfer is received and the date the transfer takes effect.
- (b) Where a transfer made by D.O.T.C. necessitates a change in an employee's residence, D.O.T.C. will pay for professional insured movers to facilitate a move of the employee's residence.
- (c) Article VII(7)(a) and Article VII(7)(b) do not apply to voluntary or requested transfers.

ARTICLE VIII

1. Call Back

Any employee who is not on duty and is called out for duty shall receive pay for such call back at the rate of time and one half which shall include travelling time at the said overtime rate, for all hours worked, provided, however, that the employee shall be guaranteed a minimum payment of four (4) hours at such overtime rates.

2. On Call

Employees required to be on call shall receive payment of one (1) hour at regular rate for each shift or part thereof that the employee is on call. In the event that an employee is actually required to perform active duty during such on call period, the employee shall be entitled to payment in accordance with the Call Back provisions above.

ARTICLE IX

1. Remuneration

D.O.T.C. and the Association agree that the schedule of wages and salaries shall be as set forth in the Appendix "A" to this Agreement.

2. Acting Pay

In the event that any employee is called upon to act in a classification or rank higher than his regular classification or rank for longer than two shifts, that employee shall be paid at the higher classification or rank for all hours worked in such classification.

3. Night Shift Premium

A night shift premium of forty-five cents (\$0.45) per hour will apply for evening and night shift work, as distinct from overtime work, for the full period of the shift provided that the majority of the hours worked are between the hours of 4:00 p.m. and 7:00 a.m., otherwise no shift premiums will be paid.

4. Mileage Allowance

Employees shall be paid a mileage allowance in accordance with the provisions of the Dakota Ojibway Tribal Council Administrative Policy Manual 1993.

ARTICLE X

1. Classifications and Ranks and Progression Between Classifications and Ranks

- (a) Classifications and Ranks shall be as set forth in Appendix "A" to this Agreement.
- (b) Employees will be entitled to progress from Probation to Fourth Class Constable at the end of one year and thereafter from Fourth Class Constable to Senior Constable at the rate of one classification annually under the following conditions:
 - (i) An employee must have worked for one year cumulative (ie. actual service) prior to consideration for progression; and
 - (ii) The Chief of Police has not shown cause why such progression should not take place, or if such cause has been shown, the employee has successfully grieved that action by the Chief of Police.
- (c) Newly hired employees, classified as Fourth Class Constable or higher, shall serve a probation period of one year from the date of hiring.

2. Promotions

- (a) If any permanent position as Corporal or Sergeant is required to be filled, the Chief of Police shall post a written notice in each Detachment in order that any employee may apply in writing for such vacancy with a closing date for applications to be not less than seven (7) days from the date on which the notice of vacancy was posted.
- (b) Promotions to the rank of Corporal and Sergeant shall be made on the basis of skill and ability. When as between employees eligible for promotion, skill and ability are relatively equal, seniority shall govern.

- (c) The successful applicant for any of the above postings shall be subject to a six month trial period and shall become permanent upon successful completion of such trial period. In the event that the appointee proves unsatisfactory during the trial period, he shall be returned to the rank which he formerly held without loss of seniority.

ARTICLE XI

1. Seniority

Seniority will be recognized for all sei-vice with the Dakota Ojibway Police Service. An employee shall suffer loss of seniority in the case of:

- (a) Resignation;
- (b) Discharge for just cause;
- (c) Retirement;
- (d) Failure to regain either permanent or term employment with the Dakota Ojibway Police Service within two years while on laid off status.

D.O.T.C. agrees to provide a seniority list to the Association and to advise as to such changes as may take place from time to time.

Lay off of employees will take place according to reverse order of seniority and recall of such employees shall be by order of seniority

In the event of the Dakota Ojibway Police Service being disbanded, D.O.T.C. shall give notice to the Association of its intention to disband on or before three (3) months prior to the intended effective date of the disbandment. In the event that such notice is not given, the D.O.T.C. shall pay to each employee three (3) months base salary in lieu of notice upon disbandment. In the event that a funding agency gives notice of intent to withdraw funding or to renegotiate such funding, D.O.T.C. shall immediately notify the Association of receipt of such notice and the date

on which such notice is to expire in which case D.O.T.C. shall be conclusively deemed to have complied with this Article.

ARTICLE XII

1. Pay Day

Pay cheques will be dated for the last Thursday of each pay period

ARTICLE XIII

1. Statutory Holidays

Employees who are on duty or on weekly or annual leave on the following holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, Remembrance Day and any day proclaimed by the Government of Canada or the Province of Manitoba shall be granted special leave without loss of pay on other days not inconvenient to the Dakota Ojibway Police Service.

Provided, however, that in addition to the foregoing, when an employee works on any day of the above mentioned holidays, he shall be paid or compensated at time off at the rate of time and one half for all hours so worked.

Continuing overtime after the regular shift worked on any holiday shall be paid at time and one half based on the premium rate of pay for the holiday (effectively 2.25 x hourly rate).

Employees who are on sick leave on any of the above mentioned holidays will be credited with having used this holiday on the day on which it falls and will not be charged with having used a day of sick leave on that day.

2. Proclaimed Holidays

In the event that D.O.T.C. proclaims a holiday (such as Tribal Day), employees required to work on that day shall be granted another day of leave, with pay, in lieu thereof.

ARTICLE XIV

1. Annual Leave

The parties agree that the following annual leave provisions will apply:

- (a) Less than one year of continuous service shall be governed by the provisions of the Canada Labour Code;
- (b) After one year of continuous service, an employee must work ten (10) working days in order to be eligible for one and one-quarter (1-1/4) days annual leave, after which the employee shall earn one and one-quarter (1-1/4) days annual leave for each month;
- (c) After five (5) years of continuous service and yearly thereafter, an employee shall earn one and one half (1- 1/2) days annual leave for each month;
- (d) After ten (10) years of continuous service and yearly thereafter, an employee shall earn two (2) days annual leave for each month;
- (e) The holiday year will run on a fiscal year basis (April 1 - March 31) and bidding will be by seniority and shall be subject to operational requirements. Requests for annual leave shall be made by the employee to the Chief of Police, or his designate, a minimum of thirty (30) days prior to the commencement of the time period for which annual leave is sought. Only one employee shall be allowed to take leave during a given time period and during the months of July and August unless additional time is available, only two weeks in total will be taken by any individual employee;

2. Sick Leave

Employees shall accumulate sick leave at the rate of one day per month. Employees shall not be entitled to cash out unused sick leave.

Employees shall notify the Chief of Police, or his designate, at least two hours prior to the start of the shift for which they will be absent due to sickness and a medical report from a duly licensed medical doctor shall be provided for absences in excess of three (3) days.

The said medical report shall set out a diagnosis, a prognosis for return to work, recommended treatment and the extent, if any, to which the illness will interfere with the employee's ability to discharge his or her duties as a peace officer. Any fee charged for provision of the medical report will be paid by the Dakota Ojibway Police Service. The employee is required to make a request, in writing, of the duly licensed medical doctor for provision of a medical report addressing the foregoing issues.

D.O.T.C. may require an employee to undergo a medical examination by a duly licensed medical doctor prior to returning to work upon return from extended absences of more than ten (10) days. The cost, if any, of such medical examination to be the responsibility of D.O.T.C.

For the purposes of sick leave utilization, attendance upon a practitioner of cultural medicine recognized and accepted by the Association and D.O.T.C. shall be accorded the same status as attendance upon a duly licensed medical doctor.

ARTICLE XV

1. Evaluation and Performance Appraisals

Evaluation and performance appraisals shall be done prior to the conclusion of Probation and thereafter annually on or before the employee's anniversary date in writing by the Chief of Police and discussed with the employee. Each employee shall have the opportunity to attach his written comments to such appraisal.

Upon reasonable notice to the Chief of Police, an employee shall have the right to review his personnel file and, upon written request to the Chief of Police, such request to be made not more often than once annually, the employee shall be entitled to copies of the contents contained therein.

ARTICLE XVI

I. Clothing Issue

- (a) Required clothing will be issued to uniform personnel with replacements as required.
- (b) Dress uniform shall be dry cleaned twice per year at the expense of D.O.T.C. Winter parkas and patrol jackets shall be dry cleaned as required at the discretion of the Chief of Police on either the request of the employee or once annually and the cost of said dry cleaning is to be borne by D.O.T.C.

IN WITNESS WHEREOF D.O.T.C. has hereunto affixed its corporate seal attested by the hands of its proper officers in that behalf, and the Association has caused this Agreement to be executed by its proper officers in that behalf.

SIGNED, SEALED AND DELIVERED)

in the presence of)

[Signature])
Witness)

[Signature])
Witness)

[Signature])
Dakota Ojibway Tribal Council)

[Signature])
Manitoba First Nations Police Association)

APPENDIX "A"Classification of Employees and SalariesClassifications

Probation.....	\$29,120.00
Fourth Class Coilstable.....	\$35,473.00
Third Class Constable	\$40,536.00
Second Class Constable ...	\$42,436.00
First Class Constable.....	\$50,675.00
Senior Constable.....	\$53,715.00
Corporal	\$56,742.00
Sergeant	\$59,797.00

APPENDIX "B" CLERICAL STAFF

The terms of this Collective Agreement, except as amended by this appendix, shall apply to the clerical bargaining unit described in Article 1.01 of this Appendix.

- 1.01 This appendix applies to the unit of employees described as:
"All employees of the Dakota Ojibway Tribal Council engaged in police services, excluding the administrative assistant, administrative secretary, victim services and crime prevention services employees, deputy chief of police and those above the rank of deputy chief of police."
- 1.02 For the renewal negotiation of this Collective Agreement, the members of the clerical bargaining unit will bargain as part of the bargaining unit that is at present described as "all constables of the Dakota Ojibway Tribal Council, including cadets, detachment commanders and those below the rank of Deputy Chief of Police".
- 1.03 This appendix will have an expiry date of March 31, 2003.
- 1.04 The parties agree that where the wording in the collective agreement references "constable" or "sergeant" the wording shall be read to include "clerical position" as applicable. The parties note, as an example, that the wording in Article 10.2 on posting of vacancies would also apply to clerical positions.
- 2.01 The employer will pay interest on any retroactive lump sum payments arising from movement on the wage grid where it has taken the employer more than forty-five (45) days from the employee's anniversary date to implement the new wage rate. Such interest will be paid at the rate of five percent per annum, non-compounding.
- 2.02 Members covered by this Appendix shall receive up to one (1) day paid leave per year to engage in professional development training. It is agreed that the employer is not required to provide such training itself. If the employer does not provide such training, employees will have to obtain employer approval for the training, and such approval shall not be unreasonably denied.
- 2.03 Members covered by this Appendix will be entitled to appoint a health and safety representative to meet with a representative of management to participate on a workplace health and safety committee. The parties agree that this health and safety committee shall conduct a health and safety review at each detachment, with a report to be completed by March 31, 2003.

- 3.01 It is agreed that for Christmas, 2002 the parties will continue to follow the practice of the D.O.T.C., and employees shall receive regular pay during the Christmas shutdown period. Any work performed during this time period will be on a call-out basis.
- 3.02 It is agreed by the parties that the job descriptions in place as of April 18, 2002 are the job descriptions in place at time of negotiation of this Appendix.
- 4.01 Those employees at headquarters who receive the present "on-call premium" of \$200 per month, will continue to receive this premium. For clarity, if one of these employees receives a CPIC-related call while on-call there is no additional payment owing to them for work related to the call. However, if the call is not related to CPIC the employee shall receive call back pay as per the Collective Agreement.
- 4.02 If an employee covered by this Appendix performs the CPIC job at headquarters such employee shall receive acting pay at the CPIC rate for any hours beyond the first two shifts spent at the CPIC job.
- 4.03 It is agreed that should the CPIC job become vacant it will be posted in accordance with the requirements of the collective agreement.
- 5.01 It is agreed by the parties that the following wage grid will be in effect for employees covered by this Appendix, retroactive to April 1, 2002.

	<u>Annual Wage Rate</u>	
	<u>Clerical (non-CPIC)</u>	<u>CPIC</u>
Level 1	\$23,000.00	\$24,000.00
Level 2	\$24,000.00	\$25,000.00
Level 3	\$25,000.00	\$26,000.00
Level 4	\$26,000.00	\$27,000.00
Level 5	\$27,000.00	\$28,000.00

Progress up salary scale upon positive performance appraisal:

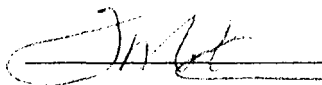
Level 1	1 - 6 months
Level 2	7 - 12 months
Level 3	1 year
Level 4	2 years
Level 5	3 years

Placement of incumbents as of December 18, 2002:


April Mackenzie Level 1
Marilyn MacIvor Level 3
Maxine Starr-Elk Level 5
Charlene Hi-eagle Level 5
Denise McKay Level 5
Roseann Mosseau Level 3

- 5.02 It is agreed by the parties that Kristin Tomsett will not be covered by the terms of this Appendix. It is further agreed that should Kristin Tomsett still be employed at DOTC after April 1, 2003 the parties may amend this provision (non-retroactively). This agreement is without prejudice to either party's position as to the position she is currently filling.
- 5.03 Mary Mosseau as a former employee who would have been covered by this appendix, will receive a lump sum payment of \$200 in lieu of any other payments.

Signed and dated this 21 day of August, 2003 in Brandon.



DOTC


Denise McKay

MFNPA

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