

**COLLECTIVE AGREEMENT**

**BETWEEN**

**BOARD OF MANAGEMENT**

**AND**

**THE NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES**

**GROUP: ENGINEERING & FIELD**

**EXPIRES: November 30, 2010**

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THIS AGREEMENT made this 8th day of November 2006.

BETWEEN: HER MAJESTY IN RIGHT OF THE PROVINCE, as represented by Board of Management, hereinafter called the "Employer," party of the first part.

AND: THE NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES, hereinafter called the "Union," party of the second part.

## PREAMBLE

WHEREAS it is the intention and purpose of the Parties to this Agreement to maintain settled conditions of employment between the Employer, the employees, and the Union, to improve the quality of the Public Service of the Province and to promote the well being and the increased productivity of its employees to the end that the people of the Province will be well and efficiently served; accordingly, the parties hereto set forth certain articles relating to pay, hours of work, and other terms and conditions of employment affecting employees covered by this Agreement.

NOW, THEREFORE, the Parties agree as follows:

## ARTICLE 1 - DEFINITIONS

1.01 "Union" shall mean the New Brunswick Union of Public and Private Employees, which is the Certified Bargaining Agent of this Unit.

1.02 "Employer" shall mean her Majesty in Right of the Province as represented by Board of Management and shall include its representatives and/or Agents.

1.03 "Bargaining Unit" or "Units" shall mean: the group of employees covered by New Brunswick Certification Order Numbers 013 PS 2c Engineering and Field.

1.04 "Employee" shall mean a person employed by the Employer to carry out the functions normally performed by employees appointed to any of the Classifications assigned to this Bargaining Unit, other than:

(a) a person not ordinarily required to work more than one third (1/3) the number of hours stipulated as the normal work week; and

(b) a person employed on a casual or temporary basis unless the employee has been so employed for a continuous period of **six** months or more.

1.05 "Casual or Temporary Basis" shall mean employment which has an anticipated duration period of less than six months. Persons employed under these terms are not appointed to positions under the plan of establishment, are not considered employees, and are not covered by the terms of this agreement until they have met the requirements of employee under the *Public Service Labour Relations Act*.

1.06 "Seasonal Employee" is an employee normally employed for more than six months and less than twelve months on a recurring basis and who is appointed on a plan of establishment to a Seasonal Civil Service Position. The period of time not worked by a seasonal employee shall not be considered a lay-off. A seasonal employee shall be considered on "Inactive Status" during the period in which the employee's services are not required. While on "Inactive Status" a seasonal employee shall retain previously accumulated seniority, sick leave and vacation credits but will not accrue additional credits. The Employer shall provide seasonal employees ten (10) working days notice of the date of termination of the employee's seasonal work period.

1.07 "TermEmployee" is an employee employed for a specified period of more than six continuous months.

1.08 Employees may be subdivided into the following categories:

- (a) "Full-timeEmployees" which are those who normally work the full normal workweek; and
- (b) "Part-timeEmployees" which are those who normally work less than the full normal workweek.

1.09 Probationary Period

(a) In accordance with the *Civil Service Act* and Regulations an employee appointed on other than a temporary basis shall be considered to be on probation from the date of his appointment for a period of six (6) months immediately following the date on which the person reports for work, provided that on or before the expiration of such period of six (6) months the Employer in writing may extend the probationary period for further periods of three (3) months, but the total probationary period shall not exceed twelve (12) months. Where no notice aforesaid is given within the six (6) month time period, the employee shall be deemed to be appointed.

(b) The probationary period for employees employed in agencies and institutions not subject to the *Civil Service Act* and Regulations shall be the same as (a) above.

1.10 In this Agreement, except as herein defined, words defined in the *Public Service Labour Relations Act* have the same meaning as in that Act.

1.11 Gender - Wherever the masculine gender **is** used in this agreement, it shall refer equally to the feminine gender.

1.12 Spouse shall mean a husband or wife. It shall also mean an individual who has been residing with the employee for not less than one (1) year, and has been publicly represented as the employee's partner.

1.13 "Control Point Maximum" - The point within a salary range representing the maximum base pay for a job.

1.14 "Discretionary Maximum" - The point within a salary range between the control point maximum and the maximum allowed for re-earnable increments.

1.15 "Merit Increase" - An adjustment to individual salary based on a documented assessment of performance.

1.16 "Re-earnable Increments" - Temporary payments based on exceptional performance authorized at the discretion of the Deputy Head.

1.17 "Pay Increment" - One step in the pay range.

## ARTICLE 2 - APPLICATION OF AGREEMENT

2.01 This Agreement applies to and is binding on the Union, the employees, and the Employer and its Agents.

2.02 It is recognized by the Parties that this is the only Agreement in existence, or may be made by anyone excepting the Parties hereto, covering the terms and conditions of employment, rates of pay applicable to the employees in the Unit.

## ARTICLE 3 - FUTURE LEGISLATION AND THE COLLECTIVE AGREEMENT

3.01 In the event that any law passed by the Legislature of the Province applying to employees covered by this Agreement, renders null and void or materially alters any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of this Agreement, and the parties to this Agreement shall negotiate where applicable a mutually agreeable provision to be substituted for the provision so rendered null and void or materially altered.

3.02 Where any provincial legislation which binds the parties to this Agreement clearly specifies and directs that greater rights or benefits than are summatively in effect under this Agreement must be granted to either party, such rights or benefits shall be deemed to form part of and be applicable under this Agreement.

#### **ARTICLE 4 - RECOGNITION**

4.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all employees to whom New Brunswick Certification Order Number 013 PS 2c applies.

#### **ARTICLE 5 - PROVINCIAL SECURITY**

5.01 Nothing in this Agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction or regulation given or made on behalf of the Government of the Province of New Brunswick in the interests of the health, safety, or security of the people of the Province.

#### **ARTICLE 6 - MANAGEMENT RIGHTS**

6.01 All the functions, rights, powers, and authority which the Employer has not specifically abridged, delegated, or modified by this Agreement are recognized by the Union as being retained by the Employer.

#### **ARTICLE 7 - UNION SECURITY**

7.01 The Employer shall deduct from the wages due to every employee in this Bargaining Units an amount equal to the regular monthly dues of the Union commencing with the month following the month in which the employee was employed.

7.02 Employees who are Union members on the effective date of this Agreement shall not revoke their membership during the term of the Agreement.

7.03 Employees who become members after the effective date of this Agreement shall not revoke their membership during the term of this Agreement.

7.04 The sums deducted pursuant to this Article shall be remitted to the designated official of the Union prior to the fifteenth (15th) of the month following the month in which the deductions were made. The Union will keep the Employer advised of the name and address of its designated official. The payment of deductions made shall be accompanied by a full list of employees as follows:

1. Full Time Employees
2. Part Time Employees
3. Temporary Employees
4. Seasonal Employees
5. Casual Employees

This list will also include the number of hours paid to each employee during the month deductions were made. This list will be supplied monthly.

7.05 Before the Employer is obliged to deduct any amount under this Article, the Union must advise the Employer in writing of its regular bi-weekly dues. The amount so advised shall continue to be the amount to be deducted under this Article until changed by a further written notice to the Employer signed by the designated official of the Union, after which such changed amount shall be the amount to be deducted. The parties agree that no more than one change in dues will be processed during any calendar year.

7.06 The sums deducted under this Article shall be accepted by the Union as the regular monthly dues of those employees who are or shall become members of the Union and the sum so deducted from non-members of the Union shall

be treated as their contributions towards the expenses of maintaining the Bargaining Agent. Membership in the Union will continue to be voluntary.

7.07 The Union agrees to indemnify and save the Employer harmless from any liability or action arising out of the operation of this Article.

7.08 The Union assumes full responsibility for the disposition of any sums deducted from the wages of any employee and remitted to the designated official of the Union under this Article.

#### **ARTICLE 8 - COMMUNICATIONS**

8.01 Correspondence - Except where otherwise provided, official communication in the form of correspondence between the Employer and the Union may be given by mail as follows:

TO THE EMPLOYER:

Assistant Deputy Minister, Labour Relations Services  
Office of Human Resources  
P.O. Box 6000  
Fredericton, N.B. E3B 5H1

TO THE UNION:

The President  
New Brunswick Union of Public and Private Employees  
217 Brunswick Street  
Fredericton, N.B. E3B 1G8

8.02 The Employer shall continue to make space available on the existing bulletin boards on which the Union may post notices of meetings and other notices of interest to employees.

8.03 Copies of Agreement

(a) The printing of the bilingual Agreement shall be the responsibility of the Union and the Employer shall reimburse the Union for fifty percent (50%) of the cost of printing. The translation and printing of the Collective Agreement shall be approved by both parties.

(b) The Union shall be responsible for providing copies of the Collective Agreement to its membership.

(c) It is understood that both the English and French text of this Agreement shall be official. However, when a difference of wording or interpretation arises, the language used to negotiate the Collective Agreement will prevail.

#### **ARTICLE 9 - NO DISCRIMINATION**

9.01 No discrimination - The Parties agree that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to the Union, the employees, the Employer and its Agents.

9.02 Both parties recognize that the *Human Rights Act* applies to this Agreement.

#### **ARTICLE 10 - STRIKES AND LOCKOUTS**

10.01 There shall be no strikes, walkouts, lockouts, slowdowns or other interruptions of work, as defined by the *Public Service Labour Relations Act*, during the term of this Agreement.

## **ARTICLE 11 - EMPLOYER-EMPLOYEE RELATIONS COMMITTEE**

11.01 Within thirty (30) days of the signing of this Agreement there shall be constituted a joint committee known as the Employer-Employee Relations Committee. For the duration of the administrative period of the Collective Agreement, the Committee shall be comprised of the negotiation team for each party. Every reasonable effort will be made to ensure continuity of team members.

11.02 The parties agree the Committee may be employed as a forum of meaningful consultation on the interpretation of any Article of the Collective Agreement whenever required, contemplated changes in conditions of employment or working conditions and any other matters of mutual interest of the parties.

11.03 A meeting of the Committee shall be convened by the parties within five (5) days of the date that either party receives an agenda from the other that any matter as outlined under Article 11.02 needs to be referred to joint consultation, and it shall be incumbent upon the party receiving notice to establish the date of meeting within five (5) days or make such other arrangements as is acceptable to the party that issued the notice.

11.04 Any Agreement reached by the Committee shall be binding on the parties to this Agreement for the term of the Agreement and any directive required to ensure fulfillment of the agreed recommendation shall be signed by both the Bargaining Agent's representative and the Employer's representative and distributed by the party or parties through their regular channels of communications.

11.05 Should the Committee fail to reach agreement on a matter of interpretation or settlement of a dispute either party may pursue other avenues for settlement of the dispute available through the Agreement or under the *Public Service Labour Relations Act*.

11.06 The Committee shall not have power to alter, amend, add to, or modify the terms of this Collective Agreement.

11.07 No employee serving on this Committee shall lose salary or other benefits due to an absence or absences from work under this Article. The expenses of the representatives attending a Committee meeting will be borne by their respective parties.

11.08 The Employer shall ensure that all employees and the Union are notified of any policy which effects their terms and conditions of employment. Any such policy may be referred to the Employer-Employee Relations Committee.

## **ARTICLE 12 - GRIEVANCE PROCEDURE**

12.01 The Employer and the Union recognize the desirability of prompt settlement of complaints and disputes which may arise out of administration of this Agreement. The parties also recognize that many complaints can be effectively settled through informal discussion and mutual understanding. For these reasons, both parties agree that when an employee has a complaint, the employee will be encouraged to discuss the matter with the employee's Supervisor as soon as possible after the circumstances giving rise to the complaint occurs so that a dispute requiring reference to the grievance procedure may be avoided wherever possible.

12.02 Where an employee feels himself/herself to be aggrieved by the interpretation or application in respect of the employee of a provision of a statute, or a regulation, by-law, direction, or other instrument made or issued by the Employer, dealing with terms and conditions of employment or, an alleged violation of any of the provisions of this Agreement by the Employer, or, as a result of any occurrence or matter affecting the employee's terms and conditions of employment in respect of which no administrative procedure for redress is provided in or under an Act of the Legislative Assembly of New Brunswick, and, where the employee has written consent of the Union respecting any grievance relating to the interpretation or application of this Agreement, the following procedure shall apply:

STEP ONE: Within twenty (20) working days after the alleged grievance has arisen or the employee became aware of the grievance, the employee may present the employee's grievance in writing either by personal service or by mailing by registered mail, on the form authorized by the Labour and

Employment Board to the employee's immediate supervisor or the person designated by the Employer as the first level in the grievance procedure. If the employee receives no reply or does not receive satisfactory settlement within ten (10) working days from the date on which the employee presented the employee's grievance to the employee's immediate supervisor or to the person designated as the first level in the grievance procedure, the employee may proceed to Step Two.

**STEP TWO:** Within ten (10) working days from the expiration of the ten (10) day period referred to in Step One, the employee may present the employee's grievance in writing at the second level of the grievance process either by personal service or by mailing by registered mail, to the employee's immediate supervisor or to the person designated by the Employer as the second level in the grievance procedure. If the employee does not receive a reply or satisfactory settlement of the employee's grievance from the person designated by the Employer as the second level in the grievance process within ten (10) working days from the date on which the employee presented the employee's grievance at the second level, the employee may proceed to Step Three.

**STEP THREE:** Within ten (10) working days from the expiration of the ten (10) day period referred to in Step Two, the employee may present the employee's grievance in writing at the third level of the grievance process either by personal service or by mailing it by registered mail to the employee's immediate supervisor or the person designated by the Employer as the final level in the grievance process for the Department in which the employee is employed. Any settlement proposed by the Employer at levels one and two and any replies must accompany the grievance when it is presented at the third level to the person designated as the final level. The person designated as the final level shall reply to the grievance in writing to the employee within fifteen (15) working days from the date the grievance was presented at the third level. Should the employee not receive a reply or satisfactory settlement of the employee's grievance within fifteen (15) working days from the date on which the employee presented the employee's grievance at the final level, the employee may refer the employee's grievance to Adjudication as provided in Article 13 hereof, within fifteen (15) working days of the date on which the employee should have received a reply from the person designated as the final level.

**Grievance Procedure:**

<b>LEVEL</b>	<b>EMPLOYEE'S TIME TO PRESENT GRIEVANCE WITHIN</b>	<b>PRESENT GRIEVANCE TO</b>	<b>EMPLOYER'S TIME TO RESPOND WITHIN</b>
<b>FIRST</b>	<b>20 Working Days</b> after the alleged grievance has arisen or has come to their attention	Person designated by the Employer	<b>10 Working Days</b> from receipt of written grievance
<b>SECOND</b>	<b>10 Working Days</b> from receipt of reply from first level or date reply should have been received	Person designated by the Employer	<b>10 Working Days</b> from receipt of written grievance
<b>THIRD</b>	<b>10 Working Days</b> from receipt of reply from previous level OR date reply should have been received OK in case of suspension or discharge as prescribed in Article 14.05, 20 working days.	Person designated by the Employer	<b>15 Working Days</b> from receipt of written grievance



12.03 In any case where the employee presents the employee's grievance in person or in any case in which a hearing is held on a grievance at any level of the grievance process the employee may be accompanied by a representative or agent of the Union.

12.04 In determining the time in which any step under the foregoing proceedings is to be taken, Saturdays, Sundays and recognized holidays shall be excluded. If advantage of the provisions of this Article has not been taken within the time limits specified herein the alleged grievance shall be deemed to have been abandoned and cannot be pursued except as provided in 12.05 hereof.

12.05 Both parties may mutually agree in writing to extend the time limits specified herein.

12.06 Any matter giving rise to a dispute directly between the Union and the Employer shall be processed at Step Three of the grievance procedure within twenty (20) working days of the occurrence thereof. Should the matter not be settled, either party may refer its differences pursuant to the appropriate section of the *Public Service Labour Relations Act*.

12.07 Where an employee presents a grievance at the final level in the grievance process and the grievance is one that may not be referred to adjudication, the employee shall be entitled, upon request being made in writing at the time of filing the grievance at the final level, to have a full hearing of the matter(s) giving rise to the grievance, at that level.

### **ARTICLE 13 - ADJUDICATION**

13.01 Where an employee has presented a grievance up to and including the final level in the grievance process with respect to:

(a) the interpretation or application in respect of the employee of a provision of a Collective Agreement or an Arbitral Award, or

(b) disciplinary action resulting in discharge, suspension, or a financial penalty, and the employee's grievance has not been dealt with to the employee's satisfaction, the employee may, subject to subsection .02 of this Article, refer the grievance to Adjudication.

13.02 Where a grievance that may be presented by the employee to adjudication is a grievance relating to the interpretation or application in respect of the employee of a provision of a Collective Agreement or an Arbitral Award, the employee is not entitled to refer the grievance to adjudication unless the Bargaining Agent for the Bargaining Unit to which the Collective Agreement or Arbitral Award applies signifies in a prescribed manner:

(a) its approval of the reference of the grievance to adjudication; and

(b) its willingness to represent the employee in the adjudication proceedings.

13.03 In any case including cases arising out of any form of discipline or the loss of any remuneration, benefit, or privilege, the Adjudicator or Board of Adjudication shall have full power to direct payment of compensation, vary the penalty, or direct reinstatement of a benefit or privilege, or to affirm the taking away of such benefit or privilege as he may determine appropriate to finally settle the issue between the Parties, and may give retroactive effect to its decision.

13.04 An adjudicator or Board of Adjudication shall not have the power to alter or change any of the provisions of this Agreement or to substitute any new provision for any existing provision nor to give any decision inconsistent with the terms hereof.

### **ARTICLE 14 - DISCIPLINE**

14.01 An employee may be disciplined by oral or written reprimand, suspension with pay, suspension without pay, or discharge.

14.02 (a) No employee who has successfully completed his probationary period shall be disciplined except for just cause.

(b) Pending investigation of an incident, an employee may be relieved of duties and required to leave the premises of the establishment in which the employee works during which time the employee shall continue to be paid. Unless the investigation results in disciplinary action, no record of the incident will be placed in the employee's personnel file.

14.03 Where an employee is disciplined by suspension or discharge, the Employer shall, within ten (10) working days from the date of such discipline, provide the employee with written reasons for such disciplinary action including any relevant dates.

14.04 Failure of the Employer to provide such written reasons within the time period required by Clause 14.03 shall result in immediate reinstatement of the employee.

14.05 Where an employee alleges that the employee has been suspended or discharged in violation of clause 14.02, the employee may within twenty (20) days of the date of the employee's suspension or discharge invoke the grievance procedure including adjudication as set out in this agreement and for the purpose of a grievance alleging violation of clause 14.02, the employee shall lodge the employee's grievance at the final level of the grievance procedure.

14.06 The employee shall, when grieving a disciplinary action, state the clause or clauses of this Agreement which the employee alleges have been contravened by the Employer. The consideration of the grievance, including adjudication, shall be limited to such Article or Articles which the employee has so alleged to have been contravened.

14.07 Where it is determined that an employee has been disciplined by suspension without pay or by discharge in violation of Clause 14.02 then the employee shall be immediately reinstated in the employee's former position without loss of seniority or any other benefit which would have accrued to the employee if the employee had not been suspended or discharged. One of the benefits which the employee shall not lose is the employee's regular pay during the period of suspension or discharge, which shall be paid to the employee at the end of the next complete pay period following the employee's reinstatement.

14.08 A suspension without pay or discharge shall be effective on the date that the employee is given oral notice or on the date specified in notice in writing given by personal service or by registered mail or by certified mail, but in the case of written notice shall be no later than the date notice is received by the employee.

14.09 For the purposes of this Article 14, there shall be only one official personnel file, the location of which the employee shall be advised. Upon a reasonable request made during normal working hours, an employee shall be given, in the presence of a representative of the employer and if requested, while accompanied by a representative of the Union, an opportunity to read all documents relating to the assessment of his or her conduct or work performance that are held in the employee's official personnel file. If requested at such time an employee will be provided with a photocopy of such documents.

14.10 A record of disciplinary action shall be removed from the official file of an employee upon the expiration of a period of eighteen (18) months following the effective date of the disciplinary action, provided no other instance of disciplinary action in respect of the employee has been recorded during this eighteen (18) month period.

14.11 Where the Employer pre-arranges a meeting with an employee for the purpose of discussing impending disciplinary action as per 14.01 hereof, the employee shall be advised in advance in order that the employee may, at the employee's option and within reasonable time limits, arrange to have a Union representative attend the meeting.

14.12 The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an employee, the existence of which the employee was not aware two (2) calendar weeks prior to the time of said hearing.

14.13 An oral reprimand shall not be recorded on an employee's records and the Employer is not to provide an employee with written reasons for such disciplinary action.

14.14 The Employee will be provided with a copy of all documents entered in his file. No document entered without his knowledge may be used against that employee.

#### **ARTICLE 15 - SENIORITY**

15.01 When an employee has completed his probationary period, his seniority shall date back to his commencement date within the Bargaining Unit.

15.02 Where an employee is promoted or transferred out of the Bargaining Unit and is later returned, he shall return to the employee's former or a higher classification and shall not suffer any loss of seniority as a result of the temporary promotion or transfer.

15.03 An employee who ceases to be on the payroll of the Employer shall lose his seniority unless:

- (a) he is on approved leave of absence;
- (b) he is absent from work while drawing Workers' Compensation Benefits;
- (c) he has been discharged or suspended without pay and reinstated; or
- (d) he is laid off for a period not in excess of twelve months.

15.04 An employee who:

- (a) is on approved leave of absence without pay which exceeds one-half (1/2) the number of working days in any month;
- (b) is suspended without pay;
- (c) participates in a strike or other work stoppage;
- (d) as a seasonal employee is on inactive status; or
- (e) is laid off,

shall not accumulate seniority during such period.

15.05 The Employer shall prepare seniority lists of employees in the Bargaining Unit by Department or Corporation and shall make these lists available to the Union during January of each year. The list(s) shall include the classification, continuous service date, employee status, days of accumulated seniority for each employee and Region or District of employment.

#### **ARTICLE 16 - COMPETITIONS AND APPOINTMENTS**

16.01 Where the Employer decides to fill a vacant position, the position shall be filled in accordance with the *Civil Service Act* and Regulations where applicable.

16.02 Where there is a competition to fill a vacancy or anticipated vacancy in the Bargaining Unit, the Employer shall post notices of such competition in the buildings out of which the employees who may be eligible to enter the competition

work. The Employer may also post notices of such competition electronically. Such notice shall be posted until the competition closing date, or for ten (10) working days, whichever is greater.

16.03 The notice referred to in Article 16.02 shall contain the following information:

- (a) description of the position;
- (b) location of the position;
- (c) required qualifications; and
- (d) the wage rate or range.

16.04 Where the Employer decides to fill a vacant position in Departments/Agencies not covered by the *Civil Service Act*, such position shall be filled on the basis of skills, qualifications and ability as between competing applicants. Where an employee who is not governed by the provisions of the *Civil Service Act* wishes to appeal the filling of a vacant position, such matter shall be made subject to the grievance procedure and referable to adjudication for resolution.

#### **ARTICLE 17 - LAYOFF AND RECALL:**

17.01 A layoff for the purpose of this Agreement shall be defined as a termination employment because of lack of work or because of discontinuance of a function.

17.02 Where layoffs occur in the bargaining unit, employees shall have the rights and protections provided under the *Civil Service Act* and Regulations.

17.03 The parties recognize that pursuant to section 63(2) of the *Public Service Labour Relations Act* that when conflict occurs between the provisions of this article and the Civil Service Act, the Civil Service Act shall prevail.

17.04 In the event of a layoff and where qualifications, skills and ability are equal, layoff shall be in reverse order of seniority within the classification series within the head office branch, district or region of the Department or Agency where the lack of work or discontinuance of a function has occurred.

17.05 Prior to laying off a full time, part-time or seasonal employee, the Employer shall first release a casual person, casual employee or term employee provided the employee identified for layoff has the qualifications, skills and ability to satisfactorily perform the work of the individual to be released.

17.06 Subject to Section 63(2) of the *Public Service Labour Relations Act*, employees shall be recalled in the reverse order they were laid off. Recall shall be subject to the employee having the qualifications, skills and ability to perform the duties of the position. Employees laid off shall be given preference to job opportunities, prior to hiring of new persons, in other classifications if they are qualified, have the skills and ability to perform the work available.

17.07 For employees not covered by the provisions of the *Civil Service Act*:

(a) Where the Employer intends to lay off an employee in the Bargaining Unit, the Employer shall provide the employee with at least two (2) months notice in advance of such lay-off.

(b) Such laid off employees shall be recalled to fill any positions for which they are qualified before new employees are hired to fill any positions in the Bargaining Unit. This provision is in effect for a period not to exceed twelve (12) months from time of lay-off.

(c) In addition to the protections and rights under 17.07 (a) and (b) above, reverse seniority shall apply to lay offs. For the purposes of lay off and bumping rights, seniority shall be computed on the basis of length of service within the bargaining unit and in the case of equal seniority within the department, corporation or agency. Bumping rights shall be

limited to bumping within the employee's Department Corporation or Agency and within the same classification series. That is, employees with less seniority shall be laid off before employees with greater seniority in that classification or a higher classification by department, corporation or agency provided the employee with greater seniority is willing to move to the lower classification and is qualified to do the job.

(d) Notwithstanding 17.07 (c) hereof, where layoffs occur in the Bargaining Unit, casual, temporary, and probationary employees who have not yet completed their initial probation period shall be laid off first, in that order.

#### 17.08 Seasonal Inactive Status and Recall

In the event of seasonal civil servants being placed on inactive status, reverse seniority shall apply: that is employees with less seniority in a classification or a lower classification shall be placed on inactive status before employees with greater seniority in that classification or a higher classification provided the employee with the greater seniority is willing to move to the lower classified job, except that no one may claim on the basis of seniority work in an occupation for which he is not qualified or does not have the required ability.

In no case will an employee classified as a seasonal civil servant exercise seniority rights until seniority rights of regular employees have been exhausted.

In the event of recall, employees shall be recalled in order of seniority provided they are qualified and have the required ability.

When the Employer intends to place a seasonal civil servant on inactive status the employee shall be given not less than ten (10) working days written notice. This clause does not apply to seasonal civil servants recalled for short duration of less than ten (10) days for purposes of training.

During the two-week inactive status that may be required each year to maintain seasonal civil service status, a seasonal employee shall not be able to exercise his recall rights.

For the purpose of this sub-article, Department seniority shall apply and the unit of operation shall be the head office branch, district, or region of the Department or Agency.

### **ARTICLE 18 - HOURS OF WORK**

18.01 The purpose of this Article is to provide a basis for computing pay under the provisions of this Agreement and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

18.02 The normal hours of work for Employees in this Collective Agreement shall be thirty-six and one-quarter (36 1/4) per week exclusive of lunch period, five (5) days per week, between the hours of 8:00 a.m. to 5:00 p.m. Monday to Friday inclusive.

18.03 Where operational requirements permit, every effort will be made to accommodate individual requests for a flexible work schedule within the thirty-six and one-quarter (36 1/4) or forty (40) hour work week. Problems arising from flexible work schedules shall be addressed in the forum of Employer-Employee Relations Committee meetings.

18.04 (a) Notwithstanding clause 18.02, where an employee is required by the Employer by reason of seasonal or project requirements to work a normal work week of forty (40) hours, exclusive of lunch periods, such an employee shall be paid for all time so worked at a straight time hourly rate equivalent to the hourly rate applicable to the employee when working thirty-six and one quarter (36.25) hours per week.

Technicians working on a construction project that extends beyond the season in which it commenced shall be considered on seasonal construction while the project work is ongoing for purposes of this Article. Technicians working on design will be considered on seasonal construction when so designated.

(b) An employee assigned to work a forty (40) hour work week as per (a) above will be paid according to Schedule A-1 for the periods when so assigned. Changes in pay under the terms of this Article do not constitute promotions or demotions.

(c) The employee shall receive at least a two-week notice of their return to a thirty-six and one quarter (36.25) hour week.

18.05 Employees shall be entitled to two (2) ten-minute rest periods for each shift worked.

## **ARTICLE 19 - OVERTIME**

19.01 Overtime shall be:

- (a) except for those employees covered by clause 18.04 all authorized time worked in excess of seven and one-quarter (7-1/4) hours in any 24 hour period;
- (b) in respect of those employees covered by clause 18.04 all authorized time worked in excess of eight (8) hours in any 24 hour period.
- (c) all authorized time worked on an employee's day off.

19.02 Where operational requirements permit, overtime must be authorized in advance by the Employer.

19.03 At the option of the employee, and where operational requirements permit, overtime shall be paid on the basis of:

- (a) one and one-half (1-1/2) times the employee's regular hourly for an overtime hour worked, or
- (b) straight time off (one hour off for an overtime hour worked) plus one-half (1/2) the employee's regular hourly rate for an overtime hour worked, or
- (c) time and one half (1 1/2) off.

19.04 (a) Time off shall be scheduled by the employee's Supervisor consistent with the effective operation of the service within thirty (30) days of the date on which the overtime was worked or at a later date mutually agreeable to the employee and his Supervisor, otherwise the employee shall be paid for the overtime worked.

(b) At the employee's request, banked overtime may be withdrawn each quarter - March 31st, June 30th, September 30th and December 31st.

19.05 Article 19 does not apply to Engineering Technician V, District Maintenance Manager and Senior Technical Advisor.

## **ARTICLE 20 - PREMIUM PAY**

20.01 Callback

- (a) An employee eligible for overtime who is called into work after the employee has completed the employee's scheduled work period and left the employee's place of work shall be guaranteed a minimum of three hours pay at the overtime rate for such callback.
- (b) This Article does not apply to: regularly scheduled overtime, overtime which is continuous to the employee's scheduled work period, or to duties of an employee required to be performed from time to time in excess and outside of the employee's scheduled work period but not normally subject to specific callback by the Employer.

## ARTICLE 21 - PAYMENT OF WAGES AND ALLOWANCES

21.01 The rates of pay for employees shall be in accordance with the rates set out in the attached Schedules which form part of this Agreement.

21.02 If a new classification comes into being during the life of this Agreement, or there is a significant change in the level of duties, responsibilities, or qualification requirements of an existing classification, which affect any member of the Bargaining Unit, the pay for such classification shall be determined by negotiations between the Employer and the Union.

21.03 In the event that the Employer and the Union are unable to agree on the pay rate for such classification, (per Article 21.02 above) the dispute shall be submitted to binding arbitration by either Party. Within five (5) days of notice to the other Party of such an intent the Parties shall name side members to the Arbitration Board who shall in turn within ten (10) days of that five (5) day period name a Chairman. If the side members are unable to agree upon a Chairman then the Chairman of the Labour and Employment Board shall be asked to appoint a Chairman.

21.04 The Union recognizes the Employer's exclusive right to assign duties and classify the positions of employees. An appeal by an employee concerning the classification assigned to the employee's position shall be subject to the Classification Appeal Process and related procedures as amended from time to time.

21.05 Anniversary Dates:

(a) Anniversary dates for employees may remain unchanged; or at the discretion of the Deputy Head, the anniversary dates for employees in a department may be changed to a common date.

(b) Where the practice of individual anniversary dates is retained, the anniversary date of an employee is the date the employee commenced work or subsequently the date the employee was last promoted.

(c) Where a common anniversary date is chosen, the Deputy Head may, on the first anniversary date under the changed procedure, pro-rate or delay the number of pay steps granted to an employee for the purposes of equitable implementation, as per established pro-rating procedures.

21.06 Merit Increases:

(a) Subject to documented assessment and performance review undertaken pursuant to the Performance Management System, an employee on anniversary date may be granted an increase of up to five pay increments in the pay scale, not to exceed the control point maximum.

(b) The Employer shall notify the employee in writing when an annual increment(s) is not granted or when an annual increment of less than two (2) increments is granted. Such notice shall contain the Employer's reason(s) as to why the employee's work performance was not satisfactory.

(c) An employee who has not been granted a merit increase of at least two (2) increments, shall have the right to refer their performance evaluation to the Director of Human Resources or designate for review by the Review Committee that has been established in the employing department. The employee shall have the right to make written submission to the Review Committee.

(d) At the discretion of the Deputy Head, anniversary date merit increases, or portions thereof may be delayed and granted at a subsequent date, without change to the employee's anniversary date.

(e) Where an employee is not granted a pay increment(s) due to an omission or error, the employee shall be granted the increase on a subsequent date, retroactive to their anniversary date for such increment(s).

(9) The number of merit increase pay increments granted for part-time or seasonal employees should be prorated or delayed in relation to length or work periods.

(g) Employees paid at or above the control point maximum of the pay range are ineligible for merit increases.

#### 21.07 Rate of Pay on Promotion, Demotion, Transfer

(a) Where an employee is promoted to a position having a higher control point maximum than the control point maximum of the old position, the employee is paid at the nearest rate of pay that provides an increase of four (4) pay increments not to exceed the control point maximum of the new pay range.

(b) Where an employee is promoted, adjustment of salary shall be effective on the first day of the bi-weekly pay period that includes the effective date of the appointment to that position.

(c) Where an employee who is eligible for a merit increase is promoted on the anniversary date, the employee shall be granted both a merit increase and a promotional increase.

(d) Where an employee is appointed to a position having a lower control point maximum, or an employee's duties are reclassified to a classification having a lower control point maximum and the employee's rate of pay is above the control point maximum of the new classification, the employee shall be retained at the employee's current rate of pay for one (1) year after which, at the discretion of the Employer, the employee may be either placed at the control point maximum of the new classification or retained at his/her current rate of pay.

If the employee's rate is below the control point maximum of the new pay range applicable to the employee, the employee shall be installed in the new pay range at the rate which is closest to the employee's present rate and which is not a decrease.

(e) If an employee requests and is granted a demotion and the employee's current rate of pay is more than the control point maximum of the rate of pay for the classification to which the employee is demoted, the employee shall be paid at the control point maximum for the lower classification.

(9) On lateral transfer, an employee continues to be paid at the same rate of pay.

#### 21.08 Acting Pay

(a) Where an employee is required to perform the primary functions of a higher paid position for a temporary period of three (3) or more consecutive working days the employee shall be eligible for acting pay during the period of temporary assignment. An employee shall have the right to refuse a temporary assignment.

(b) Where an employee is assigned to perform the primary functions of a higher paid position for a temporary period in excess of one half (1/2) the number of working days in a calendar month, the employee shall be eligible for acting pay for those days when assigned. Acting periods of less than one (1) day shall not be included in calculating entitlement.

(c) The rate of acting pay shall be the minimum rate for the classification of the employee who is being replaced, or the equivalent of four (4) pay increments above the acting employee's regular rate of pay, whichever is greater. An employee cannot be paid above the control point maximum for the position in which the employee acts.

(d) Where an employee is required to perform for a temporary period the duties of a lower paid classification the employee shall not lose any rights the employee may have to a merit increase.

#### 21.09 Re-earnable Increments

(a) An employee paid at the control point maximum may be granted on anniversary date re-earnable increments, not to exceed the discretionary maximum. Authorization must be based on performance as assessed pursuant to the Performance Management System.



(b) Re-earnable increments refer to temporary payments equivalent to pay increments increases, authorized at the discretion of the Deputy Head. Such re-earnable increments are not to exceed the equivalent of four pay increments.

(c) Re-earnable increments are not included in base pay and do not constitute pensionable earnings.

(d) Re-earnable increments may be included with bi-weekly pay, paid out periodically or at one time, based on the amount and duration of the increment authorized.

#### 21.10 Travel Regulations

The New Brunswick Travel Regulations as amended from time to time shall apply to employees in the bargaining unit.

#### 21.11 Dues

(a) Employees covered by the provisions of this Agreement shall be reimbursed by their respective Departments for the dues paid by them to any association or organization, the eligibility of membership in which is established as a necessary special requirement or prerequisite for employment.

(b) During the term of this agreement should the Employer initiate a mandatory course(s) for employees who have been accredited as per their respective classification series, failure to successfully complete such course(s) shall not be grounds to demote an employee or to deny employees their anniversary increment.

21.12 Employees assigned to Winter Road Patrol at the Department of Transportation shall be entitled to a shift differential of fifty cents (\$0.50) per hour for all hours worked on a shift where at least half of the hours worked on the shift fall between 5:00 p.m. of one day and 8:00 a.m. of the following day. The shift differential shall not be paid for time worked at the overtime rate.

### **ARTICLE 22 - HOLIDAYS**

22.01 (a) Employees shall have the following holidays off without loss of pay:

- (a) New Year's Day;
- (b) Good Friday;
- (c) Easter Monday;
- (d) the day fixed by proclamation of the Governor-In-Council for the celebration of the birthday of the Sovereign;
- (e) Canada Day;
- (f) New Brunswick Day;
- (g) Labour Day;
- (h) the day fixed by proclamation of the Governor-In-Council as a general day of Thanksgiving;
- (i) Remembrance Day;
- (j) Christmas Day;
- (k) Boxing Day;
- (l) any other day duly observed as a Provincial or National Holiday.

(b) Employees shall have the following days off without loss of pay, for Christmas Day and Boxing Day;

- (i) when Christmas Day is Monday - the 25th and 26th of December;
- (ii) when Christmas Day is a Tuesday - the 24th, 25th, and 26th of December;

- (iii) when Christmas Day is a Wednesday or Thursday - the afternoon of the 24th, 25th and 26th of December; or
- (iv) when Christmas Day is a Friday, a Saturday, or a Sunday, the 24th through to the 27th of December, inclusive.

22.02 In order to receive holiday pay an employee must have worked the workday before and the workday after the holiday, unless the employee was on authorized leave with pay. Article 22.01 shall not apply to an employee during any period the employee is on leave of absence without pay, absent without leave, or under suspension.

22.03 When a day designated as a holiday under clause 22.01 coincides with an employee's day off, that employee shall be granted another day off without loss of pay in lieu of the holiday.

22.04 (a) Where the Employer requires an employee to work on a holiday or any portion of a holiday the employee shall be compensated for the hours worked at one and one-half times his/her hourly rate in addition to his/her regular pay for the day.

(b) Where the Employer requires an employee to work on Christmas or Boxing Day, that employee shall be compensated by payment for the hours of work performed at two (2) times the employee's regular rate of pay, in addition to the regular day's pay as provided for in Article 22.01.

22.05 Where a day that is a designated holiday for an employee falls within a period of leave with pay, the holiday shall not count as a day of leave.

22.06 Except in the case of events which the Employer through proper diligence could not have reasonably foreseen, the Employer shall provide at least five (5) working days notice to an employee who will be required to work on a designated holiday.

The Employer undertakes to advise contractors of the Employer's commitment to its employees by virtue of Article 22.06.

22.07 Employees whose days of rest do not fall on Saturday and Sunday shall be granted time off at Christmas which is equivalent to that granted to other employees.

## **ARTICLE 23 - VACATIONS**

23.01 The vacation leave credit:

(a) for employees with less than eight consecutive years employment shall be one and one-quarter (1 1/4) days per calendar month; and

(b) for employees with eight or more consecutive years employment shall be one and two-thirds (1 2/3) days per calendar month; and

(c) for employees with twenty or more consecutive years employment shall be two and one-twelfth (2 1/12) days per calendar month.

23.02 Subject to clause 23.04, each employee shall earn vacation leave credits for each full calendar month of employment. An employee who commences employment on or before the fifteenth (15th) of the month shall be eligible to begin accumulating vacation credits for that month. An employee who commences employment after the fifteenth (15th) of the month shall be eligible to begin accumulating vacation credits the following month.

23.03 In addition to an employee's regular working days, for the purpose of computing vacation entitlement, credits shall be given:

- (a) for days on which the employee is on vacation;
- (b) for days on which the employee is on a leave of absence with pay granted pursuant to the terms of this Agreement;
- (c) for days on which the employee is on sick leave pursuant to the terms of this Agreement; and
- (d) for days on which the employee is absent from work while receiving Worker's Compensation Benefits.

23.04 Where a continuous period of absence from work on leave of absence without pay, seasonal inactive period, or suspension from duty, not in violation of Article 14 (Discipline) exceeds one-half (1/2) the number of working days in any month, no vacation credits shall accumulate for that month but the employee shall retain any vacation credits accumulated prior to such leave or suspension from duty.

23.05 (a) Vacation shall be taken at a time authorized by the Employer and where operational requirements permit, at the time requested by the employee. Such request for vacation shall not be unreasonably withheld.

(b) Employees shall notify the Employer in writing prior to April 15<sup>th</sup> of their preference for vacation dates. Where a scheduling conflict occurs between two or more employees for the same vacation period, operational requirements with consideration for seniority, shall determine the vacation schedule. A written response shall be provided to each individual by May 30<sup>th</sup>. Following May 30<sup>th</sup>, any requests for leave will be responded to within ten (10) working days.

23.06 Vacations shall not be cumulative from year to year provided that vacation entitlement may be carried over to a subsequent year at the sole discretion of the Employer. An employee who wishes to carry the employee's vacation entitlement forward shall request the Employer's permission to do so, in writing, prior to the expiration of the calendar year in which the employee ordinarily would take the vacation sought to be carried forward.

Where the employee has not used **up** the employee's vacation in one year due to prolonged sickness, the employee will, in the event that the employee returns to work in the following year, be entitled to whatever vacation credits may have been earned and not taken in the previous years, provided they were carried over.

23.07 Every person, upon ceasing to be an employee, shall compensate the Employer for vacation which was taken but to which the employee was not entitled and the amount of the compensation shall be calculated at the employee's rate of remuneration at the time the employee ceased to be an employee.

23.08 An employee whose employment is terminated for any reason shall be paid with the employee's final pay an amount of money equivalent to any vacation which may have accrued to the employee's benefit in accordance with Article 23.01 above.

23.09 An employee on vacation who is called in to work shall be compensated for the time worked at the overtime rate and shall be granted equivalent time off with pay up to a maximum of seven and one-quarter (7 1/4) hours or eight (8) hours, depending on the employee's normal hours of work.

23.10 Seasonal employees shall receive improvements in vacation credit entitlements pursuant to Article 23.01 only after the completion of an amount of time equivalent to the number of years normally worked by full-time employees.

## **ARTICLE 24 - SICK LEAVE**

24.01 Each employee in the Bargaining Unit shall accumulate sick leave credits at the rate of one and one-quarter (1-1/4) days per month for each calendar month of continuous employment up to a maximum of two hundred and forty (240) days.

**24.02** Each employee who commences employment on or before the fifteenth (15th) of the month shall be eligible to begin accumulating sick leave credits for that month.

**24.03** Each employee who commences employment after the fifteenth (15th) of the month shall be eligible to begin accumulating sick leave credits the following month.

**24.04** Where a continuous period of absence from work on leave of absence without pay, seasonal inactive period, or suspension from duty exceeds one-half (1/2) the number of working days in any month, no sick leave credits shall accumulate for that month, but the employee shall retain any sick leave credits accumulated prior to such leave or suspension from duty.

**24.05** For the purpose of computing sick leave accumulation the following shall be counted as working days:

- (a) days on which the employee is on vacation;
- (b) days on which the employee is on leave of absence with pay pursuant to the terms of this Agreement;
- (c) days on which the employee is on sick leave pursuant to the terms of this Agreement; and
- (d) days on which the employee is absent from work while receiving Worker's Compensation Benefits.

**24.06** A deduction shall be made from an employee's accumulated sick leave credits for each working day that the employee is absent on sick leave. Absence on sick leave for less than one-half day may be deducted as one-half day, absence for more than one-half day but less than one full day may be deducted as a full day.

**24.07** An individual employee may be required by the Employer to produce a Doctor's certificate for any period of absence in excess of three consecutive days for which sick leave is claimed and, if a certificate is not produced after such a request, the time absent from work will be deducted from the employee's wages. Where the Employer has reason to believe an individual employee is abusing the sick leave privileges, the employee's Department may issue to the employee a standing directive that requires the employee to submit a medical Certificate for any period of absence for which sick leave is claimed.

**24.08** An employee who is absent from work on account of sickness or accident who wishes to use the employee's sick leave credits for such absence, must notify the employee's immediate Supervisor as soon as possible.

**24.09** Where a deduction from salary is to be made pursuant to clause **24.07** hereof, the employee is to be so informed as soon as possible and the deduction shall be made if possible within sixty (60) days.

**24.10** An employee who has used up the employee's sick leave credits, or has not yet earned sufficient credits, may be granted advanced sick leave without loss of pay for a period of up to fifteen (15) days and a deduction for such advanced sick leave shall be made from any credits subsequently accumulated by the employee.

**24.11** (a) Where the employment of an employee who has been granted advanced sick leave in accordance with clause **24.10** is terminated for any reason, the employee shall compensate the Employer for any such leave granted to him that remains unearned at the time of termination of employment and shall be calculated at the employee's rate of remuneration at the time he ceased to be an employee.

(b) The parties agree that failure to comply with **24.11(a)** above are grounds for the Employer to withhold any wages or other monetary benefits owing in an amount sufficient to reimburse the Employer the amount owing the Employer pursuant to Article **24.11(a)**.

**24.12** An employee who becomes ill while on annual vacation, may use sick leave credits rather than lose a portion of the employee's vacation. In such cases where sick leave is claimed, proof of illness must be submitted to the Employer and the Employer is to be notified at the time of illness.

## ARTICLE 25 - MATERNITY LEAVE

25.01 An employee on maternity leave may apply and receive the benefit of the maternity provisions of the *Employment Insurance Act*, as amended from time to time.

25.02 An employee requesting maternity leave shall submit the required Request for Leave Form accompanied by a medical certificate to the Employer at least fifteen (15) weeks prior to the anticipated delivery date.

25.03 Duration of Leave

Maternity leave shall commence six (6) weeks before the anticipated delivery date unless granted earlier than six (6) weeks or deferred. The Employer may require the employee to commence a leave of absence, only at such time as the employee, as a result of pregnancy, cannot reasonably and safely perform her duties. A medical certificate may be required. Maternity leave shall expire not later than eleven (11) weeks after delivery date unless the six (6) weeks she was entitled to before the delivery date were deferred, in which case the number of days not used shall be added to the eleven (11) weeks after the delivery date.

25.04 An employee returning from maternity leave shall give the Employer written notice of the fact at least ten (10) working days prior to returning to work with a written approval of a qualified medical practitioner. An employee returning to work from maternity leave shall be reinstated to her previously held position and shall receive a rate of pay that is equivalent to or greater than the rate of pay she was receiving immediately prior to her departure on maternity leave.

25.05 Supplementary Unemployment Benefit - An employee with one year's seniority who agrees to return to work for a period of at least six (6) months and who provides the Employer with proof that she has applied for and is eligible to receive Employment Insurance Benefits pursuant to the *Employment Insurance Act*, shall be eligible to be paid a maternity leave allowance in accordance with the Supplementary Unemployment Benefit plan for a period not to exceed fifteen (15) continuous weeks immediately following the minimum waiting period for Employment Insurance Benefit eligibility.

25.06 In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:

(a) where an employee is subject to a waiting period of two (2) weeks before receiving Employment Insurance maternity benefits, an allowance of seventy-five percent (75%) of the regular rate of pay for each week of the two (2) week waiting period less any other monies earned during this period; and

(b) payments equivalent to the difference between the EI benefits the employee is eligible to receive and seventy-five percent (75%) of her regular rate of pay, at the time maternity leave commences, less any other monies received during the period which may result in a decrease in EI benefits to which the employee would have been eligible if no extra monies had been earned during this period.

25.07 "Regular rate of pay" shall mean the rate of pay the employee was receiving at the time maternity leave commenced, but does not include retroactive adjustment of rate of pay, acting pay, shift premium, overtime, or any other form of supplementary compensation.

25.08 An applicant under Clause 25.05 above shall return to work and remain in the Employer's employ for a period of at least six (6) months after her return to work. Should the employee fail to return to work and remain at work for a period of six (6) months the employee shall reimburse the Employer for the amount received as maternity leave allowance on a pro rata basis.

25.09 An employee who is absent from work and is receiving Workers' Compensation Benefits is not entitled to any benefits under this Article.

25.10 The Employer may, upon request in writing from the employee, extend the total period of unpaid maternity leave referred to in Clause 25.03.

25.11 During the period of up to seventeen (17) weeks only specified in 25.03 hereof:

(a) an employee continues to earn seniority and continuous service credits.

(b) where the employee participates in group insurance plans of the Employer, the employee and Employer shall continue their contributions to premiums as required by and subject to the terms of such plans.

25.12 An employee granted extended maternity leave pursuant to Clause 25.10 hereof may, where permissible under relevant group insurance plans, continue contributions, including those of the Employer during such extended leave.

25.13 An employee on Maternity leave shall continue to accrue entitlements for retirement allowance and vacation purposes. An employee maintains but does not accrue sick leave or vacation leave credits while on maternity leave. Periods of less than one (1) month shall not be counted in this calculation.

25.14 When an employee on maternity leave wishes to return to work earlier than provided for under 25.03, she shall give the Employer notice of the fact at least ten (10) working days in advance and the Employer will make every reasonable effort to accommodate her request.

25.15 Subject to Article 25.10 an employee on maternity leave who does not return to work at the expiry of her maternity leave shall be considered to have resigned her position.

25.16 An employee who resigns her position for maternity reasons shall retain her accrued benefits if she becomes re-employed in Part I within six (6) months from the date her resignation, provided such benefits have not been previously liquidated.

25.17 Child Care Leave

(a) An employee who is the natural or adoptive parent shall be granted, upon request in writing, child care leave without pay for a period of up to thirty-seven (37) weeks.

(b) The thirty-seven (37) week child care leave period referred to in 25.17 (a) above shall commence no earlier than the date on which the newborn or adoptive child comes into the employee's care and shall end no later than fifty-two (52) weeks after this date.

(c) The employee who is the natural mother of the child must commence the child care leave immediately upon expiry of maternity leave unless the employee and Employer agree otherwise, and shall give the Employer a minimum six weeks notice of her intent to take the child care leave. If the newborn child is hospitalized when maternity leave expires, the taking of the leave may be delayed.

(d) If the natural father intends to take child care leave, he shall give a minimum of six (6) weeks written notice to the Employer of the commencement date and duration of the leave.

(e) For adoptive parents, such leave shall be requested as soon as possible to the commencement of the leave.

(f) If both parents are employees, the thirty-seven (37) week child care leave may be taken by one parent, or shared by the two parents, provided the combined leave period does not exceed thirty-seven (37) weeks.

(g) An employee returning to work from child care leave shall be reinstated to his/her previously held position and shall receive a rate of pay that is equivalent to or greater than the rate of pay he/she was receiving immediately prior to departure on child care leave. If the employee's previously held position has been affected by layoff, the provisions of Article 17 shall apply.

(h) During the period of child care leave of up to thirty-seven (37) weeks only specified in clause 25.17 (a) thereto:

- (1) an employee continues to earn seniority and continuous service credits based on what her/his regular hours of work would have been;
- (2) where an employee participates in group insurance plans of the Employer, such an employee may, if permissible under the relevant plan, continue contributions, including that of the Employer to such group insurance plans. The employee shall provide the Employer with post-dated cheques covering the amount of such premiums;
- (3) an employee maintains but does not accrue sick leave or vacation leave benefits for any calendar month in which he/she is absent on child care leave for more than one-half the number of working days in that month.

(i) The Employer may, upon request in writing from the employee, grant leave of absence without pay following completion of the child care leave requested in clause 25.17 (a) above. An employee granted such leave of absence without pay may, where permissible under the relevant insurance plans, continue contributions including those of the Employer during such extended leave. The employee shall provide the Employer with post-dated cheques covering the amount of such premiums.

**25.18** Subject to Clause 25.17 (a) above, an employee on child care leave who does not return to work at the expiry of such leave, shall be considered to have resigned his/her position.

**25.19** An employee shall be granted one (1) day's paternity leave without loss of pay within a reasonable period of time surrounding the occasion of the birth of his child,

**25.20** An employee who resigns his/her position for parental reasons shall retain his/her accrued benefits if he/she becomes re-employed in Part I within six (6) months from the date of his/her resignation.

**25.21** Subject to Article 25.17, the total number of weeks an employee is eligible for parental leave may be shortened or lengthened by mutual agreement between the employer and the employee.

## **ARTICLE 26 - BEREAVEMENT LEAVE**

**26.01** Upon application an employee shall be granted seven (7) consecutive calendar days leave of absence without loss of salary or benefits, one of which shall be the day of the funeral in the event of the death of a mother, father, person in loco parentis, spouse, son, daughter, brother, sister or grandchild. Additional bereavement leave may be granted under Article 26.04.

**26.02** Upon application, an employee shall be granted five (5) consecutive calendar days leave of absence without loss of salary or benefits, one of which shall be the day of the funeral, in the event of the death of the employee's mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparents, spouse's grandparents, or other relative living in the employee's household. Additional bereavement leave may be granted under Article 26.04.

**26.03** (a) An employee shall be granted three (3) consecutive calendar days leave of absence without loss of salary or benefits, one of which shall be the day of the funeral, in the event of the death of the employee's aunt, uncle, niece or nephew.

(b) An employee shall be granted one (1) working day leave of absence, to attend the funeral, in the event of the death of the employee's ex-spouse, without loss of salary or benefits.

26.04 An employee may be granted a maximum of an additional three (3) days bereavement leave at the discretion of the Employer for the purpose of travel to attend the funeral of any relative set out in this Article or to carry out a family responsibility which the employee may be obliged to perform following the death of such relative.

26.05 Pallbearer Leave

One-half (1/2) day leave without loss of pay may be granted to an employee to attend a funeral as a pallbearer plus traveling time if necessary. Total leave is not to exceed one (1) day without loss of pay.

26.06 If an employee is on vacation leave at the time of bereavement, the employee shall be permitted to substitute bereavement leave so as not to use that portion of his vacation leave.

**ARTICLE 27 - COURT LEAVE:**

27.01 A Deputy Head shall grant leave with pay to an employee who is required:

- (a) to serve on a jury; or
- (b) to attend as a witness in any proceeding held
  - (i) in or under the authority of a court of justice;
  - (ii) before a court, judge, or coroner;
  - (iii) before the Senate or House of Assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it; or
  - (iv) before an adjudicator or person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

27.02 If an employee serving in any of the above-mentioned capacities is not required to serve for the entire day, such employee shall then report to work.

27.03 Paid court leave shall not be granted,

- (a) to an employee when the court or similar proceedings have been initiated by himself;
- (b) to an employee to attend court or similar proceedings to which the employee is made a party and which are not associated with the employee's employment;
- (c) to an employee on leave of absence without pay or suspension.

27.04 Any fees received by an employee for attendance as a juror or witness shall be remitted to the Employer or the employee shall only be paid the difference between the employee's or her regular salary and the jury or witness fees received. This shall not apply to an employee on leave of absence without pay or under suspension or not otherwise receiving pay from the Employer for the time in question.

**ARTICLE 28 - EDUCATIONAL LEAVE**

The existing Education Leave Provision as prescribed in Schedule C shall continue in force and shall apply to employees in the Bargaining Unit.

28.01 An employee must have completed the probationary period before being considered for educational leave.



- 28.01.01 An employee on educational leave may be granted financial assistance which may include all or a portion of the following costs: employee salary, tuition, travel expenses, meals and lodging, books, registration or examination fees, and any other related legitimate expenses.
- 28.01.02 An employee who is granted Long Term or Special Educational Leave, must sign a non-interest bearing promissory note for the amount of financial assistance received excluding the costs of salary of a replacement employee, and a Return Service Agreement.
- 28.01.03 The period of Return Service specified in a Return Service Agreement is to be for a minimum period of 12 months, or equal to the length of the education leave granted if greater.
- 28.01.04 Where an employee does not complete the Return Service Agreement, the promissory note is credited with an amount that bears the same ratio to the cost of the training as the completed service bears to the total Return Service Agreement. The remaining balance of the promissory note will be processed for collection unless waived.
- 28.01.05 An employee who does not satisfactorily complete the course or training ceases to be entitled to financial assistance but must fulfill any financial and return service commitments on a pro- rata basis. This requirement may be waived where the failure to satisfactorily complete the course or training was due to a cause beyond the employee's control.
- 28.01.06(1) An employee on educational leave is eligible to accumulate sick and vacation leave credits. No carry over of vacation leave credits is permitted where educational leave is granted for a period of 12 months or more.
- 28.01.06(2) A merit increase cannot be granted to an employee on long term or special educational leave but may be granted effective the first day of the month in which the employee returns to work.
- 28.01.07(1) In determining the amount of financial assistance to be paid by the Employer, the percentage figure derived from the attached points guide may be applied to all or any part of the items included in the total financial assistance requested. The points guide must be used to calculate the proportion of salary to be reimbursed while on long term or special education leave.
- 28.01.07(2) Where an employee on educational leave receives other financial assistance from the Province which need not be repaid, the benefits under this educational leave policy may be reduced accordingly.
- 28.01.08(1) Short Term Educational Leave may be granted for the purpose of taking professional; technical or skills training where the employee will be absent from work for a period of 30 working days or less.
- 28.01.08(2) Expenses for transportation, board and lodging cannot exceed the maximum allowance permitted in the Travel Directive.
- 28.01.09(1) An employee may be granted a Tuition Refund upon successful completion of courses that do not require the employee to be absent from work, or require only brief absences.
- 28.01.09(2) Where an employee is eligible for a Tuition Refund, the employee may also be granted:
- (a) Leave of absence with pay for the purpose of writing examinations;
  - (b) Payment of expenses of writing the examinations;
  - (c) Payment of traveling expenses in accordance with the Travel Regulations.
- 28.01.10(1) An employee may be granted Long Term Educational Leave for the purpose of taking professional, technical or skills training where the employee will be absent from work for a period in excess of 30 working days.

28.01.10(2) Subject to 28.01.07(1) an employee may be granted financial assistance to help cover the cost of the following expenses:

(a) Tuition, where the claim is supported by a receipt.

(b) Travel expenses to and from the place of training once during the period of educational leave, in accordance with the Travel Regulations.

(c) Books.

(d) Other agreed expenses directly related to the proposed course or training.

28.01.11(1) An employee may be granted Special Educational Leave when selected by Government to attend Ecole Nationale D'administration, Ecole National D'administration Publique, National Defense College or a similar institution.

28.01.11(2) Subject to 28.01.07(1) an employee may be granted financial assistance to help cover the following expenses;

(a) Tuition, where the claim is supported by a receipt.

(b) Travel expenses to and from the place of training once during the period of educational leave, in accordance with the Travel Regulations.

(c) Other agreed upon expenses directly related to the course of training.

28.02 Subject to the Educational Leave Provisions prescribed in Article 28.01, the parties agree that:

where an employee is directed to take training on a full-time basis the employee shall continue to be paid the employee's regular salary, and the employee shall be reimbursed for all reasonable expenses connected with the employee taking the course and any examinations connected therewith.

28.03 It is recognized by the Parties that Second Language Instruction is of benefit to both the Employer and the employee. Where an employee requests leave for the above and such request is approved by the Employer or where an employee is required by the Employer to take Second Language Training the employee shall:

(a) be granted leave without loss of his/her regular pay and;

(b) be reimbursed for tuition and reasonable travel expenses.

## **ARTICLE 29 - LEAVE FOR UNION BUSINESS**

29.01 Meetings During the Grievance Process

(a) Time off for Liaison Officers

A liaison officer shall obtain the permission of his immediate supervisor before leaving his work to investigate with fellow employees complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend local meetings called by management. Such permission shall not be unreasonably withheld.

(b) Employee presenting a Grievance

Where operational requirements permit, the Employer will grant to an employee:

(i) where the Employer originates a meeting with the employee who has presented the grievance, time off with pay;

- (ii) where an employee who has presented a grievance seeks to meet with the Employer, time off with pay to the employee when the meeting is held in his district and leave without pay when the meeting is held outside his district.
- (iii) where an employee has presented a grievance, and a hearing is held at the final level of the Grievance Process, the employee shall be granted time off with pay to attend that hearing.

(c) Employee who acts as a Representative

Where an employee wishes to represent at a meeting with the Employer, an employee who has presented a Grievance, the Employer will, where operational requirements permit, grant time off with pay to the representative when the meeting is held in his district and leave without pay when the meeting is held outside his district.

(d) Grievance Investigations

Where an employee has asked for or is obliged to be represented by an employee organization in relation to the presentation of a grievance and an employee acting on behalf of an employee organization wishes to discuss the grievance with that employee, the employee and the representative of the employee organization will, where operational requirements permit, be given reasonable time off with pay for this purpose when the discussion takes place in his district and leave without pay when it takes place outside his district.

29.02 (a) Liaison Officers: The Employer recognizes the functions of the Liaison Officer include:

- (i) servicing complaints or grievances on behalf of the members of the bargaining unit;
- (ii) receiving from the Employer and on behalf of the members in the workplace, information regarding Employer policies, etc., which affect employees.

(b) Each workplace will inform the Employer in writing of the name of the Liaison Officer(s) and provide an update from time to time.

29.03 Liaison Officers shall be entitled to leave their jobs with their supervisor's permission. Permission will not be unreasonably withheld. When resuming their regular work, each Liaison Officer shall report to their immediate supervisor and in the event of undue delay, will give their supervisor an explanation of their absence. Employees shall not suffer a loss of regular pay while attending these duties.

29.04 The Employer agrees to acquaint new employees who are performing bargaining unit work with the fact that a Collective Agreement is in effect and to inform the new employee of the name and location of their Liaison Officer.

29.05 Liaison Officer training courses: Where operational requirements permit, the Employer will grant leave without pay up to two (2) days to a reasonable number of employees who work in the capacity of the Liaison Officer on behalf of the Union to undertake training related to the duties of the Liaison Officer. The Employer will maintain the salary and benefits of the employee during such leave and the Union shall reimburse the Employer.

29.06 Contract Negotiations Meetings

Where operational requirements permit the Employer will grant leave without pay to a reasonable number of employees to attend contract negotiations meetings. Where it is mutually agreed between the parties an employee may be granted leave with pay for this purpose and the Union will reimburse the Employer for the employee's compensation for such day(s)'s leave granted.

29.07 Preparatory Contract Negotiations Meetings

Where operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend preparatory contract negotiations meetings. Where it is mutually agreed between the parties an employee may be granted leave with pay for this purpose and the Union will reimburse the Employer for the employee's compensation for such day(s)'s leave granted.

29.08 Meetings Between Employee Organizations and Management

Where operational requirements permit, the Employer will grant time off with pay to a reasonable number of employees who are meeting with management in joint consultation.

29.09 Employee Organization Executive Council Meetings, Annual General Meetings and Conventions

Where operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend employee organization Executive Council meetings, Annual General Meetings and Conventions.

29.10 The Union President

A leave of absence without pay for up to two (2) years shall be granted to a member of the New Brunswick Union of Public and Private Employees elected or appointed to a full-time position with the Union or any body with which the Union is affiliated. Such leave may be extended for a further two (2) year leave or more at the request of the employee. Such request shall not be unreasonably denied. Such leave shall be subject the following conditions:

- (a) At least sixty (60) days notice of intention to return to work shall be given to the Employer;
- (b) The employee shall be returned to their previously held position. If the position is not available in their former workplace, they should be placed in a comparable position in the same department. The first available vacancy in their former workplace, in the same classification and same employment status will be awarded to the employee without the necessity of posting;
- (c) Any period of orientation required will be paid by the Employer and the Union will reimburse the Employer;
- (d) During the period of leave, the employee may, if permissible under the relevant plan(s) continue their contribution and as well pay those of the Employer;
- (e) The employee's seniority shall continue to accrue.

**ARTICLE 30 - OTHER LEAVES OF ABSENCE**

30.01 Examination Leave

(a) If the Employer requires an employee to write an examination or attend a competition to assess the qualifications of the employee, and the employee is required to be away from the employee's job in order to write the examination or attend the competition, the employee shall not suffer any loss of pay or break in service for the time absent from the job.

(b) Where an employee has taken an authorized Educational Course, at the request of the Employer, the employee shall be reimbursed for all reasonable expenses incurred by him ~~for~~ the purpose of attending any and **all** interviews and/or examinations for accreditation by the recognized Professional Society, Educational Body or Institution. Where there is a choice, the date and location of the employee's attendance will be at the discretion of the Employer.

30.02 Conference Assignment

Where the Employer assigns an employee to attend a conference or seminar, payment of the employee's reasonable expenses may be approved by the Employer.

30.03 Leave for Other Reasons

At the discretion of the Employer, special leave with pay may be granted when circumstances not directly attributable to the employee including illness in the immediate family, scheduling of medical or dental appointments prevents the employee reporting for duty. Such leave will not be unreasonably denied.

30.04 (a) The Employer may at its discretion grant leaves of absence without pay to an employee. Such leave will not be unreasonably denied.

(b) The Employer may at its discretion and upon such terms as it deems advisable grant leave of absence with pay to an employee.

**ARTICLE 31 - HEALTH AND SAFETY**

31.01 (a) The Employer shall continue to make reasonable provisions for the safety and health of its employees during their hours of employment.

(b) Protective devices, protective clothing and other equipment deemed necessary by the *Occupational Health and Safety Act* to protect employees properly from injury, other than those of personal nature, shall be supplied by the Employer.

31.02 It is mutually agreed that both the Employer and Union shall cooperate to the fullest extent possible towards the prevention of accidents, and in reasonable promotion of safety and health.

31.03 (a) An employee required to wear safety footwear shall, upon proof of purchase, be reimbursed by the Employer for the actual cost of C.S.A. approved footwear up to a maximum of:

- (i) \$90.00 per fiscal year or;
- (ii) \$180.00 over a two consecutive fiscal year period.

This would be effective the date of signing.

(b) Where the Employer requires an employee to wear specific uniforms, such uniforms will be supplied by the Employer.

(c) Every effort will be made to provide summer issue clothing by May fifteenth (15th) and winter clothing by September fifteenth (15th) of each year.

(d) The Employer agrees to clean and repair issued clothing in accordance with current practices.

31.04 An employee required to wear safety prescription glasses, shall be reimbursed by the Employer to the extent of one half (1/2) the cost of CSA (Industrial) approved lens and frames.

## ARTICLE 32 - EMPLOYEE BENEFITS PROGRAMS

### 32.01 Health and Dental Plans

(a) The Employer shall pay seventy-five percent (75%) of the cost of premiums of the existing Province of New Brunswick Health Plan or its equivalent for all employees. Employee enrollment in this Plan shall be on a voluntary basis. The Employer shall deduct the employee's share of the cost of the premium of the Plan when so authorized by the employee.

(b) The Employer shall pay fifty percent (50%) of the cost of the existing Province of New Brunswick Dental Plan or its equivalent, as agreed between the parties, for all employees. Employee enrollment in this Plan shall be on a voluntary basis. Upon implementation the Employer shall deduct the employee's share of the cost of the premium of the Plan when so authorized by the employee.

(c) In the event that, during the life of this Agreement, additional benefits are added to the Plans resulting in higher premiums being levied by the Standing Committee on Insured Benefits, the Employer agrees that its contribution shall be automatically adjusted so as to maintain the present cost sharing basis of the Plans.

### 32.02 Injured on Duty

All of the persons in the Unit shall be covered by the provisions of the *Worker's Compensation Act*, of the Province of New Brunswick.

An employee receiving compensation benefits under the *Worker's Compensation Act* for injury on the job shall receive the difference between the employee's regular pay and the benefit that is paid by the Workplace, Health, Safety and Compensation Commission during the employee's period of total temporary disability.

The absence of an employee who is receiving compensation benefits under the *Worker's Compensation Act* shall not be charged against the employee's sick leave credits or vacation credits.

For the purpose of this Article, where the Workers' Compensation Board benefits are reduced by the amount of any Canada Pension Plan payments, these payments shall be deemed to form part of the Workers' Compensation Board benefits.

### 32.03 Group Life Insurance

(a) The Employer shall cooperate with the Union to the extent that it agrees to recognize an employee's authorization to deduct Group Life Insurance Premiums from such employee's earnings and remit to the Union for participation in any plan other than the Employer's plan.

(b) The Employer and each employee shall participate in the existing Group Life Insurance Plan for Civil Service Employees on the same basis as at present.

### 32.04 Retirement Allowance

(a) When an employee having continuous service of five (5) years or more, retires due to disability, death, or age, or is laid off, the Employer shall pay such an employee or beneficiary of employee, a retirement allowance equal to five (5) days' pay for each full year of continuous service but not exceeding one hundred and twenty-five (125) days' pay, at the employee's regular rate of pay.

(b) An employee who "retires" is one who retires at age fifty-five (55) (or later) due to disability and is granted a pension under the *Public Service Superannuation Act*.

(c) Where an employee dies, or retires due to disability or age, the retirement allowance shall be a lump sum payment, payable forthwith to the employee, their beneficiary, or estate as the case may be.

(d) Where an employee is laid off, the retirement allowance shall be paid in a lump sum twelve (12) months after the date the employee was laid off, to the employee, the employee's beneficiary, or estate as the case may be. This is provided the employee has not been re-hired in the Public Service during the twelve (12) month period.

(e) At the written request of an employee, payment of retirement allowance may be held over to the taxation year following the year in which the retirement allowance would normally be paid.

#### 32.05 Retirement

The normal retirement age shall be sixty-five (65). An employee's employment shall be extended beyond the age of sixty-five (65) provided that:

(a) the employee requests such extension in writing a minimum of three (3) months prior to reaching the normal retirement age, and

(b) there shall be no interruption and/or discontinuation of service, and

(c) such employee is capable of performing his assigned duties.

#### 32.06 Liability Protection

Employees shall be covered by the Employers Personal Liability Protection Policy as stated in Board of Management Minute 98.0551 and as amended from time to time.

32.07 A seasonal employee shall accumulate service credits for retirement allowance on a prorated basis; the proration being the hours regularly worked in relation to the normal hours worked for full-time employees.

### **ARTICLE 33 - PART-TIME EMPLOYEE PROVISIONS**

33.01 (a) A part-time employee shall accumulate the following on a pro-rated basis; the pro-ratio being the hours regularly worked in relation to the normal hours worked for full-time employees:

- (i) seniority
- (ii) vacation credits
- (iii) sick leave credits
- (iv) service credits for retirement allowance
- (v) statutory holiday.

(b) **All** other leaves are applicable on a pro-rated basis.

33.02 Notwithstanding Article 22, where a holiday falls on a part-time employee's scheduled workday, the employee shall receive the holiday without loss of pay. Where a holiday falls on a part-time employee's regular day off, the holiday is not rescheduled nor is the part-time employee otherwise compensated.

33.03 Notwithstanding Article 21.05, a part-time employee shall be eligible for an anniversary pay increment only after completion of each total annual hours of work normally worked by full-time employees.

33.04 Participation of a part-time employee in any group benefit plan is subject to the terms of such plan.

33.05 Part-time employees may participate, on a voluntary basis, in the pension plan for part-time employees with equal contributions from employer and employee up to 4.5%.

## **ARTICLE 34 - PORTABILITY**

34.01 Upon transfer from Parts II, III or IV of the Public Service:

(a) an employee is entitled to transfer unused sick leave credits to a maximum of 240 days credit;

(b) an employee is entitled to transfer unused vacation leave credits.

(c) an employee is entitled to include the number of years continuous employment in the Public Service for purposes of calculating vacation leave and retirement allowance entitlements. The total number of years of continuous employment cannot be included when the employee's terms and conditions of employment immediately prior to transfer did not include a retirement allowance provision;

(d) an employee shall be entitled to transfer the employee's accumulated pension credits to any other pension plan that is applicable upon the employee's becoming employed in another part of the Public Service according to the terms of the reciprocal agreement in effect.

## **ARTICLE 35 - TECHNOLOGICAL CHANGE**

35.01 Technological change means the introduction of equipment or material of a different technical nature or kind than that previously used by the Employer, and a change in the manner in which the Employer carries on its operations that is directly related to the introduction of that equipment or material.

35.02 When the Employer is considering the introduction of technological change which substantially changes the duties performed by employees in the Bargaining Unit the Employer agrees to notify the employees and the Union at least four (4) months in advance of such intention.

35.03 If, as a result of a change in technology, the Employer requires an employee to undertake additional training, the training will be provided to the employee. Such training shall be given during the hours of work whenever possible. Any training due to technological change shall be at the Employer's expense without loss of pay to the employee.

35.04 If, after a reasonable period of training the employee is unable or unwilling to acquire sufficient competence, the Employer shall make every effort to retain the employee in such position as may be available within the competence of the employee. Should technological change result in lay off of an employee, the affected employee shall be laid off in accordance with the lay off provisions of this Agreement.

## **ARTICLE 36 - MERGER AND AMALGAMATION**

36.01 Except in cases of emergency should the Province merge, amalgamate or combine any of its operations or functions or take over any of the operations or functions of another body which substantially changes the duties performed by employees in the bargaining unit, the employer agrees to notify in writing the employees and the Union at least one hundred and twenty calendar days in advance of the implementation of such change.

36.02 Discussion will commence between the parties within ten (10) days of such notice. The employer shall make every reasonable effort to provide continuous employment in their current classification for employees affected in the bargaining unit. Any employee affected by such take over shall be offered alternate employment, if available with their present employer or another institution, agency or department covered by this agreement and in the latter case, seniority of employees in the amalgamated agency or institution, shall be considered as one (1) list. If alternate employment is not available, layoff shall be in accordance with the layoff provisions of this agreement.

36.03 Where a new operation is planned to replace an existing one, current employees will be given preference in filling available positions provided they have the ability, qualifications and skills to do the work.



36.04 If as a result of a merger or amalgamation the employer requires an employee to undertake additional training, the training will be provided to the employee. Such training shall be given during hours of work whenever possible. Any training due to merger and amalgamation shall be at the employer's expense without **loss** of pay to the employee.

36.05 If after a reasonable period of training the employee is unable or unwilling to acquire sufficient competence the employer shall make very effort to retain the employee in such position as may be available within the competence of the employee. If no such position is available the employee shall be laid off in accordance with the lay off provisions of this agreement.

#### **ARTICLE 37 - DURATION AND TERMINATION**

37.01 This agreement constitutes the entire agreement between the Parties and shall be in effect for the term beginning December 1, 2005 and ending November 30, 2010 and shall be automatically renewed thereafter for successive periods of Twelve (12) months unless either Party requests the negotiations of a new Agreement by giving written notice to the other Party not less than thirty (30) calendar days and not more than sixty (60) calendar days prior to the expiration date of this Agreement or renewal thereof.

37.02 Where a notice requesting negotiation of a new agreement has been given, this Agreement shall remain in full force until such time as an agreement has been signed in respect of a renewal, amendment, or substitution thereof, or until such time as a deadlock is declared under the *Public Service Labour Relations Act*.

#### **ARTICLE 38 - RETROACTIVITY**

38.01 Unless otherwise stated in the agreement, all new wages are retroactive as per the salary schedules listed in this Collective Agreement.

38.02 (a) **All** present employees are entitled to retroactive pay for all paid hours.

(b) The following employees are entitled to retroactive pay on a prorated basis: employees who retired after the expiry date of the previous Collective Agreement; employees who were laid off prior to the date of signing; and employees on approved leave of absence on the date of signing.

38.03 Other employees who were employed on the date of expiration of the previous Collective Agreement and who are not employed on the date of signing of this agreement shall be entitled to retroactive pay provided they make claim by notice in writing to the employer within forty-five (45) calendar days from the date of signing of this Collective Agreement.

38.04 **All** other changes are effective on the date of signing **of** the collective agreement otherwise specifically stated in the agreement.

IN WITNESS WHEREOF, the parties have signed this 8th day of November 2006.

FOR THE UNION:

Thomas Mann

David Peterson

Aloysius Mullin

Larry Elgee

Donald Bélanger

Lorne McLaughlin

Michael Robichaud

\_\_\_\_\_

FOR THE EMPLOYER:

Hon. Victor Boudreau

Hon. Hédard Albert

Steve Soles

Brian Cross

Denis Deveau

Myrna Belyea-Tracy

Janice Collette

Robin Corey

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2005 (1.50%)**

Control Point	Disc Max																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Group 1	966	990	1004	1016	1027	1040	1052	1066	1079	1093	1104	1118	1131	1144	1160	1172	1187	1200	1215	1230	1247	1262	1276	1292
Group 2	1067	1080	1094	1106	1119	1132	1147	1161	1175	1188	1201	1215	1231	1248	1262	1278	1292	1307	1324	1341	1358	1375	1391	1407
Group 3	1162	1174	1189	1202	1217	1232	1249	1264	1279	1295	1311	1325	1342	1361	1378	1392	1408	1425	1440	1460	1477	1496	1512	1533
Group 4	1262	1275	1292	1309	1323	1340	1357	1374	1390	1406	1422	1438	1457	1474	1494	1509	1525	1540	1568	1586	1606	1624	1644	1664
Group 5	1388	1404	1420	1438	1455	1472	1492	1507	1529	1548	1566	1584	1604	1621	1642	1662	1681	1701	1723	1745	1767	1789	1809	1831
Group 6	1525	1546	1564	1582	1602	1619	1629	1659	1679	1699	1719	1742	1762	1786	1806	1828	1851	1871	1893	1915	1925	1945	1988	2011
Group 7	1670	1690	1709	1731	1752	1777	1797	1817	1840	1862	1882	1905	1920	1950	1980	2003	2026	2030	2077	2099	2124	2131	2176	2206
Group 8	1820	1845	1864	1888	1907	1922	1956	1982	2005	2028	2052	2079	2101	2127	2155	2179	2209	2235	2262	2288	2314	2344	2370	2400
Group 1	Cartographic Technician I																	Group 3	Audio Visual Producer I	Group 4	Audio Visual Producer II			
Group 2	Photographer I																	Group 3	Engineering Technician II	Group 4	Engineering Technician III			
Group 3	Cartographic Technician I																	Group 3	Commercial Artist II	Group 4	Photographic Supervisor			
Group 4	Commercial Artist I																	Group 3	Photographer II	Group 4				
Group 5	Photographic Technician I																	Group 3	Cartographic Technician III	Group 4				
Group 6	Photographic Technician II																	Group 3		Group 4				
Group 7	Engineering Technician I																	Group 3		Group 4				
Group 8	Abstractor																	Group 6		Group 8				
Group 9	Cartographic Technician IV																	Group 7	Engineering Technician V	Group 8	Senior Technical Advisor			
Group 10	Engineering Technician IV																	Group 7	Engineering Technician V	Group 8	District Maintenance Manager			

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2006 (1.00%)**

Step	Control Point																	Disc Max						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		18	19	20	21	22	23
Group 1	976	1000	1014	1026	1037	1049	1063	1077	1090	1104	1115	1129	1142	1155	1172	1184	1199	1212	1227	1242	1259	1275	1289	1305
Group 2	1078	1091	1103	1117	1130	1143	1158	1173	1185	1200	1213	1228	1243	1258	1273	1291	1308	1325	1342	1359	1377	1395	1413	1421
Group 3	1174	1188	1201	1214	1229	1244	1259	1277	1292	1308	1324	1338	1355	1375	1390	1408	1422	1439	1454	1475	1492	1511	1527	1548
Group 4	1275	1289	1305	1322	1338	1353	1371	1388	1404	1420	1436	1452	1472	1489	1509	1524	1547	1558	1584	1602	1622	1640	1650	1681
Group 5	1402	1418	1434	1450	1470	1487	1507	1522	1544	1563	1582	1600	1620	1637	1658	1679	1698	1718	1740	1752	1785	1807	1827	1849
Group 6	1541	1551	1580	1598	1618	1635	1655	1675	1696	1716	1736	1759	1780	1804	1824	1845	1870	1890	1912	1924	1958	1985	2008	2031
Group 7	1687	1707	1728	1748	1770	1793	1815	1835	1858	1881	1901	1924	1949	1974	2000	2025	2045	2071	2098	2120	2143	2173	2198	2228
Group 8	1838	1851	1883	1903	1926	1951	1975	2002	2025	2048	2073	2100	2122	2148	2177	2201	2231	2257	2285	2311	2337	2357	2394	2424
Group 1	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Photographer I	Photographer I	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II
Group 2	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I	Commercial Artist I
Group 3	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I	Photographic Technician I
Group 4	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I
Group 5	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II
Group 6	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III
Group 7	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV
Group 8	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor
	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2006 (1.50%)**

Min	Control Point																Disc Max									
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23	24	
Group 1	991	1015	1029	1041	1053	1065	1079	1093	1106	1121	1132	1146	1159	1172	1190	1202	1217	1230	1245	1261	1278	1294	1308	1325		
Group 2	1094	1107	1122	1134	1147	1160	1173	119	1203	1218	1231	1242	1252	1265	1279	1295	1312	1328	1345	1374	1395	1410	1422	1442		
Group 3	1192	1204	1219	1232	1247	1263	1280	1292	1311	1328	1344	1358	1375	1393	1411	1427	1445	1464	1484	1504	1524	1544	1564	1571		
Group 4	1294	1308	1325	1342	1352	1371	1392	1409	1425	1441	1458	1474	1494	1511	1532	1547	1570	1589	1608	1622	1642	1662	1685	1706		
Group 5	1423	1439	1456	1472	1492	1509	1520	1545	1557	1582	1602	1624	1644	1662	1682	1702	1722	1744	1762	1788	1812	1834	1854	1877		
Group 6	1524	1584	1604	1622	1642	1650	1680	1701	1721	1742	1752	1785	1807	1821	1851	1874	1898	1918	1941	1962	1987	2015	2038	2041		
Group 7	1712	1753	1732	1774	1797	1822	1842	1863	1882	1909	1930	1952	1978	2004	2030	2052	2077	2107	2129	2152	2177	2202	2221	2221		
Group 8	1866	1889	1911	1932	1955	1980	2006	2022	2055	2079	2102	2132	2154	2180	2210	2234	2264	2291	2319	2342	2372	2403	2430	2420		
Group 1	Cartographic Technician I																								Group 3	Audio Visual Producer I
Group 2	Photographer I																								Group 4	Audio Visual Producer II
Group 3	Cartographic Technician I																								Group 5	Engineering Technician III
Group 4	Commercial Artist I																								Group 6	Photographic Supervisor
Group 5	Photographic Technician I																								Group 7	Photographer II
Group 6	Photographic Technician II																								Group 8	Cartographic Technician III
Group 7	Engineering Technician I																								Group 1	Cartographic Technician I
Group 8	Engineering Technician II																								Group 2	Photographer I
Group 9	Engineering Technician III																								Group 3	Audio Visual Producer I
Group 10	Engineering Technician IV																								Group 4	Engineering Technician II
Group 11	Engineering Technician V																								Group 5	Commercial Artist II
Group 12	Senior Technical Advisor																								Group 6	Photographer II
Group 13	District Maintenance Manager																								Group 7	Cartographic Technician III

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2007 (1.00%)**

Main	Control Point																		Disc Max						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		19	20	1	22	23	24
Group 1	1001	1025	1039	1051	1064	1076	1090	1104	1117	1132	1143	1157	1171	1184	1202	1214	1229	1242	1257	1274	12	1	1E07	1321	1338
Group 2	1105	1118	1118	1145	1158	1172	1187	1203	1215	1220	1242	1258	1275	1292	1308	1322	1339	1356	1371	1388	1407	1424	1440	1456	
Group 3	1204	1216	1221	1244	1259	1272	1293	1309	1324	1341	1357	1372	1389	1410	1425	1441	1457	1472	1491	1512	1529	1549	1552	1587	
Group 4	1307	1321	1338	1355	1370	1387	1406	1423	1439	1455	1473	1489	1509	1526	1547	1562	1586	1605	1624	1642	1662	1682	1702	1723	
Group 5	1437	1452	1471	1487	1507	1524	1545	1550	1588	1602	1622	1640	1650	1679	1700	1721	1740	1751	1784	1802	1820	1852	1872	1896	
Group 6	1580	1600	1620	1628	1658	1677	1697	1718	1728	1759	1780	1803	1825	1849	1870	1893	1917	1927	1988	2007	2035	2058	2082		
Group 7	1729	1750	1770	1792	1815	1840	1850	1882	1905	1928	1949	1973	1998	2024	2050	2074	2098	2122	2150	2174	2199	2228	2252	2284	
Group 8	1885	1908	1930	1951	1975	2000	2026	2052	2076	2100	2125	2152	2172	2202	2232	2252	2282	2314	2342	2359	2392	2427	2454	2485	
Group 1	Cartographic Technician I																			Group 4	Audio Visual Producer II				
Commercial Artist I																			Group 3	Audio Visual Producer I					
Photographic Technician I																			Group 2	Photographer I					
Photographic Technician II																			Group 1	Cartographic Technician I					
Engineering Technician I																			Group 1	Photographer I					
Group 5	Abstractor																			Group 6	Photographer II				
Cartographic Technician IV																			Group 7	Cartographic Technician II					
Engineering Technician IV																			Group 7	Cartographic Technician II					
																			Group 8	Cartographic Technician II					
																			Group 8	Senior Technical Advisor					
																			Group 8	District Maintenance Manager					

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2007 (1.50%)**

Min	Con 1																Disc Max									
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23	24	
Group 1	1016	1040	1055	1067	1080	1092	1106	1121	1134	1149	1160	1174	1189	1202	1220	1232	12 7	1261	1276	1293	1310	1327	1341	1358		
Group 2	1122	1135	1150	1162	1175	1190	1205	1221	1233	1248	1262	1277	1294	1311	1328	1343	1359	1378	1409	1428	1445	1462	1478			
Group 3	1222	1234	1249	1263	1278	1295	1312	1329	1344	1361	1377	1393	1410	1431	1446	1463	1479	1498	1513	1555	1552	1572	1589	1611		
Group 4	1327	1341	1358	1375	1391	1408	1427	1444	1461	1477	1495	1511	1532	1549	1570	1585	1610	1629	1648	1667	1687	1707	1728	1749		
Group 5	1459	1475	1493	1509	1530	1547	1568	1583	1607	1626	1646	1665	1685	1704	1726	1747	1766	1787	1811	1838	1857	1880	1901	1924		
Group 6	1604	1624	1644	1663	1683	1702	1722	1744	1764	1785	1807	1830	1852	1877	1898	1921	1946	1966	1989	2013	2037	2066	2089	2113		
Group 7	1755	1777	1797	1819	1842	1868	1888	1910	1934	1957	1978	2003	2028	2054	2081	2105	2129	2155	2182	2207	2252	2281	2287	2318		
Group 8	1913	1957	1959	1980	2005	2030	2056	2083	2107	2157	2185	2209	2235	2265	2290	2321	2349	2377	2405	2432	2463	2491	2522			
Group 1	Cartographic Technician I																								Group 3	Audio Visual Producer I
Commercial Artist I																								Group 4	Audio Visual Producer II	
Photographic Technician I																								Engineering Technician II	Engineering Technician II	
Photographic Technician II																								Commercial Artist II		
Engineering Technician I																								Photographer II		
																								Cartographic Technician III		
Group 5																								Group 6	Reg Envir. Enforcement Super	
Abstractor																								Group 7	Engineering Technician V	
Cartographic Technician IV																								Senior Technical Advisor		
Engineering Technician IV																								District Maintenance Manager		

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2007 (0.25%)**

Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Control Point		
																									Max	Disc Max	
Group 1	1019	1043	1058	1070	1083	1095	1109	1124	1137	1152	1163	1177	1192	1205	1223	1235	1250	1264	1279	1296	1313	1330	1344	1361	1413	1442	
Group 2	1125	1148	1153	1165	1178	1193	1208	1224	1236	1251	1265	1280	1297	1314	1331	1346	1362	1379	1395	1413	1432	1449	1466	1482	1539	1568	
Group 3	1225	1247	1252	1264	1278	1298	1315	1332	1347	1364	1380	1396	1414	1435	1450	1467	1483	1502	1517	1539	1556	1576	1595	1615	1671	1700	
Group 4	1330	1344	1361	1378	1394	1412	1431	1448	1465	1481	1499	1515	1536	1553	1574	1589	1614	1633	1652	1671	1691	1711	1732	1753	1808	1837	
Group 5	1463	1479	1497	1513	1534	1551	1572	1587	1611	1630	1650	1669	1689	1708	1730	1751	1770	1791	1816	1838	1862	1885	1905	1929	1985	2014	
Group 6	1608	1628	1648	1667	1687	1706	1725	1748	1768	1789	1812	1835	1857	1882	1903	1926	1951	1971	1994	2018	2042	2071	2094	2118	2174	2203	
Group 7	1759	1780	1801	1824	1847	1873	1893	1915	1939	1962	1983	2008	2033	2059	2086	2110	2134	2160	2187	2215	2238	2267	2295	2324	2380	2409	
Group 8	1918	1942	1964	1985	2010	2035	2061	2088	2112	2137	2162	2190	2215	2241	2271	2296	2327	2355	2388	2411	2438	2469	2497	2528	2584	2613	
Group 1	Cartographic Technician I	Cartographic Technician I	Commercial Artist I	Photographic Technician I	Photographic Technician II	Engineering Technician I	Engineering Technician I	Engineering Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer II	Cartographic Technician III	Engineering Technician I	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Engineering Technician II	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Engineering Technician I	Engineering Technician II	
Group 2	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	Photographer I	Cartographic Technician I	
Group 3	Audio Visual Producer I	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II
Group 4	Audio Visual Producer II	Engineering Technician III	Photographic Supervisor	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III	Engineering Technician III
Group 5	Abstractor	Cartographic Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV	Engineering Technician IV
Group 6	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super	Reg. Envir. Enforcement Super
Group 7	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V
Group 8	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor	District Maintenance Manager	Senior Technical Advisor



**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2008 (1.00%)**

Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Control					
																									Point Max	Disc Max				
Group 1	1029	1053	1069	1081	1094	1106	1120	1135	1148	1164	1175	1189	1204	1217	1235	1247	1263	1277	1292	1309	1326	1343	1357	1375						
Group 2	1136	1149	1165	1177	1190	1205	1220	1236	1248	1264	1278	1293	1310	1327	1344	1359	1376	1393	1409	1427	1446	1463	1481	1497						
Group 3	1237	1249	1265	1279	1294	1311	1328	1345	1360	1378	1394	1410	1428	1449	1465	1482	1498	1517	1532	1554	1572	1592	1609	1631						
Group 4	1343	1357	1375	1392	1408	1426	1445	1462	1480	1496	1514	1530	1551	1569	1590	1605	1630	1649	1669	1688	1708	1728	1749	1771						
Group 5	1478	1494	1512	1528	1549	1567	1588	1603	1627	1646	1667	1686	1706	1725	1747	1769	1788	1809	1834	1856	1881	1904	1925	1948						
Group 6	1624	1644	1664	1684	1704	1723	1743	1765	1786	1807	1830	1853	1876	1901	1922	1945	1971	1991	2014	2038	2062	2092	2111	2139						
Group 7	1777	1798	1819	1842	1865	1892	1912	1934	1958	1982	2003	2028	2053	2080	2107	2131	2155	2182	2209	2235	2260	2290	2316	2347						
Group 8	1937	1961	1984	2005	2030	2055	2082	2109	2133	2158	2184	2212	2237	2263	2294	2319	2350	2379	2407	2435	2462	2494	2522	2553						
Group 1	Cartographic Technician I	Commercial Artist I	Photographic Technician I	Photographic Technician II	Engineering Technician I	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Photographer I	Cartographic Technician II	Photographer I	Audio Visual Producer I	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Group 2	Photographer I	Cartographic Technician II	Group 3	Audio Visual Producer I	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Group 4	Audio Visual Producer II	Engineering Technician III	Photographic Supervisor
Group 5	Abstractor	Cartographic Technician IV	Engineering Technician IV	Group 6	Reg Envir. Enforcement Super	Group 7	Engineering Technician V	Group 8	Senior Technical Advisor	District Maintenance Manager																				

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2008 (0.25%)**

Min	Control Point																Disc Max									
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23	24	
Group 1	1032	1156	1072	1084	1097	1109	1123	1138	1151	1167	1178	1192	1207	1220	1238	1250	1266	1280	1295	1312	1329	1346	1360	1378		
Group 2	1139	1252	1158	1180	1195	1208	1223	1232	1251	1267	1281	1295	1313	1330	1347	1362	1379	1395	1413	1431	1450	1467	1485	1501		
Group 3	1240	1352	1258	1282	1297	1314	1331	1348	1363	1381	1397	1414	1432	1453	1479	1485	1502	152	1535	1558	1575	1595	1613	1655		
Group 4	1346	1350	1378	1395	1412	1430	1449	1455	1484	1500	1518	1534	1555	1573	1594	1609	1634	1655	1675	1692	1712	1732	1755	1775		
Group 5	1482	1498	1516	1532	1553	1571	1592	1607	1631	1650	1671	1690	1710	1729	1751	1773	1792	1814	1839	1861	1886	1909	1930	1953		
Group 6	1628	1648	1658	1688	1708	1727	1747	1759	1790	1812	1855	1858	1851	1905	1927	1950	1976	1995	2019	2045	2077	2097	2120	2144		
Group 7	1781	1803	1824	1847	1870	1897	1917	1959	1963	1987	2008	2035	2058	2085	2112	2135	2160	2187	2215	2241	2255	2296	2322	2355		
Group 8	1942	1955	1989	2010	2055	2050	2087	2114	2158	2163	2189	2218	22	2259	2300	2325	2355	2385	2413	2441	2458	2500	2528	2559		
Group 1	Cartographic Technician I																								Group 4	Audio Visual Producer II
Commercial Artist I																								Group 3	Audio Visual Producer I	
Photographic Technician I																								Group 2	Photographer I	
Photographic Technician II																								Group 1	Photographer I	
Engineering Technician I																								Group 1	Cartographic Technician II	
Engineering Technician I																								Group 1	Commercial Artist II	
Engineering Technician I																								Group 1	Photographer II	
Engineering Technician I																								Group 1	Cartographic Technician II	
Group 5	Abstractor																								Group 7	Engineering Technician V
Cartographic Technician IV																								Group 6	Reg Envir. Enforcement Super	
Engineering Technician IV																								Group 8	Senior Technical Advisor	
																								Group 8	District Maintenance Manager	

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2008 (1.50%)**

Min	Control Point																Disc Max							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23
Group 1	1047	1072	1088	1100	1113	1126	1140	1155	1168	1185	1196	1210	1225	1238	1257	1269	1285	1299	1314	1332	1349	1366	1380	1399
Group 2	1152	1169	1186	1198	1211	1226	1241	1258	1270	1282	1300	1315	1333	1350	1367	1382	1400	1417	1434	1452	1472	1489	1507	1524
Group 3	1259	1271	1287	1301	1316	1334	1351	1368	1383	1402	1418	1435	1453	1475	1491	1508	1525	1544	1559	1581	1600	1620	1637	1650
Group 4	1362	1380	1399	1416	1433	1451	1471	1488	1502	1523	1541	1557	1578	1597	1618	1633	1659	1678	1698	1717	1738	1758	1779	1802
Group 5	1504	1520	1539	1555	1576	1595	1616	1630	1655	1675	1692	1715	1732	1755	1777	1800	1819	1841	1867	1889	1914	1938	1959	1982
Group 6	1652	1673	1693	1713	1734	1753	1772	1800	1817	1839	1853	1882	1909	1933	1952	1979	2002	2022	2049	2074	2098	2128	2152	2172
Group 7	1808	1830	1850	1875	1898	1925	1942	1968	1992	2017	2038	2064	2089	2116	2144	2168	2192	2220	2248	2275	2300	2330	2357	2388
Group 8	1971	1995	2019	2040	2066	2091	2118	2146	2170	2195	2222	2251	2277	2303	2335	2360	2391	2421	2449	2478	2505	2538	2552	2597
Group 1	Cartographic Technician I	Group 2																Group 3	Group 4					
Commercial Artist I	Photographer I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I	Cartographic Technician I
Photographic Technician I	Photographer II	Commercial Artist II	Photographer II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II	Cartographic Technician II
Photographic Technician II	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I	Engineering Technician I
Engineering Technician I	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Technician II
Group 5	Abstractor	Group 6																Group 7	Group 8					
Cartographic Technician IV	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super	Reg Envir. Enforcement Super
Engineering Technician IV	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V	Engineering Technician V
	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor	Senior Technical Advisor
	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager	District Maintenance Manager

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2008 (0.25%)**

	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Control Point		Disc Max
																										Max	Max	
Group 1	1050	1075	1091	1103	1116	1129	1143	1158	1171	1188	1199	1213	1228	1241	1260	1272	1288	1302	1317	1335	1352	1369	1383	1403				
Group 2	1159	1172	1189	1201	1214	1229	1244	1261	1278	1299	1320	1341	1362	1383	1404	1421	1448	1475	1499	1528	1558	1588	1624	1641	1528			
Group 3	1262	1274	1290	1304	1319	1337	1354	1371	1386	1406	1422	1439	1457	1479	1495	1512	1529	1548	1563	1585	1604	1624	1641	1641	1528			
Group 4	1369	1383	1408	1420	1437	1455	1475	1492	1510	1527	1545	1561	1582	1601	1622	1637	1663	1682	1700	1721	1742	1762	1783	1807				
Group 5	1508	1524	1543	1559	1580	1599	1620	1655	1659	1679	1700	1719	1740	1759	1781	805	1820	848	1870	894	1919	1943	1964	1987				
Group 6	1656	1677	1697	1717	1738	1757	1777	1800	1822	1844	1868	1891	1914	1940	1961	1984	2011	2031	2054	2079	2103	2133	2157	2181				
Group 7	1813	1855	1856	1880	1903	1930	1951	1978	1997	2022	2048	2069	2094	2121	2149	2178	2197	2228	2254	2281	2306	2338	2394					
Group 8	1978	2000	2024	2045	2071	2098	2128	2151	2175	2200	2228	2257	2283	2309	2341	2388	2427	2455	2484	2511	2544	2572	2608					
Group 1	Cartographic Technician I																											
Group 2	Photographer I																											
Group 3	Cartographic Technician II																											
Group 4	Audio Visual Producer II																											
Group 5	Abstractor																											
Group 6	Reg Envir. Enforcement Super																											
Group 7	Engineering Technician V																											
Group 8	Senior Technical Advisor																											
Group 9	District Maintenance Manager																											

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2009 (1.00%)**

	Control Point																				Disc Max			
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		20	21	22
Group 1	1061	1086	1102	1114	1127	1140	1154	1170	1183	1200	1211	1225	1240	1253	1273	1285	1301	1315	1330	1348	1366	1383	1397	1417
Group 2	1171	1184	1201	1213	1226	1241	1256	1274	1286	1302	1316	1331	1349	1367	1384	1399	1418	1435	1452	1471	1491	1508	1526	1543
Group 3	1275	1287	1303	1317	1332	1350	1368	1385	1400	1420	1436	1453	1472	1494	1510	1527	1544	1563	1579	1601	1620	1640	1657	1681
Group 4	1383	1397	1417	1434	1451	1470	1490	1507	1525	1542	1560	1577	1598	1617	1638	1653	1680	1699	1719	1738	1759	1780	1801	1825
Group 5	1523	1529	1558	1575	1596	1615	1636	1651	1676	1696	1717	1736	1757	1777	1799	1823	1842	1864	1891	1913	1938	1962	1984	2007
Group 6	1673	1694	1714	1734	1755	1775	1795	1818	1840	1862	1887	1910	1933	1959	1981	2004	2031	2051	2051	2100	2124	2154	2179	2203
Group 7	1831	1853	1875	1898	1922	1949	1971	1993	2017	2042	2063	2090	2115	2142	2170	2195	2219	2248	2277	2304	2329	2359	2387	2418
Group 8	1998	2020	2044	2065	2092	2117	2144	2173	2197	2222	2250	2280	2306	2332	2364	2390	2421	2451	2480	2509	2536	2562	2598	2629
Group 1	Cartographic Technician I	Cartographic Technician I	Commercial Artist I	Photographic Technician I	Photographic Technician II	Engineering Technician I	Engineering Technician II	Photographer I	Cartographic Technician I	Cartographic Technician II	Photographer II	Cartographic Technician III	Group 3	Audio Visual Producer I	Engineering Technician II	Commercial Artist II	Photographer II	Cartographic Technician III	Group 4	Audio Visual Producer II	Engineering Technician III	Photographic Supervisor		
Group 2	Photographer I	Cartographic Technician I	Photographer II	Cartographic Technician II	Photographer II	Cartographic Technician III	Group 4	Audio Visual Producer II	Engineering Technician III	Photographic Supervisor														
Group 3	Photographer I	Cartographic Technician I	Photographer II	Cartographic Technician II	Photographer II	Cartographic Technician III	Group 5	Abstractor	Cartographic Technician IV	Engineering Technician IV	Group 6	Reg Envir. Enforcement Super	Group 7	Engineering Technician V	Group 8	Senior Technical Advisor	District Maintenance Manager							

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2009 (0.75%)**

	Control Point																Disc Max									
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		16	17	18	19	20	21	22	23	24
Group 1	1094	1110	1122	1135	1149	1163	1179	1192	1209	1220	1234	1249	1262	1283	1295	1311	1325	1340	1358	1376	1393	1407	1428			
Group 2	1180	1198	1210	1222	1235	1250	1265	1284	1298	1312	1328	1341	1359	1377	1394	1409	1429	1448	1463	1482	1502	1519	1537	1555		
Group 3	1285	1297	1313	1327	1342	1360	1378	1395	1411	1428	1447	1464	1483	1505	1521	1538	1558	1575	1591	1613	1632	1652	1669	1689	1708	
Group 4	1393	1407	1428	1445	1462	1481	1501	1518	1538	1554	1572	1589	1610	1629	1650	1665	1693	1712	1732	1751	1772	1791	1815	1859		
Group 5	1534	1551	1570	1587	1608	1627	1648	1668	1689	1709	1730	1749	1770	1812	1837	1855	1878	1905	1927	1955	1977	1999	2022			
Group 6	1686	1707	1727	1747	1768	1788	1808	1832	1854	1876	1901	1924	1948	1974	1998	2019	2048	2088	2091	2116	2140	2170	2195	2220		
Group 7	1845	1877	1889	1913	1938	1964	1986	2008	2032	2057	2078	2108	2131	2158	2186	2211	2238	2294	2321	2348	2377	2405	2438			
Group 8	2011	2055	2059	2080	2108	2133	2160	2189	2213	2239	2267	2297	2329	2349	2382	2408	2439	2499	2528	2555	2588	2617	2649			
Group 1	Cartographic Technician I																								Group 4	Audio Visual Producer II
Group 2	Photographer I																								Group 3	Audio Visual Producer I
Group 3	Cartographic Technician I																								Group 2	Engineering Technician II
Group 4	Commercial Artist I																								Group 1	Commercial Artist II
Group 5	Photographic Technician I																								Group 5	Photographer II
Group 6	Photographic Technician II																								Group 6	Cartographic Technician III
Group 7	Engineering Technician I																								Group 7	Engineering Technician V
Group 8	Engineering Technician I																								Group 8	Senior Technical Advisor
Group 9	Abstractor																									District Maintenance Manager
Group 10	Cartographic Technician IV																									
Group 11	Engineering Technician IV																									

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2009 (1.50%)**

	Min	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	Control Point		Disc Max		
																				Max	Max			
Group 1	1085	1110	1127	1139	1152	1166	1180	1197	1210	1227	1238	1253	1268	1281	1302	1314	1331	1345	1360	1378	1378	1414	1428	1449
Group 2	1198	1211	1228	1240	1254	1269	1284	1303	1315	1332	1346	1361	1379	1398	1415	1430	1450	1468	1485	1504	1525	1542	1580	1578
Group 3	1304	1316	1333	1347	1362	1380	1399	1416	1432	1452	1469	1486	1505	1528	1544	1571	1579	1599	1615	1637	1658	1677	1694	1719
Group 4	1414	1428	1449	1467	1484	1503	1524	1541	1559	1577	1596	1613	1634	1653	1675	1690	1718	1738	1758	1777	1799	1820	1842	1867
Group 5	1557	1574	1594	1611	1632	1651	1673	1688	1714	1735	1756	1775	1797	1817	1839	1865	1884	1906	1934	1958	1982	2007	2029	2052
Group 6	1711	1733	1753	1778	1795	1815	1835	1859	1882	1904	1930	1953	1977	2004	2028	2049	2077	2097	2122	2148	2172	2203	2228	2253
Group 7	1873	1895	1917	1942	1965	1993	2016	2038	2062	2088	2109	2138	2163	2190	2219	2244	2270	2299	2328	2356	2381	2413	2441	2473
Group 8	2041	2086	2090	2111	2140	2165	2192	2222	2246	2273	2301	2331	2358	2384	2418	2444	2478	2506	2538	2588	2598	2627	2656	2689
Group 1																							Group 4	
Cartographic Technician I																							Audio Visual Producer II	
Commercial Artist I																							Engineering Technician III	
Photographic Technician I																							Photographic Supervisor	
Photographic Technician II																								
Engineering Technician I																								
Group 5																							Group 8	
Abstractor																							Senior Technical Advisor	
Cartographic Technician IV																							District Maintenance Manager	
Engineering Technician IV																								

**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE DECEMBER 1, 2009 (0.50%)**

	Control Point																Disc Max									
	Min	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23	24	
Group 1	1090	1116	1133	1145	1158	1172	1186	1203	1216	1233	1244	1259	1274	1287	1309	1321	1338	1352	1367	1385	1404	1421	1435	1456		
Group 2	1204	1217	1234	1246	1260	1275	1290	1310	1322	1339	1353	368	1386	1405	1422	1437	1457	1475	1492	1512	1533	1550	1568	1586		
Group 3	1311	1323	1340	1354	1369	1387	1406	1423	1439	1459	1476	493	1513	1536	1552	1569	1587	1607	1623	1645	1664	1685	1702	1728		
Group 4	1421	1435	1456	1474	1491	1511	1532	1549	1567	1585	1604	621	1642	1661	1683	1698	1727	1747	1767	1786	1808	1829	1851	1876		
Group 5	1565	1582	1602	1619	1640	1659	1681	1696	1723	1744	1765	1784	1806	1826	1848	1874	1893	1916	1944	1966	1992	2017	2039	2062		
Group 6	1720	1742	1762	1782	1804	1824	1844	1868	1891	1914	1940	963	1987	2014	2036	2059	2087	2107	2133	2159	2183	2214	2239	2264		
Group 7	1882	1904	1927	1952	1975	2003	2026	2048	2072	2098	2120	2149	2174	2201	2230	2233	2281	2311	2340	2348	2393	2423	2423	2425		
Group 8	2051	2076	2100	2122	2151	2176	2203	2233	2257	2280	2313	2343	2370	2398	2430	2436	2488	2519	2548	2579	2606	2640	2669	2702		
Group 1	Cartographic Technician I																								Group 4	Audio Visual Producer II
Commercial Artist I																								Group 3	Audio Visual Producer I	
Photographic Technician I																								Group 2	Engineering Technician II	
Photographic Technician II																								Photographer I	Commercial Artist II	
Engineering Technician I																								Photographer II	Photographer II	
																								Cartographic Technician III	Cartographic Technician III	
Group 5																								Group 7	Engineering Technician V	
Abstractor																								Group 6	Reg Envir. Enforcement Super	
Cartographic Technician IV																								Group 8	Senior Technical Advisor	
Engineering Technician IV																									District Maintenance Manager	



**SCHEDULE A  
ENGINEERING AND FIELD PAY PLAN  
EFFECTIVE JUNE 1, 2010 (1.00%)**

Min	Control Point																Disc Max								
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23	24
Group 1	1101	1127	1144	1170	1184	1198	1215	1228	1245	1256	1272	1287	1300	1322	1334	1351	1366	1381	1399	1418	1435	1449	1471		
Group 2	1216	1229	1248	1258	1273	1288	1303	1323	1335	1352	1367	1382	1400	1419	1436	1451	1472	1491	1507	1527	1548	1568	1602		
Group 3	1324	1336	1353	1388	1401	1420	1437	1453	1474	1491	1508	1528	1551	1588	1603	1623	1639	1661	1681	1702	1719	1745			
Group 4	1435	1449	1471	1489	1506	1528	1547	1564	1583	1601	1620	1637	1658	1678	1700	1715	1744	1764	1785	1804	1828	1847	1895		
Group 5	1581	1598	1618	1655	1656	1676	1698	1713	1740	1761	1783	1802	1824	1844	1866	1893	1912	1935	1953	1986	2012	2037	2059	2083	
Group 6	1737	1759	1780	1800	1822	1842	1887	1910	1933	1959	1983	2007	2034	2058	2080	2108	2128	2150	2181	2205	2233	2281	2287		
Group 7	1901	1923	1946	1972	1995	2023	2046	2068	2093	2119	2141	2170	2196	2223	2252	2278	2304	2336	2392	2417	2449	2478	2510		
Group 8	2072	2087	2121	2143	2173	2198	2225	2255	2280	2307	2338	2369	2420	2454	2481	2513	2544	2574	2605	2632	2668	2696	2729		
Group 1	Cartographic Technician I																								Group 4
Group 2	Photographer I																								Group 4
Group 3	Cartographic Technician I																								Group 4
Group 4	Photographer II																								Group 4
Group 5	Cartographic Technician III																								Group 4
Group 6	Photographer II																								Group 4
Group 7	Cartographic Technician III																								Group 4
Group 8	Abstractor																								Group 4
Group 1	Cartographic Technician I																								Group 4
Group 2	Photographer I																								Group 4
Group 3	Cartographic Technician I																								Group 4
Group 4	Photographer II																								Group 4
Group 5	Cartographic Technician III																								Group 4
Group 6	Photographer II																								Group 4
Group 7	Cartographic Technician III																								Group 4
Group 8	Senior Technical Advisor																								Group 4
Group 1	Cartographic Technician I																								Group 4
Group 2	Photographer I																								Group 4
Group 3	Cartographic Technician I																								Group 4
Group 4	Photographer II																								Group 4
Group 5	Cartographic Technician III																								Group 4
Group 6	Photographer II																								Group 4
Group 7	Cartographic Technician III																								Group 4
Group 8	District Maintenance Manager																								Group 4

**SCHEDULE A**  
**ENGINEERING AND FIELD PAY PLAN**  
**EFFECTIVE JUNE 1, 2010 (0.50%)**

Min											Control Point		Disc Max											
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Group 1	1107	1133	1150	1162	1176	1190	1204	1221	1234	1251	1262	1278	1293	1307	1329	1341	1358	1373	1388	1406	1425	1442	1456	1478
Group 2	1222	1255	1279	1294	1310	1327	1342	1359	1374	1389	1407	1422	1443	1458	1479	1497	1515	1535	1556	1574	1592	1610	1628	1647
Group 3	1631	1648	1660	1673	1690	1708	1727	1744	1760	1781	1798	1816	1835	1853	1872	1893	1911	1930	1949	1969	1989	2009	2029	2049
Group 4	1842	1855	1868	1881	1894	1907	1920	1933	1946	1959	1972	1985	1998	2011	2024	2037	2050	2063	2076	2089	2102	2115	2128	2141
Group 5	1589	1606	1622	1638	1654	1671	1688	1704	1721	1737	1754	1771	1788	1805	1822	1839	1856	1873	1890	1907	1924	1941	1958	1975
Group 6	1742	1758	1789	1809	1831	1851	1871	1891	1912	1933	1954	1975	1996	2017	2044	2070	2097	2124	2151	2178	2205	2232	2259	2286
Group 7	1911	1933	1956	1982	2005	2033	2056	2078	2105	2130	2152	2181	2207	2234	2263	2289	2316	2344	2375	2404	2429	2441	2490	2523
Group 8	2082	2107	2134	2164	2184	2209	2236	2266	2291	2317	2348	2378	2408	2442	2482	2522	2554	2587	2621	2645	2679	2709	2743	2777
Group 1	Cartographic Technician I											Group 3	Audio Visual Producer I	Group 4	Audio Visual Producer II									
Commercial Artist I											Photographer I	Engineering Technician II	Engineering Technician III											
Photographic Technician I											Cartographic Technician II	Commercial Artist II	Photographic Supervisor											
Photographic Technician II											Photographer II	Cartographic Technician III												
Engineering Technician I											Cartographic Technician III													
Group 5	Abstractor											Group 6	Reg Envir. Enforcement Super	Group 7	Engineering Technician V	Group 8	Senior Technical Advisor							
Cartographic Technician IV											Engineering Technician IV													
Engineering Technician IV											Engineering Technician IV													

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2005 (1.50%)**

	Control Point																Disc Max							
	Min	1	2	3	4	5	6	0	8	9	10	11	12	13	14	15		16	17	18	19	20	21	22
Group 1	1066	1092	1107	1122	1134	1147	1160	1176	1191	1206	1219	1233	1247	1263	1280	1293	1309	1324	1341	1357	1376	1393	1408	1426
Group 2	1107	1192	1208	1221	1234	1248	1266	1281	1295	1310	1325	1342	1358	1377	1394	1414	1427	1446	1461	1480	1498	1517	1535	1552
Group 3	1282	1296	1311	1326	1343	1360	1378	1395	1411	1429	1447	1462	1481	1502	1518	1536	1555	1572	1589	1611	1630	1650	1669	1691
Group 4	1393	1408	1426	1444	1460	1479	1490	1516	1534	1551	1569	1587	1607	1626	1648	1666	1690	1710	1731	1751	1772	1792	1815	1836
Group 5	1531	1549	1567	1584	1605	1624	1646	1664	1687	1708	1729	1751	1788	1812	1833	1854	1877	1902	1925	1950	1974	1995	2021	
Group 6	1683	1706	1726	1746	1760	1786	1809	1850	1852	1875	1890	1922	1945	1971	1992	2017	2043	2065	2089	2115	2140	2168	2194	2219
Group 7	1842	1865	1886	1909	1934	1961	1982	2005	2031	2054	2077	2102	2129	2156	2185	2210	2235	2262	2292	2316	2345	2373	2401	2434
Group 8	2008	2034	2056	2079	2104	2132	2158	2187	2212	2238	2264	2294	2318	2348	2378	2405	2437	246	2497	2524	2554	2586	2616	2649

Group 1 Engineering Technician I	Group 2	Group 3 Engineering Technician II	Group 4 Engineering Technician III
Group 5 Engineering Technician IV	Group 6	Group 7 Engineering Technician V	Group 8 Senior Technical Advisor District Maintenance Manager

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2006 (1.00%)**

Min	Control Point																Disc Max							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23
Group 1	1077	1103	1118	1133	1145	1158	1172	1188	1203	1218	1231	1245	1259	1276	1293	1306	1322	1337	1354	1371	1390	1407	1422	1440
Group 2	1189	1204	1220	1233	1248	1260	1279	1294	1308	1323	1338	1355	1372	1391	1408	1424	1441	14	1476	1495	1513	1532	1550	1568
Group 3	1295	1309	1324	1339	1354	1374	1392	1409	1425	1443	1461	1477	1495	1517	1533	1551	1569	1588	1605	1627	1646	1667	1686	1708
Group 4	1407	1422	1440	1458	1473	1494	1512	1531	1549	1567	1585	1603	1621	1642	1664	1688	1707	1727	1748	1769	1790	1810	1833	1854
Group 5	1545	1564	1583	1600	1621	1640	1662	1681	1704	1725	1748	1775	1804	1830	1851	1873	1896	1921	1944	1970	1994	2015	2041	
Group 6	1700	1723	1743	1763	1785	1804	1827	1848	1871	1894	1916	1941	1964	1991	2012	2037	2063	2086	2110	2134	2161	2190	2216	2241
Group 7	1860	1884	1905	1928	1953	1981	2002	2025	2051	2075	2098	2123	2150	2178	2207	2237	2268	2285	2315	2339	2368	2397	2425	2458
Group 8	2028	2054	2077	2100	2125	2153	2180	2209	2234	2260	2287	2317	2341	2371	2402	242	2441	2491	2522	2549	2580	2612	2642	2675
Group 1 Engineering Technician I							Group 2				Group 3							Group 4						
							Engineering Technician I				Engineering Technician II							Engineering Technician III						
Group 5 Engineering Technician IV							Group 6				Group 7							Group 8						
							Engineering Technician IV				Engineering Technician V							Senior Technical Advisor						
																		District Maintenance Manager						

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2006 (1.50%)**

	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Control Point	
																										Max	Disc Max
Group 1	1093	1120	1135	1150	1162	1175	1190	1206	1221	1236	1249	1264	1278	1295	1312	1326	1342	1357	1374	1392	1411	1428	1443	1462			
Group 2	1207	1222	1238	1252	1265	1279	1298	1313	1328	1343	1358	1375	1393	1412	1429	1445	1463	1482	1498	1517	1536	1555	1573	1592			
Group 3	1314	1329	1344	1359	1376	1395	1413	1430	1446	1465	1483	1499	1518	1540	1556	1574	1593	1612	1629	1651	1671	1692	1711	1734			
Group 4	1428	1443	1462	1480	1497	1516	1535	1554	1572	1591	1609	1627	1644	1667	1689	1708	1733	1753	1774	1796	1817	1837	1861	1882			
Group 5	1569	1587	1607	1624	1645	1665	1687	1706	1730	1751	1772	1791	1814	1833	1857	1879	1901	1924	1950	1973	2000	2024	2045	2072			
Group 6	1726	1749	1769	1789	1812	1831	1854	1876	1899	1922	1945	1970	1993	2021	2042	2068	2094	2117	2142	2166	2193	2223	2249	2275			
Group 7	1888	1912	1934	1957	1982	2011	2032	2055	2082	2106	2129	2155	2182	2211	2240	2265	2291	2319	2350	2374	2404	2433	2461	2495			
Group 8	2058	2085	2108	2132	2157	2185	2213	2242	2268	2294	2321	2352	2376	2407	2438	2465	2498	2528	2560	2587	2619	2651	2682	2715			
Group 1 Engineering Technician I																										Group 1 Engineering Technician I	
Group 2																										Group 2 Engineering Technician I	
Group 3																										Group 3 Engineering Technician I	
Group 4																										Group 4 Engineering Technician II	
Group 5																										Group 5 Engineering Technician IV	
Group 6																										Group 6 Engineering Technician V	
Group 7																										Group 7 Senior Technical Advisor	
Group 8																										Group 8 District Maintenance Manager	

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2007 (1.00%)**

	Control Point																								Disc Max
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
Group 1	1104	1131	1146	1162	1174	1187	1202	1218	1233	1248	1261	1277	1291	1308	1325	1339	1355	1371	1388	1406	1425	1442	1457	1477	
Group 2	1219	1234	1250	1265	1278	1292	1311	1328	1341	1356	1372	1389	1407	1426	1443	1459	1478	1497	1513	1532	1551	1571	1589	1608	
Group 3	1327	1342	1357	1373	1390	1409	1427	1444	1480	1498	1514	1533	1555	1572	1590	1609	1628	1645	1668	1688	1709	1728	1751		
Group 4	1414	1457	1477	1495	1512	1531	1550	1570	1588	1607	1625	1643	1662	1684	1708	1725	1730	1771	1792	1814	1835	1855	1880	1911	
Group 5	1585	1603	1623	1640	1681	1704	1723	1747	1769	1790	1809	1832	1851	1878	1898	1920	1943	1970	1993	2020	2044	2085	2125	2165	2205
Group 6	1743	1766	1787	1807	1830	1849	1873	1895	1918	1941	1964	1990	2013	2041	2062	2089	2115	2138	2163	2188	2215	2245	2271	2298	
Group 7	1907	1931	1953	1977	2002	2031	2052	2076	2103	2127	2150	2177	2204	2233	2262	2288	2314	2342	2374	2398	2428	2457	2486	2520	
Group 8	2079	2106	2129	2153	2179	2207	2235	2264	2291	2317	2344	2376	2400	2431	2462	2490	2523	2553	2586	2613	2645	2678	2709	2742	
Group 1 Engineering Technician I																									
Group 2																									
Group 3 Engineering Technician II																									
Group 4 Engineering Technician III																									
Group 5 Engineering Technician IV																									
Group 6 Engineering Technician V																									
Group 7 Senior Technical Advisor																									
Group 8 District Maintenance Manager																									

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2007 (1.50%)**

	Control Point																		Disc Max					
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		18	19	20	21	22
Group 1	1121	1148	1163	1179	1192	1205	1220	1236	1252	1267	1280	1296	1310	1328	1345	1359	1375	1392	1409	1427	1446	1464	1479	1499
Group 2	1237	1253	1269	1284	1297	1311	1331	1346	1361	1376	1393	1410	1428	1447	1465	1481	1500	1519	1536	1555	1574	1595	1613	1632
Group 3	1347	1362	1377	1394	1411	1430	1448	1466	1482	1502	1520	1537	1556	1578	1596	1614	1633	1652	1670	1693	1713	1735	1754	1777
Group 4	1464	1479	1499	1517	1535	1554	1573	1594	1612	1631	1649	1668	1688	1709	1732	1751	1776	1798	1819	1841	1863	1883	1908	1930
Group 5	1609	1627	1647	1665	1686	1707	1730	1749	1773	1796	1817	1836	1859	1879	1904	1926	1949	1972	2000	2023	2050	2075	2096	2124
Group 6	1769	1792	1814	1834	1857	1877	1901	1923	1947	1970	1993	2020	2043	2072	2093	2120	2147	2170	2195	2221	2248	2279	2305	2332
Group 7	1936	1960	1982	2007	2032	2061	2083	2107	2135	2159	2182	2210	2237	2267	2296	2322	2349	2377	2410	2434	2464	2494	2523	2558
Group 8	2110	2138	2161	2185	2212	2240	2269	2298	2325	2352	2379	2412	2436	2467	2499	2527	2561	2591	2625	2652	2685	2718	2730	2783
Group 1 Engineering Technician I																								
Group 2																								
Group 3 Engineering Technician I																								
Group 4 Engineering Technician I																								
Group 5 Engineering Technician IV																								
Group 6																								
Group 7 Engineering Technician V																								
Group 8 Senior Technical Advisor District Maintenance Manager																								

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2007 (0.25%)**

	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Control Point		Disc Max	
																										Max	Max		
Group 1	1124	1151	1166	1182	1195	1208	1223	1239	1255	1270	1283	1299	1313	1331	1348	1362	1378	1395	1413	1431	1450	1468	1483	1503					
Group 2	1240	1258	1287	1300	1314	1334	1349	1364	1379	1398	1414	1432	1451	1470	1485	1504	1523	1540	1559	1578	1599	1617	1638						
Group 3	1650	1685	1700	1715	1730	1745	1760	1775	1790	1805	1820	1835	1850	1865	1880	1895	1910	1925	1940	1955	1970	1985	2000	2015	2030				
Group 4	1468	1488	1503	1521	1539	1558	1577	1598	1618	1635	1653	1672	1692	1713	1733	1755	1780	1808	1824	1848	1888	1913	1955						
Group 5	1613	1631	1651	1689	1690	1711	1734	1758	1777	1800	1822	1841	1864	1884	1909	1931	1954	1977	2005	2028	2055	2080	2101	2129					
Group 6	1773	1798	1819	1859	1882	1908	1930	1952	1978	1998	2025	2048	2077	2098	2125	2152	2175	2200	2227	2254	2285	2311	2338						
Group 7	1941	1965	1987	2012	2037	2066	2088	2112	2140	2187	2216	2243	2273	2302	2328	2355	2383	2416	2440	2470	2500	2529	2564						
Group 8	2115	2143	2168	2190	2218	2246	2275	2304	2331	2358	2385	2418	2442	2473	2505	2533	2567	2597	2632	2662	2697	2725	2757	2790					
Group 1 Engineering Technician																										Group 4 Engineering Technician III			
Group 5 Engineering Technician																										Group 8 Senior Technical Advisor District Maintenance Manager			



**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2008 (1.00%)**

Min	Control Point																Disc Max							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23
Group 1	135	1163	1178	1194	1207	1220	1235	1251	1268	1288	126	1312	1326	1344	1361	1376	1392	1409	1427	1445	1465	1483	1498	1518
Group 2	1252	1269	1285	1300	1313	1327	1347	1362	1378	1393	1410	1428	1446	1466	1484	1500	1519	1538	1555	1573	1590	1615	1633	1652
Group 3	1364	1379	1394	1411	1429	1448	1467	1485	1501	1521	1539	1556	1576	1598	1618	1634	1653	1673	1691	1714	1734	1756	1776	1799
Group 4	1483	1498	1518	1538	1554	1574	1593	1614	1632	1651	1670	1689	1709	1730	1753	1773	1798	1821	1842	1864	1887	1907	1922	1954
Group 5	1629	1647	1668	1686	1707	1728	1751	1771	1795	1818	1840	1859	1883	1903	1928	1950	1974	1997	2025	2048	2073	2101	2122	2150
Group 6	1791	1814	1837	1857	1881	1901	1925	1947	1972	1995	2018	2045	2068	2098	2119	2146	2174	2197	2222	2249	2277	2308	2334	2361
Group 7	1960	1985	2007	2032	2057	2087	2109	2133	2161	2186	2209	2238	2265	2296	2325	2351	2379	2407	2440	2464	2495	2525	2554	2590
Group 8	2136	2164	2188	2212	2240	2268	2298	2327	2354	2382	24	2442	2466	2498	2530	2558	2593	2623	2658	2683	2719	2752	2785	2818
Group 1 Engineering Technician I							Group 2				Group 3 Engineering Technician I							Group 4 Engineering Technician III						
Group 5 Engineering Technician IV							Group 6				Group 7 Engineering Technician IV							Group 8 Senior Technical Advisor District Maintenance Manager						

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2008 (0.25%)**

	Control Point																Disc Max							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		17	18	19	20	21	22	23
Group 1	1118	1166	1181	1197	1210	1223	1238	1254	1271	1286	1299	1315	1329	1347	1364	1379	1395	1413	1431	1449	1469	1487	1502	1522
Group 2	1255	1272	1288	1303	1316	1330	1350	1365	1381	1398	1414	1432	1450	1470	1488	1504	1522	1542	1559	1579	1598	1619	1637	1656
Group 3	1607	1622	1637	1652	1666	1681	1701	1718	1734	1751	1768	1784	1801	1818	1835	1852	1869	1887	1904	1921	1938	1955	1972	1989
Group 4	1487	1502	1522	1540	1558	1578	1601	1618	1636	1655	1674	1693	1713	1734	1757	1777	1802	1826	1847	1869	1892	1912	1937	1959
Group 5	1823	1851	1872	1890	1911	1932	1950	1972	1994	2016	2038	2060	2083	2106	2129	2152	2175	2198	2221	2244	2267	2290	2313	2336
Group 6	1795	1819	1842	1862	1886	1906	1930	1952	1977	2000	2023	2050	2073	2103	2124	2151	2179	2202	2228	2255	2283	2314	2340	2367
Group 7	1865	1900	1912	1937	1962	1992	2114	2138	2166	2191	2215	2244	2271	2302	2331	2357	2385	2413	2446	2470	2501	2531	2560	2596
Group 8	2141	2199	2193	2218	2246	2274	2304	2338	2380	2388	2415	2448	2472	2504	2536	2564	2599	2630	2665	2693	2726	2759	2792	2825
Group 1 Engineering Technician I	Group 2 Engineering Technician I																Group 3 Engineering Technician II	Group 4 Engineering Technician III						
Group 5 Engineering Technician IV	Group 6 Engineering Technician V																Group 7 Senior Technical Advisor	Group 8 District Maintenance Manager						

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2008 (1.50%)**

	Control Point																								Disc Max
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
Group 1	1155	1183	1199	1215	1228	1241	1257	1273	1290	1305	1318	1335	1349	1367	1384	1400	1416	1434	1452	1471	1491	1509	1525	1545	1581
Group 2	1274	1291	1307	1323	1339	1355	1370	1385	1402	1417	1433	1449	1465	1481	1497	1513	1529	1545	1561	1577	1593	1609	1625	1641	1657
Group 3	1388	1403	1418	1436	1455	1474	1493	1511	1528	1548	1568	1588	1608	1628	1648	1668	1688	1708	1728	1748	1768	1788	1808	1828	1848
Group 4	1509	1525	1545	1563	1581	1602	1621	1642	1661	1680	1699	1718	1739	1759	1783	1804	1829	1853	1875	1897	1920	1941	1966	1988	2010
Group 5	1658	1678	1697	1715	1737	1758	1781	1802	1826	1850	1875	1892	1916	1937	1962	1984	2009	2032	2060	2084	2112	2138	2159	2187	2215
Group 6	1822	1848	1870	1890	1914	1935	1959	1981	2007	2030	2053	2081	2104	2135	2158	2183	2212	2235	2261	2289	2317	2349	2375	2403	2431
Group 7	1994	2020	2042	2068	2093	2123	2146	2170	2198	2224	2248	2278	2305	2337	2366	2392	2421	2449	2483	2507	2539	2569	2598	2635	2667
Group 8	2173	2202	2226	2251	2280	2308	2339	2368	2395	2424	2451	2485	2509	2542	2574	2602	2638	2669	2705	2733	2767	2800	2834	2867	2900
Group 1																									Group 4
Engineering Technician I																									Engineering Technician II
Group 5																									Group 8
Engineering Technician IV																									Senior Technical Advisor District Maintenance Manager

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2008 (0.25%)**

	Control Point																Disc Max								
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		16	17	18	19	20	21	22	23
Group 1	1158	1186	1202	1218	1231	1244	1260	1276	1293	1308	1321	1338	1352	1370	1387	1404	1420	1438	1456	1475	1495	1513	1529	1549	
Group 2	1277	1294	1310	1326	1339	1353	1373	1388	1406	1421	1439	1457	1476	1496	1514	1531	1550	1569	1586	1607	1628	1647	1666	1685	
Group 3	1391	1407	1422	1440	1459	1478	1497	1515	1532	1552	1570	1587	1608	1630	1648	1667	1686	1706	1724	1748	1778	1812	1838		
Group 4	1513	1529	1549	1567	1585	1606	1625	1646	1665	1684	1703	1722	1743	1764	1787	1809	1834	1858	1880	1900	1925	1948	1971	1993	
Group 5	1652	1680	1701	1719	1741	1762	1785	1807	1831	1855	1878	1901	1921	1942	1967	1989	2014	2037	2065	2089	2117	2143	2164	2192	
Group 6	1827	1851	1875	1895	1919	1940	1964	1988	2012	2035	2058	2086	2109	2140	2161	2188	2218	2241	2267	2295	2323	2355	2381	2409	
Group 7	1999	2025	2047	2073	2098	2128	2151	2175	2204	2230	2254	2284	2311	2343	2372	2398	2427	2455	2489	2513	2545	2575	2605	2642	
Group 8	2178	2208	2232	2257	2286	2314	2345	2374	2401	2430	2457	2491	2515	2548	2580	2609	2645	2678	2712	2740	2774	2807	2841	2874	
Group 1 Engineering Technician I							Group 2				Group 3				Group 4						Engineering Technician II			Engineering Technician III	
Group 5 Engineering Technician IV							Group 6				Group 7				Group 8										Senior Technical Advisor District Maintenance Manager

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLANO  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2009 (1.00%)**

Min	Control Point																Disc Max							
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		18	19	20	21	22	23	24
Group 1	1174	1198	1214	1230	1243	1256	1273	1289	1306	1321	1334	1351	1366	1384	1401	1418	1434	1452	1471	1490	1510	1528	1544	1564
Group 2	1290	1322	1339	1352	1367	1387	1402	1420	1435	1453	1472	1490	1511	1529	1549	1570	1585	1602	1622	1642	1662	1682	1702	
Group 3	1405	1421	143	1454	1474	1493	1512	1530	1549	1568	1586	1603	1624	1646	1664	1684	1703	1723	1741	1765	1786	1808	1830	1854
Group 4	1528	1544	1564	1583	1600	1622	1641	1652	1682	1701	1720	1739	1760	1782	1805	1828	1852	1877	1899	1921	1944	1963	1991	2012
Group 5	1679	1697	1718	1738	1758	1780	1803	1823	1849	1874	1899	1924	1940	1961	1987	2009	2034	2057	2087	2110	2138	2164	2187	2214
Group 6	1845	1870	1894	1919	1938	1959	1984	2007	2032	2055	2079	2107	2130	2161	2183	2210	2240	2263	2290	2318	2347	2379	2405	2433
Group 7	2019	2045	2077	2099	2119	2149	2173	2197	2222	2252	2277	2307	2334	2366	2392	2422	2451	2480	2514	2538	2570	2591	2668	
Group 8	2200	2230	2254	2280	2309	2337	2368	2398	2425	2454	2482	2516	2540	2572	2599	2635	2671	2703	2739	2777	2802	2855	2903	
Group 1 Engineering Technician I																								
Group 2																								
Group 3																								
Group 4																								
Group 5 Engineering Technician IV																								
Group 6																								
Group 7																								
Group 8 Senior Technical Advisor District Maintenance Manager																								

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2009 (0.75%)**

	Control Point																Disc Max								
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		16	17	18	19	20	21	22	23
Group 1	1179	1207	1223	1239	1252	1265	1283	1299	1316	1331	1344	1361	1376	1394	1412	1429	1445	1463	1482	1501	1521	1539	1556	1576	
Group 2	1300	1317	1333	1349	1362	1377	1397	1413	1431	1446	1464	1483	1502	1522	1540	1558	1578	1597	1614	1635	1654	1675	1696	1715	
Group 3	1416	1432	1447	1465	1485	1504	1523	1541	1559	1580	1598	1615	1636	1658	1676	1697	1716	1736	1750	1778	1799	1822	1844	1868	
Group 4	1539	1556	1576	1595	1613	1634	1653	1674	1695	1714	1733	1752	1773	1795	1819	1841	1866	1891	1913	1935	1959	1980	2006	2028	
Group 5	1692	1710	1731	1749	1771	1793	1817	1839	1863	1888	1911	1930	1955	1976	2002	2024	2049	2072	2102	2126	2154	2180	2202	2231	
Group 6	1859	1884	1908	1928	1953	1974	1999	2021	2047	2070	2095	2123	2146	2177	2199	2227	2257	2280	2307	2335	2364	2397	2423	2451	
Group 7	2034	2060	2083	2110	2135	2165	2189	2213	2243	2269	2294	2324	2352	2384	2414	2440	2469	2499	2535	2557	2589	2621	2651	2688	
Group 8	2217	2247	2271	2297	2326	2355	2386	2416	2443	2472	2501	2535	2559	2592	2626	2655	2691	2723	2760	2788	2823	2856	2891	2925	
Group 1 Engineering Technician I																									
Group 2																									
Group 3 Engineering Technician II																									
Group 4 Engineering Technician III																									
Group 5 Engineering Technician IV																									
Group 6																									
Group 7 Engineering Technician V																									
Group 8 Senior Technical Advisor District Maintenance Manager																									

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2009 (1.50%)**

	Min	1	2	3	4	5	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Control Point	
																									Max	Disc Max
Group 1	1225	1241	1258	1271	12	1302	1318	1336	1351	1364	1381	1397	1415	1433	1450	1467	1485	1504	1524	1544	1562	1579	1600			
Group 2	1320	1357	1382	1418	1434	1452	1488	1505	1525	1545	1581	1602	1621	1658	1680	1699	1700	1721	1741							
Group 3	1437	1451	1487	1507	1527	1548	1564	1582	1604	1622	1639	1681	1701	1722	1742	1780	1805	1828	1849	1872	1898					
Group 4	1562	1579	1600	1619	1637	1678	1720	1740	1759	1778	1800	1822	1848	1869	1894	1919	1942	1984	1988	2010	2038					
Group 5	1717	1738	1757	1795	1820	1844	1887	1891	1916	1940	1959	1984	2008	2032	2054	2080	2103	2154	2158	2186	2213	2235	2284			
Group 6	1887	1912	1937	1957	1982	2004	2029	2051	2101	2128	2155	2178	2210	2232	2260	2291	2342	2370	2399	2433	2459	2488				
Group 7	2050	2091	2114	2142	2167	2197	2222	2248	2277	230	2328	2359	2387	2420	2450	2477	2508	2538	2571	2595	2628	2691	2728			
Group 8	2250	2281	2305	2331	2359	2422	2452	2480	2509	2528	2597	2631	2695	2761	2801	2830	2855	2899	2934	2989						
Group 1 Engineering Technician I							Group 2 Engineering Technician I					Group 3 Engineering Technician II						Group 4 Engineering Technician III								
Group 5 Engineering Technician IV							Group 6 Engineering Technician V					Group 7 Engineering Technician V						Group 8 Senior Technical Advisor District Maintenance Manager								

**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE DECEMBER 1, 2009 (0.50%)**

	Control Point																Disc Max								
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		16	17	18	19	20	21	22	23
Group 1	1203	1231	1247	1264	1277	1290	1309	1325	1343	1358	1371	1388	1404	1422	1440	1457	1474	1492	1512	1532	1552	1570	1587	1608	
Group 2	1327	1344	1360	1378	1395	1411	1425	1441	1459	1477	1495	1513	1531	1550	1569	1589	1610	1629	1648	1668	1687	1709	1730	1750	
Group 3	1444	1461	1476	1494	1515	1535	1554	1572	1590	1612	1630	1647	1669	1691	1710	1731	1751	1789	1814	1835	1858	1881	1905		
Group 4	1570	1587	1608	1627	1645	1667	1688	1707	1729	1749	1768	1787	1809	1831	1855	1878	1903	1929	1952	1974	1998	2020	2046	2068	
Group 5	1728	1745	1766	1784	1807	1829	1855	1878	1900	1922	1950	1989	1994	2016	2042	2084	2090	2114	2145	2169	2197	2224	2246	2275	
Group 6	1898	1922	1947	1987	1992	2014	2029	2041	2088	2112	2137	2168	2189	2221	2243	2271	2302	2326	2354	2382	2411	2445	2471	2500	
Group 7	2075	2101	2125	2153	2178	2208	2233	2257	2288	2315	2340	2371	2399	2432	2489	2519	2549	2584	2608	2641	2673	2704	2742		
Group 8	2261	2292	2317	2343	2373	2402	2434	2464	2492	2522	2552	2586	2610	2644	2678	2745	2815	2844	2879	2914	2949	2984			
Group 1 Engineering Technician I																									
Group 2																									
Group 3 Engineering Technician I																									
Group 4 Engineering Technician II																									
Group 5 Engineering Technician IV																									
Group 6																									
Group 7 Engineering Technician V																									
Group 8 Senior Technical Advisor District Maintenance Manager																									





**SCHEDULE A-1  
ENGINEERING AND FIELD PAY PLAN  
80 HOURS BI-WEEKLY  
EFFECTIVE JUNE 1, 2010 (0.50%)**

	Control Point																Disc Max								
	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		16	17	18	19	20	21	22	23
Group 1	1221	1249	1265	1283	1296	1310	1329	1345	1363	1379	1392	1409	1425	1443	1461	1479	1496	1515	1535	1555	1576	1594	1611	1632	
Group 2	1347	1384	1381	1397	1410	1426	1444	1462	1481	1497	1516	1534	1552	1571	1590	1613	1634	1653	1670	1691	1711	1735	1758	1777	
Group 3	1485	1482	1498	1517	1538	1558	1578	1598	1614	1636	1654	1671	1694	1717	1738	1757	1778	1798	1816	1841	18 2	1888	1910	1934	
Group 4	1594	1611	1632	1651	1669	1692	1712	1733	1755	1775	1795	1814	1838	1858	1883	1908	1932	1958	1982	2004	2028	2050	2078	2099	
Group 5	1752	1770	1791	1811	1834	1858	1881	1904	1929	1955	1980	1999	2024	2046	2072	2095	2122	2148	2177	2202	2230	2257	2279	2309	
Group 6	1925	1951	1978	1997	2022	2044	2 9	2092	2120	2144	2169	2199	2222	2254	2278	2305	2337	2361	2390	2418	2447	2481	2508	2538	
Group 7	2106	2133	2157	2186	2211	2241	2268	2291	2321	2350	2375	2407	2435	2468	2499	2527	2557	2587	2623	2647	2680	2714	2745	2783	
Group 8	2295	2327	2352	2378	2409	2438	2470	2501	2530	2560	2591	2625	2649	2683	2719	2749	2788	2820	2857	2888	2923	2958	2998	3029	
Group 1 Engineering Technician I							Group 2				Group 3 Engineering Technician I						Group 4 Engineering Technician II								
Group 5 Engineering Technician IV							Group 6				Group 7 Engineering Technician V						Group 8 Senior Technical Advisor District Maintenance Manager								

**SCHEDULE B  
POINTS GUIDE**

The following table is intended for use as a guideline in determining the amount of financial assistance received by the employee. The application may be awarded 1, 2 or 3 points under each of the three columns. The points awarded under each column are added to the total number of points for the application. The maximum financial assistance received by the employee is determined by applying the appropriate percentage for the table to the total cost of the proposed training. For example if an application was awarded 2 under each of columns 1, 2 and 3 respectively, this would be a total of 6 points. Applying the percentage guide the employee would be eligible to receive a maximum of 60% of salary and all other expenses to which the department and/or Board of Management may wish to apply the formula. A copy of the completed points guide must be attached to each application for Educational Leave.

Where the application under consideration is for developmental purposes as a result of a career plan for the employee, the criteria in the Points Guide may be interpreted to refer to the proposed job or duties rather than the employee's present job.

Relationship Between Job Duties and Proposed Training	Main Beneficiary of Proposed Training	Need for Proposed Training
1. Useful but not related	Mostly employee	Employee needs to directly attain minimum education standards of present job
2. Generally related to duties of employee	Equally between employee and organization	Employee needs to keep up with new knowledge and techniques
3. Very specifically related to major portion of employee's duties	Mostly organization	New or potential duties or responsibilities require this training for efficient operation of program

Points	% of Salary
0 - 3	0%
4	40%
5	50%
6	60%
7	80%
8	90%
9	100%

## SCHEDULE C

### EDUCATIONAL LEAVE PROVISIONS

Any resemblance between this Addendum and the Non-Bargaining Personnel Policies is purely coincidental.

.01 An employee must have completed the probationary period before being considered for educational leave.

.02 (1) An employee on education leave may be granted financial assistance which may include all or a portion of the following costs: Employee salary, tuition, travel expenses, meals and lodging, books, registration or examination fees, and any other related legitimate expenses.

(2) An employee who is granted Long Term or Special Educational Leave, must sign a non-interest bearing promissory note for the amount of financial assistance received excluding the costs of salary of a replacement employee, and a Return Service Agreement.

(3) The period of Return Service specified in a Return Service Agreement is to be for a minimum period of 12 months, or equal to the length of the education leave granted if greater.

(4) Where an employee does not complete the Return Service Agreement, the promissory note is credited with an amount that bears the same ratio to the cost of the training as the completed service bears to the total Return Service Agreement. The remaining balance of the promissory note will be processed for collection unless waived.

(5) An employee who does not satisfactorily complete the course or training ceases to be entitled to financial assistance but must fulfill any financial and return service commitments on a prorata basis. This requirement may be waived where the failure to satisfactorily complete the course or training was due to a cause beyond the employee's control.

.03 (1) An employee on educational leave is eligible to accumulate sick and vacation leave credits. No carry over of vacation leave credits is permitted where educational leave is granted for a period of 12 months or more.

(2) A merit increase cannot be granted to an employee on long term or special educational leave but may be granted effective the first day of the month in which the employee returns to work.

.04 (1) In determining the amount of financial assistance to be paid by the Employer, the percentage figure derived from the attached points guide may be applied to all or any part of the items included in the total financial assistance requested. The points guide must be used to calculate the proportion of salary to be reimbursed while on long term or special education leave.

(2) Where an employee on educational leave received other financial assistance from the Province which need not be repaid, the benefits under this educational leave policy may be reduced accordingly.

.05 (1) Short Term Educational Leave may be granted for the purpose of taking professional; technical or skills training where the employee will be absent from work for a period of 30 working days or less.

(2) Expenses for transportation, board and lodging cannot exceed the maximum allowance permitted in the Travel Directive.

.06 (1) An employee may be granted a Tuition Refund upon successful completion of courses that do not require the employee to be absent from work, or require only brief absences.

(2) where an employee is eligible for a Tuition Refund, the employee may also be granted:

(a) Leave of absence with pay for the purpose of writing examinations;

- (b) Payment of expenses of writing the examinations;
- (c) Payment of travelling expenses in accordance with the Travel Regulations.

.07 (1) an employee may be granted Long Term Educational Leave for the purpose of taking professional, technical or skills training where the employee will be absent from work for a period in excess of 30 working days.

(2) subject to .04 an employee may be granted financial assistance to help cover the cost of the following expenses:

- (a) tuition, where the claim is supported by a receipt.
- (b) Travel expenses to and from the place of training once during the period of educational leave, in accordance with the Travel Regulations.
- (c) books.
- (d) Other agreed expenses directly related to the proposed course or training.

.08 (1) An employee may be granted special Educational Leave when selected by Government to attend Ecole Nationale D'administration, Ecole National D'administration Publique, National Defence college or a similar institution.

(2) Subject to .04 an employee may be granted financial assistance to help cover the following expenses;

- (a) Tuition, where the claim is supported by a receipt.
- (b) Travel expenses to and from the place of training once during the period of educational leave, in accordance with the Travel Regulations.
- (c) Other agreed upon expenses directly related to the course or training.

**LETTER OF INTENT**  
**BETWEEN**  
**BOARD OF MANAGEMENT**  
**AND**  
**NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES**  
**REPRESENTING THE ENGINEERING AND FIELD UNIT**

Re: Standby for employees at the Department of Environment

This Letter of Intent to the collective agreement applies to employees of the Department of Environment who are required to be on standby at the employees place of residence or be available through contract by means of an electronic paging device.

- (1) Employees on standby will be assigned a pager by the Department of Environment.
- (2) Employees shall ensure that they are available and able to respond to the assigned pager.
- (3) Employees shall ensure they have access to a telephone within approximately 10 minutes.
- (4) Employees shall ensure they have access to the assigned department vehicle within 30 minutes.
  - (a) Employees shall exercise discretion regarding the personal use of employer vehicles within their region consistent with department and employer policies.
  - (b) Employees shall obtain authorization from the Regional Director prior to taking an employer vehicle outside the assigned region for other than emergency situations.
- (5) Employees shall be in physical condition to respond to emergency situations.
- (6) Employees using the telephone to respond to a situation while on standby shall be paid for a minimum of two hours or the time actually worked, whichever is greater, at the overtime rate. Such compensation shall not be claimed more than once during each 24 hour standby period. Employees shall retain a log of calls received and time spent.
- (7) Effective date of signing of the new collective agreement employees shall be compensated at the rate of one dollar and fifty cents (\$1.50) per hour for all hours on standby. Effective December 1, 2007 employees shall be compensated at the rate of one dollar and seventy-fivecents (\$1.75) per hour for all hours on standby. Effective December 1, 2008 employees shall be compensated at the rate of two dollars (\$2.00) per hour for all hours on standby.
- (8) Employees on standby called into work between 12 midnight and 5 a.m. shall have off a 5 hour minimum rest period without loss of pay before reporting for their regular shift. Other call back provisions for employees on standby shall be as provided for in the collective agreement.
- (9) The provisions of this memorandum of agreement shall remain in effect conditional upon the continuation of the employer's current policy on Personal Liability Protection as provided for by Board of Management Minute 89.0003.

(10) An off-duty employee (not on standby), who provides assistance or guidance via telephone to an employee on standby, shall be paid for the actual time worked at the overtime rate. The employee on standby shall be responsible and accountable for determining the necessity or urgency for placing the call(s) to an off-duty employee.

The employee (not on standby) shall retain a log of calls received and the duration of each call.

Dated at Fredericton this 8<sup>th</sup> day of November 2006.

FOR THE UNION:

Thomas Mann

David Peterson

Aloysius Mullin

Larry Elgee

Donald Bélanger

Lorne McLaughlin

Michael Robichaud

\_\_\_\_\_

FOR THE EMPLOYER:

Hon. Victor Boudreau

Hon. Hédard Albert

Steve Soles

Brian Cross

Denis Deveau

Myrna Belyea-Tracy

Janice Collette

Robin Corey

**LETTER OF UNDERSTANDING**

**BETWEEN  
BOARD OF MANAGEMENT  
AND  
NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES  
Engineering and Field Group**

**Re: Harassment in the Workplace**

It is hereby agreed and understood that both the Employer and the Union are committed to maintaining a working environment free from harassment and abuse as defined in the Board of Management Workplace Harassment Policy. It is further understood that both parties, as well as the employees, have an obligation under the Policy to work together to prevent harassment and to attempt to recognize and resolve such problems should they arise. Where feasible, informal resolution is encouraged.

An employee lodging a complaint under this Policy may be assisted by a Union representative.

Dated at Fredericton this 8<sup>th</sup> day of November 2006.

FOR THE UNION:

FOR THE EMPLOYER:

Thomas Mann \_\_\_\_\_

Hon. Victor Boudreau \_\_\_\_\_

David Peterson \_\_\_\_\_

Hon. Hédard Albert \_\_\_\_\_

Alovsius Mullin \_\_\_\_\_

Steve Soles \_\_\_\_\_

Larry Elgee \_\_\_\_\_

Brian Cross \_\_\_\_\_

Donald Bélanger \_\_\_\_\_

Denis Deveau \_\_\_\_\_

Lorne McLaughlin \_\_\_\_\_

Myrna Belyea-Tracy \_\_\_\_\_

Michael Robichaud \_\_\_\_\_

Janice Collette \_\_\_\_\_

\_\_\_\_\_

Robin Corey \_\_\_\_\_



**LETTER OF INTENT**  
**BETWEEN**  
**BOARD OF MANAGEMENT**  
**AND**  
**NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES**

Re: Joint Job Evaluation Study

The parties agree that a joint job evaluation exercise to review the classifications covered by this collective agreement will be conducted in accordance with the following principles:

The Hay Point Rating System will be used by the parties to evaluate the classifications.

An evaluation committee consisting of not more than three (3) representatives from each party shall be established plus a facilitator from the Compensation and Classification Branch of the Office of Human Resources. This committee shall develop its Terms of Reference prior to the commencement of the exercise. By mutual agreement, this committee may call upon additional resources to address specific issues.

Recommendations of the committee shall not be binding on either party. However, such recommendations shall form the basis for negotiations of the next collective agreement.

The cost of the job evaluation exercise will be borne equally by the parties.

This evaluation exercise will be completed ninety (90) days prior to the expiration of the collective agreement.

Dated at Fredericton this 8<sup>th</sup> day of November 2006.

FOR THE UNION:

Thomas Mann

David Peterson

Aloysius Mullin

Larry Elgee

Donald Bélanger

Lorne McLaughlin

Michael Robichaud

\_\_\_\_\_

FOR THE EMPLOYER:

Hon. Victor Boudreau

Hon. Hédard Albert

Steve Soles

Brian Cross

Denis Deveau

Myrna Belyea-Tracy

Janice Collette

Robin Corey