

DETAILS OF SETTLEMENT
2014 – 2018 COLLECTIVE AGREEMENT



RATIFICATION DATES

- ♦ Union: January __, 2015
- ♦ City: January __, 2015

Effective date of the IBEW Local Union 1007 Agreement: January __, 2015

GENERAL WAGE INCREASES, TERM OF THE AGREEMENT AND RETROACTIVITY	
Term	The duration of the Collective Agreement is from the first day of the pay period following ratification by both parties (January __, 2015) to December 22, 2018
General Wage Increases and Effective date of Increases	<p>2014</p> <ul style="list-style-type: none"> • Effective December 29, 2013 (pay period #1) – 2.0% <p>2015</p> <ul style="list-style-type: none"> • Effective December 28, 2014 (pay period #1) – 2.25% <p>2016</p> <ul style="list-style-type: none"> • Effective December 27, 2015 (pay period #1) – 2.75% <p>2017</p> <ul style="list-style-type: none"> • Effective December 25, 2016 (pay period #1) – 2.0% • Effective June 25, 2017 (pay period #14) – 1.0% <p>2018</p> <ul style="list-style-type: none"> • Effective December 24, 2017 (pay period #1) – 3.0%
Articles 1.03 and 7.02.01	Full retroactivity of wages (based on the 2013 Wage Schedule) is back to pay period #1, 2014 – December 29, 2013.

Job Title	Effective Date – New Rates for sample classifications					
	*NOTE: PeopleSoft calculations could result in slight variances at the 3 rd decimal place, due to rounding differences					
	2013 (Current Rates)	PP1, 2014 RETRO	PP1, 2015	PP1, 2016	PP1, 2017 PP14, 2017	PP1, 2018
Electrician I - 100	40.675	41.489	42.422	43.589	44.460 44.905	46.252
Elec Contract Insp-111	45.149	46.052	47.088	48.383	49.351 49.844	51.340
Elec Foreman - 118	47.997	48.957	50.058	51.435	52.464 52.988	54.578



CONTRACT LANGUAGE CHANGES	
4.01 – Discipline	<ul style="list-style-type: none"> • Added language to clarify that employees have the right to review their personnel file, upon request, and may reply in writing to any document contained in the file. • Limited the use of past disciplinary notices to a maximum period of 24 months (for the purpose of progressive discipline). • Updated the title of the non-disciplinary documented oral “reprimand” to the current title – documented oral “counselling”.
6.07.02 – Weekend Premium	Removed the time period limitation (08:00 – 16:00 hrs) so that the weekend shift premium applies after midnight on Friday to midnight on Sunday – and removed dated language.
6.13 – Standby Pay	<ul style="list-style-type: none"> • Updated the branch titles of where standby applies • Clarified that newly hired or newly promoted journeymen are not eligible for standby service until they have been assessed by their foreman as having the skills and abilities deemed safe to perform such work.
8.01 – Statutory Holidays	Employees off work on Short Term or Long Term Disability benefits or WCB benefits longer than 10 days are not paid statutory holiday pay on recognized statutory holidays. Normally, the employee must be available for work on the shift preceding, during and following the day of observance. The language was updated such that where the employee’s approved Short Term or Long Term Disability absence, or WCB absence, ends on the working day before a statutory holiday, the employee is now eligible for statutory holiday pay.
8.03.02 – NEW: Compassionate Care Leave	New provision to allow for up to 8 weeks of leave without pay for primary caregivers caring for a seriously ill family member (at significant risk of death within 26 weeks), as per the Alberta Employment Standards Code.
8.05.01 – Protective Clothing	The protective clothing allowance for the purchase of non-melting, natural fibre clothing was increased from \$100 to \$200. Clarified that gloves are reimbursed at 100% of cost. Reference added to other protective clothing items (eg. Safety helmets, rubber aprons and the like), clarifying that replacement is made on evidence of fair wear and tear.



CONTRACT LANGUAGE CHANGES	
8.05.05 – Safety Boot Subsidy	<p>Increased subsidy from “50% of the cost to a maximum of \$100” to: 75% of the cost of such safety boots or \$200, whichever is the lesser.</p> <p>Added:</p> <p>An employee is eligible to claim:</p> <ul style="list-style-type: none"> i) 100% of the cost of safety boot liners and insoles to a maximum of \$50 in a calendar year and ii) 100% of the cost of resoling or repairs to safety boots or shoes. <p>Whether the employee purchases boots, liners or insoles, or submits the costs to repair/resole boots, the total amount eligible for reimbursement is \$200 in a calendar year.</p>
9.01 – Employment	<p>The normal probationary period was increased from 3 months to 6 months. New employees remain eligible for benefits after 90 days of continuous employment.</p>
9.05 – NEW: Deemed Termination Clause	<p>Employees who are absent from work without approval are considered to have abandoned their position and released, after 3 consecutive work days of unauthorized absence. The City will advise the Union that the employee is absent without approval prior to the conclusion of the second day of such absence.</p>
13.02.01	<p>Numbering correction – correct article number is 10.06.</p>
16.09 – Apprenticeship	<p>Provision was reworded to indicate that electrical trouble or maintenance duties, excluding Electrical Helper duties, shall be assigned to qualified journeymen in consideration of all applicable Electrical Codes and standards.</p>
17.06 – Safety	<p>Clarified that the City and the Union have a shared interest in the safety of all employees – and therefore, the City shall engage the Union in full consultation prior to updating the position description for the Electrical Helper (where new duties are being contemplated).</p>
22.01 – Waiting Period	<p>The current collective agreement indicates that employees must return to work for a period of 10 consecutive working days after a disability absence in order to qualify for further short term disability benefits. Counting the 10 days’ “return to work” normally excludes any paid or unpaid leaves of absences. The language now clarifies that bereavement leave and jury duty are exceptions – that is,</p>



CONTRACT LANGUAGE CHANGES	
	bereavement leave and jury duty leave count for the purpose of the 10 day requalifying period.
Appendix I – Schedule of Wages	<ul style="list-style-type: none"> • Updated the Schedule of wages to include the Security Electrician classification – job code 2245 • Updated the NOTES at the end of the Schedule to reflect current practice – examples: <ul style="list-style-type: none"> ▪ Temporary employees move through the wage steps even although they do not have a probation period ▪ City employees who are recruited to apprentice opportunities are hired with no loss of pay and fitted into the apprentice wage schedule when one of the steps exceeds the employee’s former rate of pay
LETTERS OF UNDERSTANDING and ADDENDA	
NEW Letters of Understanding	None
Letters and Addenda that have been RETAINED	<ul style="list-style-type: none"> • Addendum #1 – Compressed (Flexible) Hours of Work Arrangements retained with no changes • Addendum #2 - Specialized Grievance and Arbitration Mechanisms pursuant to the Duty to Accommodate Framework Agreement retained with no changes
BENEFITS	
Healthcare Spending Account Increase – Plus: Move to Flex Spending Account Option	<ul style="list-style-type: none"> • Effective July 1, 2011, following the termination of the Association of Civic Unions Benefits Agreement, the responsibility and obligations for the provision of the health & welfare benefit plan coverage transferred from the City of Edmonton to the IBEW Benefit Trust Fund. The IBEW Benefit Trust Fund is now responsible for the following plans: <ul style="list-style-type: none"> ○ Long Term Disability ○ Major Medical and Supplementary Hospital ○ Dental ○ Group Life Insurance ○ Dependent Life Insurance ○ Optional Life Insurance and ○ the administration of the <i>Healthcare Spending Account</i> (HSA) benefit.



CONTRACT LANGUAGE CHANGES

- The current HSA benefit is \$500 per year.
- Effective Dec 27 2015, the annual HSA amount will increase to \$700 per year. The Healthcare Spending Account benefit will continue to be administered by the IBEW Local 1007 plan.
- Effective Dec 25, 2016, the annual HSA amount will increase to \$900 per year. In addition, starting Dec 25, 2016 and thereafter, the City will introduce a Flex Spending Account option. This means that employees will be able to choose between two options:
 - to use their HSA amount (\$900) as a Healthcare Spending Account; OR
 - to have the dollar value paid out as taxable income (Flex Spending Account).
- If the employee does not make an election, the default will be the payout option of the annual credits (\$900 paid out as taxable income).
- The City will consult with the Union prior to the introduction of the Flex Spending Account option on December 25, 2016 in order to determine Flex Spending details – eg. around timing of the employee options, timing of the payout option, etc. The intent of providing the Flex Spending option is to provide those members who cannot use the full Healthcare Spending Account with a payout option.