

COLLECTIVE AGREEMENT
BETWEEN
HOLLAND COLLEGE
AND
THE PRINCE EDWARD ISLAND
UNION OF PUBLIC SECTOR EMPLOYEES

“ADMINISTRATIVE AND SUPPORT AGREEMENT”

April 1, 2024 to March 31, 2027

THIS AGREEMENT MADE THIS November 24, 2025

BETWEEN

HOLLAND COLLEGE, a body corporate established by the Holland College Act
(R.S.P.E.I. 1974, Cap. H-8)

AND

THE PRINCE EDWARD ISLAND UNION OF PUBLIC SECTOR EMPLOYEES

WITNESSETH that the parties hereto in consideration of the mutual covenants hereinafter
contained agree each with the other as follows:

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ARTICLE 1 -Purpose of Agreement

- 1.01 The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the College and the Union and to set forth terms and conditions of employment relating to remuneration, employee benefits and general working conditions affecting employees covered by this Agreement.

ARTICLE 2 - Definitions

- 2.01 For the purpose of this Agreement:

- (a) "College" means Holland College, a body corporate established by the *Holland College Act*;
- (b) "continuing employee" means a continuing full-time or continuing part-time employee **but excludes an ELC Employee**. A continuing employee seconded to a short-term position shall maintain continuing employee status.
- (c) "continuing full-time employee" is an employee who has been appointed to a Continuing Full- time Position after successful completion of the probationary period **but excludes an ELC Employee**;
- (d) "continuing full-time position" is one that is regularly scheduled, recurring, and ongoing from year to year and where the hours of work are full time on both a weekly and annual basis;
- (e) "continuing part-time employee" means an employee who is appointed to a continuing part-time position after successful completion of the probationary period. The Continuing Part time Employee shall be covered by all the provisions of the collective agreement on a pro rata basis, unless expressly provided otherwise in this agreement. **This excludes an ELC Employee**;
- (f) "continuing part-time position" is one that is regularly scheduled, recurring, and ongoing from year to year and where the hours of work are:
 - full-time regular weekly hours of work pursuant to article 7.01 for at least six (6) continuous months and less than twelve (12) continuous months per year
 - or
 - at least 50 percent of the regular weekly hours of work but less than the full-time regular weekly hours of work pursuant to article 7.01 for at least six (6) continuous months per year.
- (g) "continuous service" means the period of employment commencing from date of hire as a probationary employee to date of termination as a continuing employee. For Continuing Part-time Employees working less than twelve (12) months annually, the contracted break in employment shall not constitute a break in continuous service. **This excludes an ELC Employee**;
- (h) "day" means a working day unless otherwise stipulated;

- (i) "director" means an employee who reports directly to the Vice-President or President and is accountable for instructional leadership, program relevance and quality, learner development, staff development and supervision, and the administration of a Department;
- (j) "employee" means all probationary and continuing employees who are covered by this collective agreement except for **ELC Employees**, article 42 where it shall mean a Casual Employee and article 44 where it shall mean a Short-term Employee;
- (k) "employer" means Holland College, a body corporate established by the *Holland College Act*;
- (l) "party" means the College or Union;
- (m) "probationary employee" means an employee who is being evaluated during a probationary period;
- (n) "probationary period" means a period of evaluation commencing on the date an employee begins work in a continuing position excluding any leave of absence;
- (o) "short-term employee" means an employee who is appointed to a short-term position **but does not include an ELC Employee**;
- (p) "short-term position" means a position that will exist for a temporary period of time greater than three (3) consecutive months but less than twelve (12) consecutive months, resulting from a leave of absence of a Continuing Employee pursuant to Articles 16, 18, or 52, or for a specific purpose where the duties are for a limited or uncertain duration. The twelve (12) months may be extended by mutual agreement of the parties. The terms and conditions for employees appointed to short- term positions are set out in Article 44;
- (q) "casual employee" is one who is neither a Continuing Employee nor a Short-term Employee. The Casual Employee works on a day to day basis as required to replace a Continuing Employee who will be on a leave of absence for up to three (3) consecutive months, or for completion of a special purpose for up to three (3) consecutive months. The Casual Employee is covered by only those provisions of the collective agreement set out in article 42;
- (r) "spouse" means an employee's legally married wife or husband, or a person who lives with the employee as a couple in a relationship, for a minimum of twelve (12) consecutive months;
- (s) "steward" means a person selected by the employees of the Union local to act on request of those employees in respect to grievances;
- (t) "Union" means the P.E.I. Union of Public Sector Employees;
- (u) "vice-president" means the Vice-President who reports directly to the President;
- (v) "work centre" means the building or structure where instruction of students takes place or where the College has administrative facilities;

- (w) **“ELC Employee” means an employee of the Early Learning Centre including a Permanent ELC Employee, Temporary ELC Employee and Substitute ELC Employee. An ELC Employee are only covered by the specific articles referenced herein. For additional clarity, the use of the word “employee” in this Collective Agreement expressly excludes an ELC Employee.**
- (x) **“Permanent ELC Employee” means:**
- (i) **a full-time employee at the Early Learning Centre who works a regular schedule of hours as outlined in Article 7.04 and who has completed the probationary period, or;**
- (ii) **a part-time employee at the Early Learning Centre who works less than the fully prescribed hours of work on a regularly scheduled basis and who has completed the probationary period and is entitled to all of the benefits of this agreement on a pro rata basis.**
- (y) **“Temporary ELC Employee” means an employee at the Early Learning Centre, other than a permanent or probationary employee, who is employed to work for a specified period of time to fill a temporary position in accordance with Article 44.03(a). Temporary ELC Employees have only the rights and privileges of this agreement as identified in Article 44.03.**
- (z) **“Substitute ELC Employee” means an employee working at the Early Learning Centre who is employed to work on a day-to-day basis as required to replace a continuing employee, short-term employee or probationary employee at the Early Learning Centre. Substitute ELC Employees have only those rights and privileges as set out in Article 42.02.**

2.02 A word used in the singular also applies in the plural, and a word used in the plural also applies in the singular, if the context so requires.

2.03 The parties expressly agree that an ELC Employee does not have any rights or entitlement to the provisions as set out in:

Articles 7.01-7.03	Article 8
Article 9	Articles 11.01-11.07
Article 12	Articles 16.01-16.06
Articles 17.01-17.04	Article 18
Article 19	Articles 20.01-20.11
Articles 22.01-22.08	Article 24
Article 25	Article 26
Articles 27.01-27.06	Articles 28.01-28.06
Articles 30.01-30.11	Article 31
Articles 33.01-33.05	Article 34
Article 35	Article 36
Article 40.01-40.04	Article 41
Article 42.01	Article 43

Articles 44.01-44.02	Article 47.01-47.07
Article 48	Article 49
Article 50	

as well as any of the Schedules attached hereto other than Schedule “A-1”.

ARTICLE 3 - Recognition

- (a) The College recognizes the Union as the sole and exclusive collective bargaining agent for all administrative and support employees who are employed in classifications outlined in Schedule "A" of this Agreement, but excluding the positions outlined in the Voluntary Recognition Agreement between the College and the Union dated 11 April 1978 and those positions as provided for under Section 7 (2) (b) of the Labour Act (Part I) of Prince Edward Island.
- (b) **The College recognizes the Union as the sole and exclusive bargaining agent for those employees included in Certification Order 25-04 issued by the Prince Edward Island Labour Relations Board (being the ELC Employees). These employees will only have the rights as specifically set out in the Collective Agreement referencing ELC Employees.**
- (c) Prior to the posting for a newly excluded position, the College agrees to advise the Union of its intentions and, if requested, to provide the Union with the documentation supporting the exclusion of such position in accordance with Article 3.01 (a).

The Union shall respond to the College within seven (7) calendar days of being notified of the College's intentions.

- 3.01 No employee shall be required or permitted to make a written or verbal agreement with the College which may conflict with the terms of this Collective Agreement.

ARTICLE 4 - Management Rights

- 4.01 The Union recognizes that it is the right of the College to exercise the function of management and to direct the operations of the College and the working forces of the College, subject to the terms of this Agreement.

ARTICLE 5 - No Discrimination or Harassment

- 5.01 The College agrees that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee which, without limiting the generality of the foregoing, includes hiring, remuneration, professional leave, promotion, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, national origin, religious or political affiliation, sexual orientation, physical or mental disability, sex, marital status, family relationship, place of residence, nor by reason of the employee's membership, activity or lack of activity in the Union.
- 5.02 The Union and the College recognize the right of employees to work in an environment free from harassment and the College agrees to take such action as is necessary respecting an employee engaging in harassment in the workplace.

- 5.03 Harassment means any form of personal harassment, sexual harassment, abuse of authority as defined in the College's Harassment/Discrimination Complaints Policy.
- 5.04 An employee who wishes to pursue a concern arising from harassment may submit a grievance in writing directly to the final level in the grievance process. Grievances of this nature shall be treated in strict confidence. If an employee does not wish to process a grievance, **they** may file a complaint under the College's harassment policy.
- 5.05 **Article 5 shall be applicable to ELC Employees in its entirety.**

ARTICLE 6 - Public Legislation

- 6.01 If any law passed by the Legislature of Prince Edward Island applying to employees **or ELC Employees** of the College covered by this Agreement renders any provision of the Agreement null and void, all other provisions shall remain in effect for the term of the Agreement and the parties to the Agreement shall meet within thirty (30) days, to negotiate a replacement for the provisions rendered null and void.
- 6.02 Subject to Article 6.01 where any provision of this Agreement conflicts with the provisions of any Public Statute of the Province, the latter shall prevail and shall be deemed to form part of this Agreement.

ARTICLE 7- Hours of Work

- 7.01 The regular daily and weekly hours of work for employees shall be as indicated by the following code in Schedule "A":

<u>Code</u>	<u>Daily Hours</u>	<u>Weekly Hours</u>
A	7 1/2	37 1/2
C	7	35

- 7.02 a) The days of work for all employees shall normally be Monday to Friday.
- b) Notwithstanding 7.02 (a), the normal work week will be from midnight Sunday to the following Sunday at midnight in accordance with the following procedure:
- i) the Employer, including departmental management, shall meet with the Union at least three (3) months prior to the implementation of any new departmental schedule. The Employer will advise the Union as to the reasons for the revised schedule.
 - ii) the Employer will notify the employees as to the proposed opportunity for the change in schedule to determine employee interest in working any altered schedule.
 - iii) should there be insufficient interest by employees and, where operationally feasible, the Employer will seek to hire from outside the department.
 - iv) in the absence of ii) and iii) above, the Employer will schedule qualified employees

in the department to work the revised schedule and such selection shall be by reverse order of seniority. In this event, employees will be given sixty (60) calendar days notice of the change to their work schedule.

- 7.03 Notwithstanding the regular daily hours outlined in this Article, employees shall revert to a seven (7) hour work day commencing on the first day of business following Victoria Day of each year and ending on the last working day before Labour Day of each year.

7.04 ELC Employees

- a) **The regular fulltime daily hours of work for ELC Employees shall be eight (8) hours. The regular fulltime weekly hours of work shall be forty (40).**
- b) **Each ELC Employee shall receive two (2) twenty (20) minute rest periods during each eight (8) hour workday.**
- c) **ELC Employees appointed to a part-time position shall be provided with a letter of offer outlining the part-time hours for their position.**
- d) **There shall be no split working days unless mutually agreed between the ELC Employee and the College.**
- e) **ELC Employees may exchange their days off or scheduled work days with the consent of the College. Once a day is exchanged the ELC Employee who initiated the change is no longer responsible for the day.**

- 7.05 **Article 7 other than Article 7.04 is not applicable to ELC Employees.**

ARTICLE 8 - Flexible Hours

- 8.01 The College will continue to establish summer working hours.

- 8.02 Employees may request, in writing, approval from their Director to work hours other than those established by the College. The Director shall assess the request subject to operational requirements. An employee may request:

- (a) a flexible daily hours of work arrangement by altering the starting and/or finishing times or altering the amount of time taken as a lunch break, or
- (b)
 - (i) a compressed work week arrangement under which employees must complete their average weekly hours in a two (2) week work schedule authorized in advance by the Director;
 - (ii) a compressed work week arrangement shall be for a maximum of twelve (12) months and may be renewed following written request by the employee, subject to operational requirements.

- 8.03 By entering into a compressed work week arrangement, employees will not qualify for additional premium payment beyond their regular schedule hours of work as it relates to overtime, shift premiums and compensation for work on statutory holidays.

- 8.04 **Article 8 is not applicable to ELC Employees.**

ARTICLE 9 - Shift Work

- 9.01 a) All hours worked on any shift which starts between 7:00 a.m. and 1:59 p.m. inclusive, shall be considered a day shift.
- b) All hours worked on any shift which starts between 2:00 p.m. and 10:29 p.m. shall be considered a second shift.
- c) All hours worked on any shift which starts between 10:30 p.m. and 6:59 a.m. shall be considered a third shift.
- 9.02 A shift premium of five dollars (\$5.00) per shift for work on the second or third shift shall be paid to those employees whose positions require twenty-four (24) hours continuous coverage. A shift premium of four dollars (\$4.00) per shift for work on the second or third shift shall be paid to all other employees.
- 9.03 All shift premiums shall be paid within four (4) weeks of the end of the quarter in which they were earned. Details as to the dates of shifts compensated for in any cheque shall be provided by the College at the employee's request.
- 9.04 Where operations permit, shifts shall be scheduled so there are not less than sixteen (16) hours rest between shifts.
- 9.05 Where a shift system is in effect for a group of employees, the shift schedule shall be posted in the appropriate work centre at least two (2) weeks in advance.
- 9.06 There shall be no compulsory split shifts.
- 9.07 Employees may state preference with regard to their entitlement of days off before the work schedule is drawn up and days off shall be granted on such preferred days wherever they do not conflict with the need to maintain service and adequate levels of staffing.
- 9.08 Article 9 is not applicable to ELC Employees.**

ARTICLE 10 - Continuing Employment

- 10.01 After completion of a **nine (9)** month probationary period, a probationary full-time employee shall become a continuing employee, have the probationary period extended by three (3) months to a maximum of **twelve (12)** months of probationary employment or be rejected from the employee's position.
- 10.02 The College shall evaluate a probationary employee's performance during the probationary period. Evaluations shall be discussed with the probationary employee in accordance with Article 29.02.
- 10.03 Each probationary employee shall be notified by the employee's Director prior to completion of the probationary period whether the employee's status shall continue as a probationary employee or be changed to that of a continuing employee or be rejected from the employee's position.

- 10.04 (a) The probationary period for a part-time employee in a classification pursuant to article 10.01 shall be **one thousand four hundred and sixty (1,460)** hours of work and may be extended by **four hundred and eighty seven (487)**.
- (b) **The probationary period for a part-time ELC Employee shall be one thousand five hundred and sixty six (1,566) hours of work and may be extended by five hundred and twenty two (522) hours.**

10.06 Article 10 shall be applicable to ELC Employees in its entirety.

ARTICLE 11 - Overtime

- 11.01 An employee who is requested to work overtime shall be entitled to overtime compensation as provided in this Article when so authorized in advance by the Director or designate.
- 11.02 All employees who work the regular weekly hours of work pursuant to Article 7.01 shall be entitled to overtime compensation for all time worked in excess of the regular daily or weekly hours of work;
- (a) overtime compensation shall be at the rate of time and one-half;
- (b) overtime shall be compensated as time off in lieu to be taken at a time mutually agreed between the employee and the College within the fiscal year of being earned. In the second pay of October, when time off in lieu was not scheduled, Employees, upon request, shall receive pay out of all accrued overtime in excess of sixty (60) hours. The employee shall receive a pay out in the second pay of April of all overtime accrued up to March 31 of each year. Employees may choose to have the April overtime payout transferred to a Registered Retirement Savings Plan by providing Human Resources with written notice of same together with the completed documentation required by Canada Revenue Agency by March 31. Notwithstanding the foregoing, the employee may elect to carry over up to a maximum of sixty (60) hours overtime to the next fiscal year.
- 11.03 Overtime pay for all employees shall be calculated at an hourly rate determined by the formula:
- $$\frac{\text{annual salary}}{260 \text{ days} \times \text{regular hours of work per day}} \times 1.5$$
- 11.04 An employee who works on a designated holiday shall be paid according to the provisions of Article 27.04.
- 11.05 Employees who are required to report for work or remain at work during periods when weather conditions have caused a closure, cancellation or delayed the opening of College locations shall be compensated at straight time off for all time worked during this period. This time off shall be taken at a mutually agreeable time.
- 11.06 An employee's normal work schedule shall not be altered to avoid overtime unless such a request is made by an employee.
- 11.07 Overtime compensation shall be payable to continuing part-time employees only in cases where they work in excess of the regular daily or weekly hours of work as outlined in Article 7.01.

11.08 ELC Employees

- (a) For ELC Employees, all time worked in excess of eight (80) biweekly hours of work shall be considered overtime, excluding time to attend monthly staff meetings outside of the regular work day, for which ELC Employees shall be compensated at their regular rate of pay.
- (b) Overtime must be authorized by the College or the College's delegate.
- (c) ELC Employees shall be entitled to compensation at the rate of time and one-half for all overtime hours worked. All overtime shall be calculated to the nearest quarter hour. However, compensation for overtime worked shall not be claimed or received for a period of extra duty of less than fifteen (15) minutes. Overtime compensation shall be compensated by time off in lieu, at a time mutually agreed upon between the ELC Employee and the College. If time off in lieu cannot be agreed upon, the ELC Employee shall be paid overtime compensation.

11.09 Article 11 other than Article 11.08 is not applicable to ELC Employees.

ARTICLE 12 - Callback

- 12.01 Callback is a condition of employment whereby an employee is called back to work **by their supervisor or designate, and the callback** is not contiguous to the employee's scheduled working hours.
- 12.02 An employee who is called back to work and reports to work will be paid at the overtime rate calculated on the employee's regular scale for the hours worked, or a minimum of four (4) hours' pay at straight time for each call, whichever is greater. If an employee receives a second callback within two (2) hours of the beginning of the first call, then the employee shall be compensated for only one callback.
- 12.03 An employee who is called back and reports to work shall receive a transportation allowance of eight dollars (\$8.00) per return trip or the actual travel rate, whichever is greater. With prior approval by the College, out-of-pocket expenses for other means of commercial transportation will be reimbursed.
- 12.04 **On-call** is a condition of employment whereby employees are required and so designated by their supervisor to maintain themselves immediately available for extra services during a defined period outside of normal hours of work.
- 12.05 When an employee is so designated to **be on-call**, the employee shall receive **on-call** pay of ten dollars (\$10) for each period of eight (8) hours or less and an amount of thirteen dollars (\$13) for each period of eight (8) hours or less if the **on-call** occurs on a statutory holiday or an employee's vacation period.
- 12.06 Article 12 is not applicable to ELC Employees.

ARTICLE 13 - Information

- 13.01 As soon as reasonably possible or within thirty (30) days, whichever is sooner, after signing this

Agreement, the College shall make a copy of this Agreement available to each employee.

- 13.02 The College shall advise the Union of the appointment or termination of each employee covered by this Agreement within ten (10) days after the appointment or termination.
- 13.03 Each new employee upon appointment shall be advised of the employee's position title, classification and employment status as a Casual, short-term, or probationary employee.
- 13.04 On October 31 of each year, the College shall forward to the Union a list showing each employee's name, position title, status, classification, and centre.
- 13.05 **Article 13 shall be applicable to ELC Employees in its entirety.**

ARTICLE 14 - Union Dues

- 14.01 The College shall as a condition of employment deduct an amount equal to the amount of Union membership dues from the biweekly pay of all employees. Dues shall be deducted as follows, depending upon an employee's biweekly gross pay cheque:
 - (a) less than \$100, no dues shall be deducted;
 - (b) \$100 but less than \$200, one-third of the authorized dues;
 - (c) \$200 but less than \$420, two-thirds of the authorized dues; and
 - (d) \$420 or more, the full amount of authorized dues.
- 14.02 The Union shall inform the College in writing of the authorized deduction to be checked off in accordance with Article 14.01.
- 14.03 The amounts deducted in accordance with Article 14.01 shall be remitted monthly to the Union by cheque and shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf.
- 14.04 The College shall indicate on each employee's income tax (T4) slip the total amount of Union dues deducted from the previous income tax year.
- 14.05 The Union agrees to indemnify and save the College harmless from any liability or action arising out of the operation of this Article.
- 14.06 **Article 14 shall be applicable to ELC Employees in its entirety.**

ARTICLE 15 - Leave on Union Business

- 15.01 Leave of absence with pay shall be granted by the College to officers and members of the Union under the following conditions:
 - (a) if a Steward is required to investigate a complaint or a grievance on behalf of fellow employees;
 - (b) to make a complaint or grievance on one's own behalf or to act on behalf of the Union or another employee;

- (c) if the employee as a member of a negotiating team on behalf of the Union attends negotiating meetings, providing that leave with pay under this sub-article shall be granted to not more than **seven (7)** employees;
 - (d) if the employee is presenting a grievance before an arbitration board;
 - (e) a maximum of twenty-five (25) days per fiscal year are available to be used by the Union for employees attending meetings, seminars or training courses on Union business; however, preparatory contract negotiating meetings shall be limited to a maximum of one (1) day for each negotiating team member; or
 - (f) if an employee attends one's own Classification Appeal Board hearing.
- 15.02 The College agrees to provide leave of absence with pay and the Union agrees to reimburse the College for the salaries of officers and members of the Union who are granted leave under the following circumstances:
- (a) if an employee is required to attend meetings concerning Union business and the number of days specified in Article 15.01 (e) has been depleted; or,
 - (b) if an employee is elected for a full-time position with the Union or any organization of which the Union is a member or affiliate for a period not exceeding two (2) years.

15.03 Article 15 shall be applicable to ELC Employees in its entirety.

ARTICLE 16 - Leave of Absence Without Pay

- 16.01 A leave of absence without pay may be granted, at the College's sole discretion for a period of up to one (1) year which may be renewed for up to one (1) additional year. Request for such leave shall not be unreasonably denied. The maximum may be extended with the mutual consent of the College and the Union.
- 16.02 A leave of absence without pay in the excess of one month shall not be deemed service for the purposes of severance, pension, salary increments or any benefits under this Collective Agreement.
- 16.03 An Employee on leave of absence without pay may elect to continue Group Life, AD&D and Group Medical and Dental insurance coverage, provided the Employee pays both shares of the required premiums, unless agreed otherwise between the College and Employee.
- 16.04 An Employee shall be eligible for a maximum of **twenty (20)** days' leave without pay for the purpose of taking military training.
- 16.05 In the event that an Employee is granted a leave of absence, the College shall reinstate the Employee at the end of the leave to the Employee's same position. If the Employee's position is non-existent, then the College shall reinstate the Employee to a similar position. The Employee's salary shall not be less than that received at the time the leave was granted. If a similar position is non-existent, then the provisions of the Article 30 will apply.
- 16.06 (a) Disability Leave

"Disability Leave" means a temporary absence from work without pay due to medical reasons. Disability Leave commences upon expiry of injury on duty leave or paid sick leave as the Employee is medically unfit to return to work at that time and the Employee cannot be accommodated under Article 54. Employees on Disability Leave may be in receipt of long term disability leave benefits pursuant to 16.06 (b)(i).

(b) Long Term Disability

- i) Notwithstanding Article 16.01, an Employee who is approved for long term disability benefits pursuant to article 21.07 shall remain on Disability Leave for a maximum period of twenty-four (24) months coincident with receipt of long term disability benefits. If the Employee is deemed permanently and totally disabled to the extent of not being able to work at any job and is therefore approved for long term disability benefits to continue beyond the twenty- four (24) month period, the Disability Leave shall cease at the end of the twenty-four (24) month period and all rights and privileges of the Collective Agreement shall terminate, but their period of receiving long term disability benefits shall be considered as a period of credited service only for the purpose of pension entitlement and eligibility for Articles 21.01 and 21.05.
 - ii) If the Employee is not approved for long term disability benefits to continue beyond the twenty-four (24) month period pursuant to Article 16.06 (b)(i), and is unable to return to work or be accommodated pursuant to Article 54, the Employee shall be laid off pursuant to Article 30, excluding Article 30.02.
- (c) When an Employee is medically unfit to return to work upon expiry of injury on duty leave or paid sick leave, and where the employee is not approved for long term disability benefits, the Employee shall be granted Disability Leave of Absence for a period of up to twelve (12) months, subject to (d) below. If the Employee is unable to return to work or be accommodated pursuant to Article 54 on the date Disability Leave ends, the Employee shall be laid off pursuant to Article 30.
- (d) During the period of Disability Leave and Layoff pursuant to (c) above, the provisions of article 20.04 (c) and (e) shall apply.
- (e) The period of Disability Leave shall be deemed a period of experience for salary increment purposes only and a period of employment for the purpose of severance or retirement pay. Otherwise it shall not be a period of service; however, it shall not constitute a break in service for an Employee who returns to work following Disability Leave. For greater certainty, no other benefits tied to service shall accumulate during Disability Leave. Group insurance coverage will be pursuant to article 16.03.
- (f) An Employee, upon approval for long term disability benefits, shall be notified by the Employer that all rights and privileges of the Collective Agreement shall terminate in the event the Employee is approved for long term disability benefits beyond the twenty-four (24) month period pursuant to Article 16.06(b)(i), except for those benefits expressly provided in Article 16.06 (b)(i).

16.07 ELC Employees – Leave of Absences

- (a) **In the sole discretion of the College, periods of leave of absence in excess of those**

allowed in this article may be authorized in exceptional circumstances.

- (b) Except for leaves granted pursuant to Article 16.07(a), an ELC Employee, upon completing the period of leave authorized under this article, shall return to the same position held prior to the commencement of the leave.
- (c) ELC Employees on leave have the option of maintaining their group insurance coverage, where eligible, provided the employee pays 100% of the cost of such coverage to the College prior to the first day of each month. In the event payment is not provided to the College, coverage shall be terminated.
- (d)
 - (i) The Employer shall grant leaves of absence without pay for reasons of maternity, parental or adoption leave in accordance with the provisions of the *Employment Standards Act* for a total leave period of up to fifty-two (52) weeks for any one birth or adoption event.
 - (ii) A male ELC Employee, upon request, shall be granted one (1) day's leave with pay on the occasion of the birth of his child. An employee shall be entitled to one (1) day's leave with pay on the adoption of a child or on the permanent placement of a foster child.
- (e) Any ELC Employee eligible to vote in a federal or provincial election shall have such time off as prescribed in the *Canada Elections Act* or the *Election Act of Prince Edward Island*.
- (f) The College agrees to abide by the provisions of the *Jury Act* for any ELC Employee who is served with a Jury Information Return and Summons pursuant to the *Jury Act*, s.8(7). The College will provide paid leave to an ELC Employee who is required to serve as a juror for the period of time their attendance is actually required, provided:
 - (i) The ELC Employee provided the College with a copy of the Jury Information Return and Summons prior to jury duty commencing;
 - (ii) Any reimbursement received for the service, excluding expenses of mileage and meals, are remitted to the College;
 - (iii) Once the ELC Employee's service as a juror is no longer required, the employee returns immediately to resume work. It is understood that upon return to work, any employee called in to backfill for the period of jury service may be sent home and paid for their time work at straight time.
- (g)
 - (i) In the event of the death of an ELC Employee's parent (including a natural parent, guardian, foster parent or any other person standing in local parentis), spouse, son, daughter, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, daughter-in-law, son-in-law, common law spouse, or of any relative permanently residing with the employee, an ELC Employee upon request shall be granted leave with pay for five (5) consecutive days. Up to two (2) additional days may be authorized for traveling time or, if in the opinion of the College, additional bereavement leave is necessary.

- (ii) In the event of the death of an ELC Employee's aunt, uncle, nephew, niece, brother-in-law, or sister-in-law, the employee upon request shall be granted leave with pay for one (1) day for the purpose of attending the funeral. Up to one (1) additional day may be authorized for traveling time outside of province for the purpose of attending the funeral.
- (iii) If an ELC Employee is on vacation leave at the time of bereavement, the employee shall be granted special leave and be credited the appropriate number of days to vacation leave.
- (iv) Where administratively possible employees requesting such leave shall submit the appropriate leave Request Form to the College for approval of the special leave; otherwise on immediate return to duty.
- (v) All or part of the bereavement leave referred to in Article 16.07(g)(i) or (ii) may be deferred for a maximum period of six (6) months in the event that the funeral/burial is delayed to a future date within the six (6) month period.
- (h) The College shall grant compassionate care leave without pay up to eight (8) weeks pursuant to the PEI *Employment Standards Act*.
- (i)
 - (i) Upon the expiry of injury on duty leave and/or sick leave, an ELC Employee shall be provided disability leave without pay for the period requested up to a maximum of twelve (12) months. Where medical opinion advises that the employee will be able to return to work within the next ninety (90) calendar days then the disability leave shall be extended until the employee returns or the ninety (90) days has elapsed, whichever is less.
 - (ii) If an ELC Employee returns to work pursuant to Article 16.07(i)(i) and suffers a reoccurrence, and is required to go out on disability leave within sixty (60) calendar days of the return to work, the employee shall be entitled to an additional total cumulative disability leave of ninety (90) calendar days.
 - (iii) If the employee does not return to work following the disability leave period set out in (i) or (ii) above, the employee shall be deemed medically unfit to work and the employee's employment relationship shall end.
- (j) An ELC Employee may be granted a leave of absence without pay for a period of up to three (3) months. A leave of absence in excess of the maximum time under this article may be authorized in exceptional circumstances by the College. Such leave shall not be unreasonably withheld.
- (k) If the Early Learning Center closes due to weather conditions ELC Employees shall suffer no loss of regular pay.
- (l) The College recognizes the necessity of staff development and training and may grant a leave of absence and financial assistance to ELC Employees in order to provide them with the opportunity to attend professional or technical seminars, workshops, and short courses sponsored or approved by the College. An ELC employee may at any time apply for a leave of absence to participate in development and training by

setting out the nature of the proposed development or training along with such information as may be requested.

- (m) Where the College requires ELC Employees to participate in course, seminar or workshop, whether in-service or out-of-service, all costs related to the training shall be paid by the College and salary and benefits shall be maintained. ELC Employees shall be required to attend the annual Fall and Spring (Friday sessions only) conferences of the Early Childhood Development Association as part of their training, and the provisions of this article shall apply. If an ELC Employee chooses to attend the full Spring conference, the College will pay the conference fee, but salary and benefits for the Friday session only. If such courses, seminars or workshops occur outside of the ELC Employee's scheduled hours of work, the ELC Employee will be granted equivalent time off at straight time.**
- (n) Notwithstanding Articles 16.07(l) and (m), ELC Employees are responsible to obtain their annual mandatory continuing education training hours as part of the maintenance of their Early Childhood Education license. The College is not required to but may provide annual continuing education training that may be approved for the maintenance of the ELC Employee's Early Childhood Educator license.**
- (o) ELC Employees will be entitled to three (3) personal days per year at straight time. All personal days must be approved in advance by the Early Learning Center Director. Personal days may be used for personal reasons that do not need to be specified.**

16.08 Article 16 other than Article 16.07 is not applicable to ELC Employees.

ARTICLE 17 - Leave with Pay

17.01 Continuing Full-time and full-time Probationary Employees shall be eligible for leave with pay as follows:

- (a) after completion of one (1) year of Continuous service an employee shall be eligible for a maximum of five (5) days' leave with pay for marriage;**
- (b) An employee shall be entitled to a maximum of five (5) days leave with pay for bereavement reasons;**
- (c) An employee shall be entitled to one (1) day's leave with pay on the permanent placement of a foster child.**
- (d) an employee shall be eligible for five (5) days' leave with pay for the purpose of taking Civil Defense Training;**
- (e) an employee shall be eligible for one-half(1/2) day's leave with pay to formally participate at a funeral service and may, at the College's discretion, be granted one half(1/2) day's leave with pay to attend the funeral of a friend or neighbor;**
- (f) an employee shall be eligible for leave with pay to attend an arbitration hearing as a witness or as an affected third party;**

- (g) an employee shall be eligible for leave with pay if the employee is required to attend court actions arising from employment provided the court action is not an action brought against the College by the employee;
 - (h) an employee shall receive a leave of absence with pay when an employee serves as a juror. An employee in receipt of the employee's regular earnings while serving as a juror shall remit to the College all monies paid to the employee by the court, except traveling and meal allowance not reimbursed by the College.
- 17.02 An employee may be granted up to six (6) days' leave with pay per calendar year for personal reasons at the discretion of the Director and in consultation with Human Resources, including leave where no one other than the employee can attend to illness and medical appointment needs of the employee's spouse, dependent child, or parent.
- 17.03 If an employee is on vacation leave at the time of a bereavement, the employee shall be granted special leave and be credited the appropriate number of days to vacation leave.
- 17.04 If a Continuing Part-time Employee's or part-time Probationary Employee's work day falls on any of the days set out in 17.01, the day shall be with pay and prorated to the full-time equivalent (FTE) of the position. A day shall equal all hours scheduled to be worked by the part-time employee on the day taken as leave.
- 17.05 **The Employer shall grant a leave of absence to employees that are victims of domestic violence in accordance with the *Employment Standards Act*.**
- 17.06 **Article 17 other than Article 17.05 is not applicable to ELC Employees.**

ARTICLE 18 - Maternity, Adoption and Parental Leave

- 18.01 The College shall grant leave of absence without pay for a period of up to sixty (60) consecutive weeks to employees for reasons of birth or adoption of a child or parental leave.
- 18.02 An employee shall be eligible for three (3) days' paid leave on the occasion of the birth or adoption of the employee's child except in cases where the maternity and adoption leave provisions of 18.01 is applied;
- 18.03 Supplemental Employment Benefit Plan - Continuing Employees

The parties agree that Supplements to Employment Insurance (EI) Maternity or Parental Benefits will be provided to employees having been employed in a continuing position with the College for a minimum of twelve (12) months. The supplements to EI will be provided as follows:

- (a) An employee who provides the College with proof that she has applied for, and is eligible to receive maternity/adoption benefits under the provisions of the *Employment Insurance Act*, shall be paid an allowance for fifteen (15) weeks. The supplement shall be equivalent to the difference between the weekly EI Benefits the employee is eligible to receive and seventy-five percent (75%) of her weekly rate of pay, less any other earnings received by the employee during the benefit period which may result in a decrease in the EI Benefits to which the employee would have been eligible if no other earnings had been received

during the period.

- (b) i) an employee, other than an employee who has received an allowance under Article 18.03 (a), who provides the Employer with proof that he/she has applied for and is eligible to receive parental benefits under the provisions of the Employment Insurance Act, shall be paid an allowance for fifteen (15) weeks. The allowance shall be equivalent to the difference between the weekly EI benefits the employee is eligible to receive and seventy-five percent (75%) of his/her weekly rate of pay, less any other earnings received by the employee during the benefit period which may result in a decrease in the EI benefit to which the employee would have been eligible if no other earnings had been received during the period.

ii) The Supplemental Benefit for parental leave shall apply to eligible employees who commence parental leave on or after the signing date of this agreement.
- (c) In the event that the Government of Canada reduces the weekly EI Benefit, the College supplement shall continue unchanged and that supplement shall be equivalent to the supplement calculated as if the change had never occurred. For greater clarity, it shall be deemed that the employee's weekly EI Benefit did not change.
- (d) If both parents are employees, the maximum entitlement period to either one or both parents shall not exceed fifteen (15) weeks.
- (e) An employee mentioned in subsection (a) or (b) who is subject to a prescribed waiting period before receiving EI benefits, shall receive an allowance equivalent to seventy-five percent (75%) of his/her weekly rate of pay for the prescribed waiting period, less any other earnings received by the employee during the waiting period.
- (f) Where an employee becomes eligible for a salary increment or pay increase during the benefit period, payments under the Supplements to EI will be increased accordingly.
- (g) Total benefits are not payable for any period in which the employee is disqualified or disentitled from receipt of benefits under the *Employment Insurance Act*.

Benefits are not payable if:

- (i) the employee has been dismissed or suspended without pay as per Article 33 of the collective agreement;
- (ii) the employee has terminated his/her employment through resignation;
- (iii) an application is made during a period when the employee is currently on strike, participating in picketing or concerted work interruptions;
- (iv) the employee is on an approved leave of absence without pay;
- (v) the employee is receiving insurance benefits under the *College's* long term disability program.
- (h) A claimant for benefits under this plan must sign an undertaking with the College on the prescribed form (Schedule "C").

- (i) If the College determines that any benefit paid under the plan should not have been paid or should have been paid in a lesser amount, the amount of overpayment will be recovered from any subsequent benefit payable under the plan, or by making a deduction from any future monies payable by the College to the employee.
 - (j) No questions involving the interpretation or application of the Human Resources Canada portion of the benefit will be subject to the formal grievance procedure provided for in the collective agreement between the College and the Union acting as bargaining agent for the employees covered by the plan.
- 18.04 An employee shall, upon completing the period of leave, return to the employee's same position, pay level and step as the employee would have been entitled to had the leave not been taken. If the employee's position is non-existent, then the College shall reinstate the employee to a similar position, pay level and step as the employee would have been entitled to had the leave not been taken. If a similar position is non-existent then the provisions of Article 30 will apply.
- 18.05 A leave granted under this Article shall not constitute a break in service for the purpose of calculating service as it relates to seniority, severance pay or the granting of vacation and salary increments. An employee on maternity, adoption and parental leave as outlined in Article 18.01 and 18.02, may elect to continue Group Life, Group AD&D, Group Medical and Dental coverage, provided the employee pays their own share of the premiums to each benefit plan. For the avoidance of doubt, vacation and sick leave shall not accumulate while an employee is on leave under this Article. Service credits for pension purposes shall be in accordance with the pension plan text.
- 18.06 **Article 18 is not applicable to ELC Employees.**

ARTICLE 19 - Classification Appeal Procedure

- 19.01 a) An employee who considers that **they are** improperly classified in Schedule "A" may request a review of their position by submitting a letter specifying the reasons for the request and a copy of the revised job fact sheet, noting specifically the position requirements that have changed. **An employee may only submit such a letter once every twelve (12) months.**
- b) The revised job fact sheet shall be reviewed with the employee's supervisor. If the supervisor agrees with the revised job fact sheet, then the supervisor will sign and forward the completed job fact sheet to the Director responsible within twenty (20) days of receiving the request. If not approved, the employee's supervisor will return the job fact sheet to the employee with the reasons as to why the job fact sheet is not approved.
- 19.02 Within fifteen (15) days of receiving the request, the Director will review the job fact sheet, and if approved, will forward it to the Director of Human Resources. If not approved, the employee's Director will return the job fact sheet to the supervisor and employee with the reasons as to why the job fact sheet is not approved.
- 19.03 The Director of Human Resources shall respond within twenty (20) days of receiving the request for reclassification.
- 19.04 If the reclassification request is denied at any level and the employee does not agree with the decision, the employee, within ten (10) days of receiving the decision, shall meet with Management

to discuss the reasons for their denying the request for reclassification. The Employee may choose to be accompanied by a union representative. The Employee shall then have the right to appeal the decision to the Classification Appeal Board provided it is done within ten (10) days of meeting with Management.

- 19.05 A Classification Appeal Board consisting of one member appointed by the Union, one member appointed by the College and a mutually agreeable chairperson shall be named for a three-year period commencing as soon as possible after this Agreement is signed.
- 19.06 An appeal to the Board shall be in writing specifying the reasons for the appeal and shall be sent to the Chairperson of the Board.
- 19.07 The Board shall, within fifteen (15) days of receipt of the appeal, review the appeal and may hold a hearing on the appeal.
- 19.08 The Board shall communicate its decision and reasons thereof in respect to the appeal in writing to the employee, the College and the Union within thirty (30) days.
- 19.09 The decision of the Board is binding on all parties. A notice of a re-classification and/or an appeal shall be placed on the employee's personal file stating the date submitted.
- 19.10 The Appeal Board shall not deal with an appeal on any position which has been considered by it within the previous twelve (12) months unless the employee can demonstrate in writing that there has been a substantive change in their duties and responsibilities of the position since the last review by the Board.
- 19.11 Pay on Re-classification
- a) Once approved as per 19.03, an employee whose position is re-classified to a higher level classification shall be promoted and paid accordingly.
 - b) An employee whose position is reclassified to a classification with a lower maximum rate of pay than the Employer's current rate of pay shall be retained until such time as the rate for the new classification matches the current rate.
 - c) The effective date of reclassification shall be from the date the employee's request was submitted.
- 19.12 **Article 19 is not applicable to ELC Employees.**

ARTICLE 20 - Sick Leave

- 20.01 Sick leave means that period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled.
- 20.02 (a) The following annual sick leave benefits shall be available to Continuing Full-time and full-time Probationary Employees in the employ of the Employer on August 26, 2022;

Length of Continuous Service

Sick Leave Benefits

Under 1 year	Accumulate one and two-thirds (1 2/3) days per month
1-3 years	100% income for first 12 weeks 60% income for next 5 weeks
3+ years	100% income for 17 weeks

For an Employee with more than one (1) year of Continuous service, the maximum annual sick leave entitlement is seventeen (17) weeks.

(b) Employees Hired after August 26, 2022

- (i) Each Full-time Continuing and Full-time Probationary Employee hired after August 26, 2022, shall be credited fifteen (15) days of sick leave and shall earn one sick day per month of full-time paid employment, prorated accordingly for any month of less than full time paid employment.
- (ii) The maximum sick leave accumulation in an Employee's sick leave bank shall not exceed one hundred ten (110) days.
- (c) When an Employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of 20.02 (a) or (b), sick leave with pay may, at the sole discretion of the Employer, be granted to the Employee for a period of up to ten (10) days, subject to the deduction of such advanced leave from future sick leave entitlement until recovered. For the purpose of Article 20.02 (a), the annual sick leave entitlement period shall be from September 1 to August 31.
- (d) Continuing Full time and Full time Probationary Employees in the employ of the Employer on August 26, 2022 shall, within thirty (30) days of signing upon written notice to the College, have the option of irrevocably transferring their sick leave entitlement to the sick leave entitlement as outlined in Article 20.02 (b).

20.03 After the exhaustion of the Full-Time Employee's entitlement period described in 20.02 above, the only benefits payable in cases where there is a continuous absence due to illness will be those benefits provided under the long term disability insurance plan.

20.04 Sick leave shall be granted on the following terms:

- (a) When sick leave is requested, the Employee shall submit to the Employer a self-verifying online record of illness as prescribed by the Employer.
- (b) if the period of absence has exceeded five (5) consecutive days, a certificate is also required from a registered medical doctor stating that the employee has been under care and unable to carry out the employee's duties;
- (c) The Employer may request proof of illness from a legally qualified health care practitioner for absences due to illness or where the Employer has concerns regarding the pattern of sick leave usage. Where the Employer has reason to believe an Employee is misusing sick leave, the Employer may issue to the Employee a directive for a predetermined period of time that requires the Employee to submit a medical certificate for any period of absence

for which sick leave is claimed.

- (d) Any employee found to be misusing sick leave may be subject to disciplinary action.
 - (e) The Employee may be required to provide information to the Employer regarding the nature of the illness or injury, the duration or expected duration of the absence, the fitness of the Employee to return to work, and any limitations associated with the fitness of the Employee to return to work. Where the Employer requires a Fitness to Work assessment and report the associated costs will be paid by the Employer.
 - (f) An online record of illness or a medical certificate, when required, must be submitted by the employee to the supervisor within fifteen (15) days of the beginning of the absence unless there are extenuating circumstances presented to the Executive Director.
- 20.05 (a) Where an illness is considered by the College to be caused due to the use of alcohol or other drugs, the College may direct the employee to undergo a medical examination by a medical doctor who specializes in the treatment of alcohol and drug problems.
- (b) Where the employee in Article 20.05 (a) is directed by the College or voluntarily elects to undertake a full treatment and rehabilitation program approved by the College, the employee shall be granted sick leave with pay in accordance with this Article.
- 20.06 On request, the College will advise an employee of eligibility for sick leave in accordance with Article
- 20.07 (a) Full-Time or Part-Time Employees in the employ of the Employer on August 26, 2022 recalled in accordance with Article 30 (Termination) shall have their respective previous length of service with the College used to determine eligibility for sick leave as outlined in Article 20.02 or 20.11 (a).
- (b) Pursuant to 20.02 (b) or 20.11 (b), such Employees recalled in accordance with Article 30 (Termination) shall have their sick leave accumulation restored to the balance as of date of layoff.
- 20.08 A Continuing Full-time Employee who resigns as a result of the employee's decision to raise a dependent child or children and is re-employed, upon written notification to the College shall have sick leave entitlement reinstated pursuant to 20.07. The following conditions shall apply:
- (a) the employee must have accumulated at least four (4) years of continuous service at the time of resigning; and
 - (b) the resignation itself must indicate the reason for resigning; and
 - (c) the break in service shall be no longer than three (3) years.
- 20.09 An employee who becomes ill while on vacation leave may substitute that period while ill with sick leave credits, if the employee produces a certificate from a registered medical doctor stating the period during which the employee was incapacitated. When such substitution occurs, the employee shall have the vacation days credited to vacation leave accumulation.
- 20.10 Pursuant to Articles 16.06, 20.04, and 55, the College reserves the right to require an evaluation

by a qualified health care professional acceptable to the employee and the College. Any cost associated with the evaluation shall be borne by the College. Leave of absence with pay shall be provided to attend the evaluation.

- 20.11 (a) For Continuing Part-Time Employees and Part-Time Probationary Employees in the employ of the Employer on August 26, 2022 accordance with Article 20.02(a), shall have their sick leave benefit pro-rated according to the full-time equivalent (FTE) of the position.
- (b) For Continuing Part-Time and Part-Time Probationary Employees hired after August 26, 2022, Sick Leave shall accumulate on the basis of one and two thirds (1 2/3) days for every twenty (20) days paid, prorated accordingly for an employee who works less than full days. The maximum accumulation shall be 85 days.

20.12 ELC Employees

- (a) **Sick leave is provided to enable ELC Employees to be absent during periods of illness or disability without suffering financial loss of their regular wages. Sick leave with pay shall be granted to ELC Employees for minor medical or surgical procedures or routine dental appointments, provided forty-eight (48) hours notice is given by the ELC Employee. This will be waived by the College if an emergency exists.**
- (b) **Full-Time ELC Employees shall accumulate sick leave credits at the rate of one sick day per month, prorated for any month of less than full- time employment. Part-Time ELC Employees shall earn sick leave credits at the prorated rate. eight (8) hours for each two hundred and eight (208) paid hours.**
- (c) **Annually on or after August 31st, each ELC Employee's unused sick leave accumulated in the previous year shall be carried over. The maximum amount of sick leave accumulation is one hundred and sixty (160) hours.**
- (d) **ELC Employees with maximum accumulation shall continue to earn credits in the current fiscal year at the regular accumulation rate. Such credits may be used for any illness in a current fiscal year. Any surplus over the maximum accumulation shall be eliminated at the end of each fiscal year.**

20.13 Article 20 other than Article 20.12 is not applicable to ELC Employees.

ARTICLE 21 - Insurance and Pension Coverage

- 21.01 Group Medical and Dental Insurance - The College agrees to pay seventy-five (75%) percent of the premium cost of Medical and Dental Plans for employees who elect single/family coverage subject to the payment of the balance of the premiums by employees through pay deductions.
- 21.02 a) The College agrees to pay two-thirds (2/3) of the cost of premiums for the Group Life Insurance Plan and the Accidental Death and Dismemberment Insurance Plan subject to the payment of the balance of the premiums by employees through pay deductions.
- b) The premiums for Voluntary Group Life, Dependent Life, and Voluntary Accidental Death and Dismemberment Insurance coverage will be 100% employee paid.

- 21.03 Pensions - Effective April 1, 1977, all probationary full-time and Continuing Full-time Employees shall participate in the Holland College Pension Plan. Probationary Part-time and Continuing Part-time Employees who meet the eligibility requirements outlined in the Holland College Pension Plan shall be eligible to participate in the pension plan. A copy of the provisions of the Pension Plan shall be provided to each probationary employee.
- 21.04 The College agrees to consult with employee representatives during the term of this Agreement to discuss the Holland College Pension Plan.
- 21.05 The College agrees to allow retired employees to participate in a group medical and/or dental insurance plan(s) subject to the payment of premiums by retired employees.
- 21.06 The College agrees to make available to each employee a summary of the provisions of its general liability insurance plan. A copy of the general liability insurance plan shall be available for review by employees.
- 21.07 (a) The College agrees to administer an appropriate long-term disability insurance plan, the premium costs of which shall be paid totally by the employees participating in the plan. Participation in the plan shall be mandatory for all employees eligible to participate in the plan. For greater clarity, Employees who will work less than twelve (12) months annually or less than fifty percent (50%) of the regular weekly hours of work are not eligible for long-term disability coverage.
- (b) The College agrees to consult with employees regarding any proposed amendments to the Holland College long term disability plan.
- 21.08 The College agrees to have two (2) UPSE Administrative and Support representatives as members of the Holland College Pension Committee. The purpose of the Committee is to examine pension plan benefits, costs and make recommendations to the College.
- 21.09 The Director of Human Resources will chair a Benefits Advisory Committee. The purpose of this committee is to examine benefits and costs for eligible employees and retirees and make recommendations to the College. The committee will include two (2) representatives from UPSE Administration and Support.

21.10 ELC Employees

- (a) **The College shall provide a group insurance plan for ELC Employees which shall provide coverage for permanent ELC Employees in the following areas:**
- **Medical**
 - **Dental**
 - **Accidental Death and Dismemberment**
 - **Life Insurance**
 - **Long Term Disability**
 - **Critical Illness.**
- (b) **Participation in the group insurance plan shall be mandatory for permanent ELC Employees except that any ELC Employees covered by an alternate plan can be exempted from the medical and dental coverage of this plan. Participation in Critical**

Illness insurance shall be voluntary.

- (c) Notwithstanding the foregoing, eligibility for participation in the Group Insurance plan shall be subject to the terms and conditions set down by the Group Insurance carrier.**
- (d) The College agrees to pay seventy-five (75%) percent of the premium cost of Medical and Dental Plans, Group Life Insurance Plan and the Accidental Death and Dismemberment Insurance Plan for ELC Employees who elect single/family coverage subject to the payment of the balance of the premiums by ELC Employees through pay deductions.**
- (e) The premium cost of the Long-Term Disability plan and Critical Illness shall be paid totally by the ELC Employee participating.**
- (f) Eligible ELC Employees who retire shall have the option of participating in the Group Health, Dental and Life Insurance/Accidental Death and Dismemberment Plan for Retirees. Retirees shall be required to pay the full cost of premiums for this coverage, with no share paid by the College. The Health coverage shall be available for the life of the retiree, until the retiree stops paying the required premiums. All other benefits shall terminate immediately upon the retiree reaching the age of sixty-five (65). The College reserves the right to amend, reduce or withdraw this coverage.**
- (g) For the purposes of Article 21.10(f), an ELC Employee must be at least fifty-five (55) years of age and have completed at least ten (10) years of employment as a permanent employee with the College at the time of retirement to be eligible for full post-retirement benefits and will only qualify for continuation of Health, Dental and Life Insurance/Accidental Death and Dismemberment benefits if the ELC Employee was eligible for those benefits at the time of the ELC Employee's retirement.**

21.11 Article 21 other than Article 21.10 is not applicable to ELC Employees.

ARTICLE 22 - Injury on Duty

- 22.01 All employees shall be covered by the *Workers' Compensation Act*. An employee prevented from performing the employee's regular duties with the College as a result of an accident that is covered by the *Workers' Compensation Act*, shall receive a leave of absence for the period the employee receives Workers' Compensation benefits.**
- 22.02 This leave of absence shall continue for a period of nine (9) months but may be extended to twelve (12) months if medical opinion advises that the employee should be able to return to work within the additional three (3) month period.**
- 22.03 During the leave of absence provided under this Article, the College shall pay the full cost of the employee's premiums for compulsory insurance outlined in Article 21.02 a) plus the employee's premiums for group medical and dental insurances, providing the employee was enrolled in these plans prior to the employee's injury on duty. The College shall also make the employee's pension contribution if necessary for eligible employees during this leave of absence, on the basis as if the employee had been at work.**
- 22.04 Notwithstanding Article 22.01, in the event that the salary of an employee, at the time of a claim**

under the *Workers' Compensation Act*, exceeds the maximum annual earnings established by regulation, the College shall during injury on duty leave continue to pay the employee an amount equal to eighty-five percent (85%) of net income on a bi-weekly basis on that portion of salary which is in excess of the maximum earnings recognized by the Workers' Compensation Board. The calculation of net pay entitlement shall be made in the same manner as the calculation made by the Workers' Compensation Board up to the maximum annual earnings.

- 22.05 Pending the initial decision of a Workers' Compensation Claim, an employee shall continue on payroll and shall be paid at the level which is equivalent to the employee's entitlement under the *Workers' Compensation Act*. When the claim is approved, the employee agrees to repay the amount equivalent to the amount paid by the College pending the approval of the claim. If the claim is not approved, the employee will be entitled to use sick leave.
- 22.06 An employee, who is injured during working hours and is required to leave for treatment or is sent home as a result of such injury, shall receive payment for the remainder of the day or shift without deduction from sick leave, if the College is provided with a doctor's certificate confirming that the employee is not fit to return to work.
- 22.07 Notwithstanding Article 16.02, an employee who is on injury on duty leave shall continue to earn and accumulate sick leave and vacation leave credits.
- 22.08 An employee who has filed a claim under the *Workers' Compensation Act* shall be eligible to apply for sick leave during any required benefit waiting period, such sick leave to be compensated at the rate of eighty-five percent (85%) of net income. In the event that the employee receives compensation from the Workers' Compensation Board for the benefit waiting period, the employee shall repay the College for the compensation paid during the benefit waiting period.

22.09 **ELC Employees**

- (b) **All ELC Employees shall be covered by the Workers Compensation Act. An ELC Employee prevented from performing their regular duties with the College as a result of an accident, that is covered by the Workers Compensation Act, which occurred while performing work for the College, shall receive injury on duty leave without pay for the period the ELC Employee receives workers compensation benefits.**
- (c)
 - (i) **If an ELC Employee is unable to perform their duties at the time the Workers' Compensation Board ceases temporary earnings loss benefits, the ELC Employee will be considered for alternative or rehabilitative employment pursuant to the *Workers Compensation Act*. Where no alternative or rehabilitative employment is available, the ELC Employee shall be provided disability leave in accordance with the Leave of Absence Article 16.07(i). On conclusion of the disability leave, the ELC Employee shall be laid off.**
 - (ii) **Where an ELC Employee is laid off, the employee shall advise the College when the employee is ready to be considered for recall pursuant to the Collective Agreement. An ELC Employee may be required to provide a medical certificate of fitness to perform the duties of any position for which a notice of recall is given.**
- (d) **During the period of injury on duty leave, increments, sick leave, vacation leave, will continue to be accumulated and calculated on the basis of the ELC Employee's**

employment guarantee.

- (d) An ELC Employee, who is injured during working hours and is required to leave for treatment or sent home as a result of such injury, shall receive payment for the remainder of the day without deduction from sick leave, unless a doctor states the ELC Employee is fit for further work that day.**
- (e) The College's share of premiums in all group insurance plans, while the ELC Employee is on such leave, it is to be paid monthly. The ELC Employee's share of premiums in all group insurance plans, while on such leave, is to be paid monthly by the employee.**

22.10 Article 22 other than Article 22.09 is not applicable to ELC Employees.

ARTICLE 23 - Safety and Health

- 23.01 The Employer shall take every reasonable precaution to protect the health and safety of employees. Protective devices and other equipment required by law to protect employees properly from injury shall be supplied by the College.
- 23.02 Employees shall take every reasonable precaution to protect their own health and safety, and that of other persons at or near the workplace.
- 23.03 When an employee, a group of employees, the College, or Union is not satisfied that the provision of Article 23.01 or 23.02 are being complied with, then the following shall apply:
 - (a) the matter will be referred in writing to the College or to the appropriate party who shall immediately investigate the complaint;
 - (b) failing a satisfactory remedy within ten (10) days following such investigation, the matter may be referred to the final level in the grievance procedure;
 - (c) if the decision rendered in Article 23.03 (b) is not satisfactory, the matter may be referred to arbitration for a decision which is final and binding on the parties.
- 23.04 Safety committees or representatives will be established as required by the Occupational Health and Safety Act of the Province of Prince Edward Island.
- 23.05 **Article 23 shall apply to ELC Employees in its entirety.**

ARTICLE 24 - Clothing and Cellular Phones

- 24.01 Where it is recommended in writing to the College by the Occupational Health and Safety Division, or where an employee is required by law or by the College to wear protective clothing or other devices, the College shall provide such articles free of charge to the employee. In cases where laundering is required, it shall be provided free of charge.
- 24.02 Where uniforms or protective clothing are currently provided by the College, the present practice shall continue.

- 24.03 It is agreed that the quantity, issue and control of such clothing and uniforms shall be regulated by the College.
- 24.04 The College will not require employees to use personal cellular phones in the performance of their duties. If an employee is required to use a cellular phone in the performance of **their** duties, the College will provide that cellular phone and the employee shall be responsible for any costs arising from personal use of that phone. Where mutually agreed between the employee and the employer, the employee may use their personal cellular phone in the performance of **their** duties and the employer will provide an allowance of thirty-five (35) dollars to the employee, based upon the expected use of the personal cellular phone in the performance of those duties.
- 24.05 **Article 24 is not applicable to ELC Employees.**

ARTICLE 25 - Development or Sabbatical Leave

- 25.01 A Sabbatical or Development Leave of Absence may be granted by the College, subject to the condition that the employee return to the College upon the termination of the Sabbatical or Development Leave provided:
- a) The purpose of the leave is for College approved academic training or industrial pursuits.
 - b) The period of leave will be as mutually agreed upon by the College and the employee.
 - c) Conditions are that the employee, upon termination of Sabbatical or Development Leave, will return to the College for a period of employment equal to twice the duration of the leave. Should the employee fail to complete the required term of service, the employee shall be required to repay to the College an amount which bears the same ratio to the total cost of leave as the uncompleted service bears to the total term of service under this section. In cases where the employee fails to complete the required term of service due to death, permanent disability or involuntary termination due to position abolishment, the employee will not be required to repay these amounts to the College.
 - d) The employee shall be paid a minimum of seventy-five (75%) percent of salary while on Sabbatical or Development Leave.
 - e) Where an employee on Development or Sabbatical Leave receives a grant, bursary, scholarship or other income, the amount shall be paid to the College. However, an employee shall not be required to reimburse more than the salary paid by the College during the period of leave.
 - f) The fringe benefit coverage shall be maintained and prorated according to salary paid.
 - g) Applications for Sabbatical or Development Leave are to be made in writing to the Vice President of Corporate Services not later than January 31 in each year.
 - h) The President shall respond to requests received by March 31.
 - i) The College agrees to provide the Union with an annual report on numbers of applications for Sabbatical or Development Leave and the disposition of those applications.

- j) When an employee returns from Sabbatical or Development Leave, the College agrees that the employee will be returned to the employee's original position if it still exists or to a comparable position if it no longer exists. This clause in no way restricts the right of the College to lay off the employee in accordance with Article 30.

25.02 **Article 25 is not applicable to ELC Employees.**

ARTICLE 26 - Travel and Accommodation

- 26.01 Subject to Article 26.03, employees are responsible for transportation between their place of residence and their work centre.
- 26.02 Employees using their own motor vehicle in the performance of College approved duties which occur away from their work centre shall be paid an allowance for each kilometer driven equal to the rate the Government of Prince Edward Island reimburses to its employees. The College agrees to adjust its reimbursement rate four (4) times per year and will apply the government rate which is effective each January 1, April 1, July 1, and October 1. Employees and the Union will be notified each time the rate changes. Employees shall be eligible for a minimum daily claim of six dollars and twenty-five cents (\$6.25).
- 26.03 Providing there is no change in location of residence, and providing the new work centre is eight (8) kilometers more distant from their place of residence, employees who are transferred to a different work centre shall be paid an allowance as provided in Article 26.02 for a period not to exceed twelve (12) months. Total kilometers are to be determined using the following formula:

$$2 \times (\text{distance between residence and new work centre minus distance between residence and original work centre}).$$
- 26.04 Employees who serve more than one work centre shall be paid an allowance as provided in Article 26.02 for travel between work centres during the day. The allowance will be calculated on the basis of the distance traveled on a return trip from the base work centre.
 - (a) This article does not apply to a new continuing position, posted subsequent to April 1, 2007, requiring employees to work at more than one work centre and where the work centres are less than 10 kilometers apart.
 - (b) New employment opportunities requiring the successful applicant to serve more than one work centre less than 10 kilometers apart shall be clearly outlined in the job posting.
- 26.05 Expenditure on meals within the province and outside the province shall be limited to the amount necessary to maintain a comparable level of living to that normally enjoyed at home.
- 26.06 Employees shall also be reimbursed for expenses such as parking charges, necessary telephone calls, taxi fare and reasonable entertainment expenses.
- 26.07 When employees are required by the College to be away from their regular place of residence by reason of College business, they will be paid an accommodation allowance for hotel room at actual cost, with a receipt to accompany the claim. If an employee elects to stay in a non-commercial establishment, the employee shall be eligible to claim fifteen dollars (\$15) per day in lieu of commercial accommodation.

- 26.08 In-province travel claims should be submitted on a monthly basis. Out-of-province travel claims shall be submitted within twenty (20) days of returning to the province. Payments shall be made within ten (10) days of submission of the claim.
- 26.09 In instances where transportation, meals or accommodations are provided by the College, an employee may not claim under this Article.
- 26.10 Employees using their own vehicles shall, prior to transporting students on College business, obtain an endorsement with a Form 6A Limited Permission to Carry Passengers for Compensation, to their current insurance. The College will reimburse employees for this additional expense on production of a receipt issued by the insurance company.
- 26.11 Article 26 is not applicable to ELC Employees.**

ARTICLE 27 - Designated Holidays

- 27.01 Employees shall be entitled to the following designated holidays with pay:
- (a) New Year's Day
 - (b) Islander Day
 - (c) Good Friday
 - (d) Easter Monday
 - (e) Victoria Day
 - (f) Canada Day
 - (g) Labour Day
 - (h) Thanksgiving Day
 - (i) Remembrance Day
 - (j) Christmas Eve Day
 - (k) Christmas Day
 - (l) Boxing Day
 - (m) **National Day for Truth and Reconciliation**
 - (n) one additional day in each year that is designated by the College and recognized to be a civic holiday in the area where the employee is employed
 - (o) any other day duly observed as a provincial or national holiday.
- 27.02 When a day designated as a holiday falls on an employee's day of rest, the College shall grant the holiday with pay on the first working day immediately following the holiday or a mutually acceptable day.
- 27.03 When a holiday falls within a Continuing Full-time or full-time Probationary Employee's vacation period, the employee will be granted an additional day to the employee's vacation period.
- 27.04 An employee who is authorized to work on a designated holiday shall be paid, in addition to the employee's regular pay, at the rate of double time for the hours worked on the holiday, unless the employee requests double time off in lieu at a time mutually agreeable to the College and the employee.
- 27.05 In order to be eligible for the holiday, a Continuing Part-time or part-time Probationary Employee must be actively employed for the pay period during which the holiday occurs and shall be paid for

the designated holidays in 27.01 pro-rated according to the full-time equivalent (FTE) of the position.

- 27.06 (a) An active Continuing Full-Time Employee shall be entitled to two (2) float holidays which must be taken during the period June 10 to August 25 of each year and shall be taken at a time mutually agreed between the Employer and Employee. In addition, the Employee shall be entitled to one (1) float holiday each year, to be taken at a time mutually agreed between the Employer and Employee.
- (b) Subject to (a) above, a Continuing Part Time Employee shall be eligible for the float holidays provided the Employee is actively employed and, when applicable, the float holidays (s) will be pro-rated to the full time equivalent (FTE) of the position.

27.07 ELC Employees

- (a) **All ELC Employees shall receive one (1) day paid leave for each of the following designated holidays each year:**

New Year's Day	Labour Day
Islander Day	National Day for Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Eve Day
Canada Day	Christmas Day
Gold Cup and Saucer Day	Boxing Day

and all other days proclaimed by the Provincial or Federal Government.

- (b) **For the purpose of this Article, "holiday" means a twenty-four (24) hour period commencing at midnight on a calendar day designated as a holiday.**
- (c) **When a holiday falls within an ELC Employee's period of leave with pay, that day shall constitute a holiday and not a day of leave.**
- (d) **When a day designated as a holiday coincides with an ELC Employee's day of rest, the College will grant the holiday with pay on the day immediately following the ELC Employee's day of rest**

27.08 Article 27 other than Article 27.07 is not applicable to ELC Employees.

ARTICLE 28 - Vacations

28.01 Continuing Full-time and full-time Probationary Employees shall be entitled to vacation with pay during each fiscal year on the following basis:

- (a) Employees with less than five (5) years' Continuous Service earn vacation entitlement at the rate of one and one-quarter (1 1/4) days per month of paid employment (three (3) weeks annual vacation per year).
- (b) Employees with more than five (5) years' and less than fifteen (15) years' Continuous Service shall earn vacation entitlement at the rate of one and two-thirds (1 2/3) days per

month of paid employment (four (4) weeks annual vacation per year).

- (c) Employees with more than fifteen (15) years' Continuous Service shall earn vacation entitlement at the rate of two and one-twelfth (2 1/12) days per month of paid employment (five (5) weeks annual vacation per year).
- (d) Employees with twenty-three (23) or more years' Continuous Service shall earn vacation entitlement at the rate of two and one-half (2 1/2) days per month of paid employment (six (6) weeks annual vacation per year).

28.02 All vacation leaves will be approved prior to commencement.

28.03 Unused vacation leave shall be carried over to the following fiscal year, however, the maximum accumulation at any one time shall be:

- (a) a total credit not to exceed thirty-five (35) days if less than five (5) years continuous service; or
- (b) a total credit not to exceed forty (40) days if five (5) but less than fifteen (15) years continuous service; or
- (c) a total credit not to exceed fifty (50) days if fifteen (15) or more years continuous service, or
- (d) a total credit not to exceed sixty (60) days with twenty-three (23) or more years continuous service.

28.04 The College shall grant one (1) day paid vacation on the last working day before Christmas Eve Day and three (3) days paid vacation between Boxing Day and New Year's Day. Should any employee be required to work during this period, the employee shall be entitled to straight time leave with pay at another mutually agreed upon time.

28.05 Should an employee on approved vacation leave be required to report for duty, the employee shall receive compensation at the rate of double time for all hours worked in accordance with Article 11.02 (b). The employee's vacation leave shall be rescheduled to another mutually agreeable time.

28.06 Continuing part-time employees and part-time Probationary Employees, who will work twelve (12) months per year, shall have their vacation accumulation in accordance with 28.01 through 28.05, pro-rated according to the full-time equivalent (FTE) of the position. Continuing Part-time Employees and part-time Probationary Employees, who will work less than twelve (12) months per year, shall be eligible for vacation pay equal to six (6) percent of salary payable biweekly and shall be granted one (1) day paid leave on the last working day before Christmas Eve day and three (3) days paid leave between Boxing Day and New Year's Day at the employee's regular daily rate of pay should these days fall during the period of their active employment. Paid leave during February/March break shall not apply to employees classified as Lab Assistants.

28.07 **ELC Employees**

- (a) **ELC Employees shall be entitled to vacation with pay during each fiscal year on the following basis:**

- (i) **ELC Employees with less than five (5) years of continuous employment shall**

earn vacation entitlement at the rate of eight (8) hours for each two hundred and eight (208) paid hours.

- (ii) ELC Employees how have completed five (5) years of continuous employment shall earn vacation entitlement at the rate of eight (8) hours for each one hundred and thirty-eight (138) paid hours.**
- (iii) ELC Employees how have completed twelve (12) years of continuous employment shall earn vacation entitlement at the rate of eight (8) hours for each one hundred and four (104) paid hours.**
- (b) All vacation leaves must be approved by the College prior to the commencement of such leaves.**
- (c) An ELC Employee, upon separation from the College, shall compensate for vacation which was taken but not earned at the time. However, an ELC Employee's estate will not be required to compensate for unearned vacation leave in case of separation due to death of the ELC Employee, or following involuntary separation due to layoff or permanent disability.**
- (d) Probationary ELC Employees shall be entitled to accumulate but not take vacation time earned unless approved by the Director of the Early Childhood Education Centre.**
- (e) ELC Employees shall not accumulate vacation time while on a leave of absence without pay including but not limited to WCB, Employment Insurance and Maternity, Adoption or Parental (MAP) Leave.**

28.08 Article 28 other than Article 28.07 is not applicable to ELC Employees.

ARTICLE 29 - Personal Record Files

- 29.01 The College shall maintain, in its Human Resources office, a personal record file of each employee which shall be available for personal inspection, upon written request, during working hours.
- 29.02 Before an evaluation report is entered into the employee's personal record file, the employee shall acknowledge that the employee has had the opportunity to review such evaluation by signing the copy to be filed, with the expressed understanding that the employee's signature does not necessarily indicate agreement with the contents. The employee will be permitted to attach the employee's comments related to the evaluation report. No additional comments shall be added to the evaluation report after it has been signed by the employee.
- 29.03 The procedure outlined in Article 29.02 above shall also apply to the entering of adverse notes or reports in an employee's personal record file.
- 29.04 The Director of Human Resources shall have any adverse report or note entered in the employee's personal record file removed after twenty-four (24) months have elapsed, providing there has been no additional related adverse note or report during the twenty-four (24) month period. The twenty-four (24) months shall be calculated from the date the matter or event causing the adverse report or note occurred.
- 29.05 The College shall release information from an employee's personal record file only upon request of the employee.

29.06 **Article 29 shall apply to ELC Employees in its entirety.**

ARTICLE 30 - Termination

30.01 The employment of an Employee shall be terminated, and seniority shall be lost, in the following circumstances:

- a) If the Employee is discharged for just cause and not reinstated.
- b) If the Employee resigns or retires and the resignation or retirement has not been withdrawn pursuant to Article 30.11.
- c) If the Employee is laid off for more than eighteen (18) months.
- d) If the Employee fails to return to work after being offered a reasonable recall position
- e) **If the Employee voluntarily departs from the bargaining unit.**

30.02 The layoff of an Employee may occur due to:

- (i) shortage of work; or
- (ii) an employee's medical condition which is such that he/she is unable to fulfill the functions of his/her position and cannot be accommodated under Article 54;

and the College is unable to find a suitable position for the employee concerned, the employee may be laid off in accordance with Article 30.02. If an employee is to be laid off, the College must give notice in writing sixty (60) calendar days prior to the effective date of the layoff. If the employee has not had the opportunity to work sixty (60) calendar days after notice of layoff, the employee shall be paid in lieu of work for that part of sixty (60) calendar days during which work was not made available.

30.03 When an employee is laid off, the employee shall be placed on a re-employment list for a period of eighteen (18) months. This list shall be maintained by the Human Resources Department and the list shall be checked for eligible candidates each time a vacancy occurs in the College establishment. Any eligible employee on the list shall be recalled before the vacant position is advertised.

30.04 A Continuing Full-time Employee who is laid off and is recalled within eighteen (18) months shall have previous Continuous Service with the College recognized in calculating vacation and sick leave entitlement. A Continuing Part-time Employee who is laid off and is recalled within eighteen (18) months shall recover any unused sick leave to the employee's credit at the time the employee was laid off.

30.05 In the event that a former continuing employee accepts short-term employment with the College during the initial eighteen (18) month period that the employee is on a re-employment list, the employee's period of time on the re-employment list will be extended by the number of calendar days equal to the time the employee worked during the initial eighteen (18) month period on the re-employment list.

- 30.06 Article 47 (Seniority) shall be applied in cases of layoff and recall.
- 30.07 For continuing part-time employees, the application of Articles 30.02 and 30.03 shall only apply to positions of equal or fewer hours.
- 30.08 An Employee on the re-employment list during the recall period shall not be entitled to the provisions of the Collective Agreement except for Articles 47, 30.03 and 30.05, and 21.01 and 21.02(a) only if the Employee pays 100% of the required premiums and that said premium payments are received in advance on the first of each month of coverage, otherwise coverage will be terminated.
- 30.09 Where an Employee intends to retire, the Employee shall provide the Employer with written notice of the Employee's retirement date two (2) months prior to that date.
- 30.10 When an employee intends to resign, the employee shall provide written notification of their intention to resign three (3) weeks prior to the anticipated date of resignation, and in any event, not less than two (2) weeks prior to the anticipated date of resignation.
- 30.11 Notwithstanding Articles 30.09 and 30.10 an employee may request, in writing, to withdraw a notice of retirement or resignation by the end of the second business day following the day on which the original notice was given. The notice so withdrawn shall be deemed never to have taken place.
- 30.12 **ELC Employees**
- a) **It is recognized that job security should increase in proportion to seniority. Therefore, in the event of layoff in a particular classification within the ELC, the ELC Employee in the affected classification who has the least seniority will be given notice of intended layoff provided the retained ELC Employee(s) has a satisfactory performance review. Prior to the layoff of permanent employees, temporary employees in the same classification shall be laid off first.**
 - b) **i) If an ELC Employee is to be laid off, the Employer must give notice in writing at least ten (10) working days prior to the effective date of the layoff.**
 - ii) **An ELC Employee who has not had the opportunity to work their scheduled hours of work during the notice period, the ELC Employee shall be paid for the days for which work was not made available.**
 - iii) **The provisions of Article 30.12(b)(ii) do not apply to ELC Employees laid off in accordance with Article 22.09(b), Article 16.07(i), and Article 16.07(j).**
 - c) **When ELC Employees are laid off, they shall be placed on a recall list for a period of six (6) months and shall be recalled in reverse order of layoff within the classification.**
 - d) **An ELC Employee shall be recalled by registered letter, electronic mail, or by personal contact from the Employer, and the ELC Employee shall have twenty-four (24) hours from receipt of the letter, electronic mail or personal contact to advise the Employer if the ELC Employee will be returning to work. The ELC Employee recalled and the Employer shall then determine the effective date of recall. ELC Employees are responsible for leaving their**

current contact information with the Employer, which contact information shall be relied upon by the Employer in effecting recall.

- e) An ELC Employee who is recalled shall be entitled to retain previous service time with the Employer for the purpose of calculating vacation entitlement after the date of recall and the ELC Employee shall be entitled to retain and use, in accordance with the provisions of the Collective Agreement, any unused sick leave credits accumulated at the time of layoff.
- f) A layoff means a permanent or temporary reduction in the workforce due to position abolishment or reduction in hours of work of a permanent ELC Employee.
- g) A laid off ELC Employee may be placed on the substitute list for receipt of unscheduled substitute work for which the employee has the qualification, ability and suitability. Such placement will not affect their placement on a priority recall list for their classification series.
- h) For the purposes of this Article, a classification shall mean Early Childhood Educator, Early Childhood Associate, Early Childhood Intern, or Cook.

30.13 Article 30 other than Article 30.12 is not applicable to ELC Employees.

ARTICLE 31 - Severance Pay

31.01 For the purposes of this Article, "retirement" means separation from the College and the exercising of pension vesting rights.

31.02 All Continuing Employees who have five (5) or more years of Continuous Service, or their estates, shall be entitled to severance pay based on one of the following reasons:

- (a) retirement based upon the "Rule of 80" provision of the Holland College Pension Plan;
- (b) termination of employment due to permanent disability, or death; or
- (c) Layoff, after exhaustion of the recall period pursuant to Article 30.04. An Employee may waive their right to the recall period in writing and receive severance payment on receipt of such waiver by the Employer

31.03 (a) Retirement

The severance pay payable under sub-article 31.02 (a) shall be equal to one (1) week's pay for each year of full-time Continuous Service, or portion thereof, to a maximum of twenty-eight (28) weeks' pay multiplied by the employee's average annual salary for the period of continuous service:

$$\frac{\text{Average Annual Salary} \times \text{Years of continuous service (to a maximum of 28 years)}}{52}$$

For employees with more than twenty-eight (28) years of continuous service, the twenty-

eight (28) years of continuous service during which the annual average salary is highest shall be used for calculating the average annual salary.

(b) Death or Disability

The severance pay payable under sub-article 31.02 (b) shall be equal to one (1) week's pay for each year of full-time Continuous Service, or portion thereof, multiplied by the employee's average annual salary for the period of continuous service:

$$\frac{\text{Average Annual Salary} \times \text{Years of continuous service}}{52}$$

(c) Position Abolishment or Layoff

The severance pay payable under sub-article 31.02 (c) shall be equal to one (1) week's pay for each year of full-time Continuous Service, or portion thereof, and shall be based upon the employee's weekly salary in effect at the date of termination.

(d) Pro-rating for Continuing Part-Time Employees

For continuing part-time employees, the severance payable shall be calculated in accordance with the full-time equivalent (FTE) of the position.

31.04 At the written request of the employee, any severance pay payable under Article 31.02 will be paid to the employee at the beginning of the calendar year immediately following the year of termination rather than during the year of termination.

31.05 (a) An employee to whom severance pay is payable under Article 31.02 (a) may elect to:

- (i) take a paid pre-retirement vacation in lieu of the employee's entitlement to severance pay which will equal the employee's entitlement under Article 31.03; or
- (ii) take a combination of paid pre-retirement vacation and severance pay which will equal the employee's entitlement under Article 31.03.

However, any paid pre-retirement vacation under this Article must terminate on the employee's date of retirement. The period of paid pre-retirement vacation shall be deemed a period of credited service only for the purpose of pension entitlement but, for greater certainty, no other benefits of the Collective Agreement shall apply.

(b) In order to qualify for a paid pre-retirement vacation under this sub-article, the employee must request the paid pre-retirement vacation, in writing, at least three (3) months prior to the proposed commencement date of the paid pre-retirement vacation.

31.06 Periods of leave of absence without pay shall not constitute a break in "continuous service" for the purposes of this Article.

31.07 A Continuing Employee who has been provided written notice of layoff and who resigns shall, provided the employee has a least five (5) years continuous service, be entitled to receive severance pay in accordance with the provisions of this Article.

31.08 In addition to severance pay provided under Article 31.03 (c) for involuntary termination due to position abolishment or layoff, employees shall be entitled to an enhanced severance payment calculated as follows:

one (1) week for every two (2) years' of Continuous Service, or portion thereof, over ten (10) years calculated on a maximum of twenty-eight (28) years' of Continuous Service.

31.09 Article 31 is not applicable to ELC Employees.

ARTICLE 32 - Job Opportunities & Promotions

32.01 Subject to Article 30.03, all openings covered by this Agreement for continuing positions or short-term positions that will exist for six (6) months or more and that the employer intends to fill, shall be posted within 60 calendar days of the vacancy occurring. The position shall be advertised on the College's email system at least seven (7) calendar days prior to the closing date for application. Information on the posting shall include the position's classification and job title. If a successful applicant is selected, the College shall, where possible, award the posted position to the successful applicant within sixty (60) calendar days of the date of the posting.

32.02 The College agrees that applications shall be fully processed to determine if there is a suitable applicant and the processing shall be done in the following order:

- (a) Continuing and probationary employees or former employees of this agreement whose names are on a re-employment list;
- (b) Short-term employees **and Temporary ELC Employees.**
- (c) **Casual employees and applicants outside the Union; who after interview are considered relatively equal, the Casual employee shall be given preference.**

In the event that employees are denied an interview for any vacant position, the College agrees to provide, upon request, an explanation of the reasons the applicant was unsuccessful.

32.03 Notices as provided in this Article shall contain:

- (a) a concise description of the particular characteristics of the position;
- (b) a listing of the criteria of eligibility and the requirements of the position.

32.04 **Vacant positions shall be filled based on the College's needs and the applicant's qualifications, abilities and suitability. When two applicants are relatively equal, and subject to the College's needs, Article 47 (Seniority) shall apply.**

32.05 The minimum rate of compensation of an employee upon promotion to a position with a higher maximum salary shall be at the step which provides for an increase of not less than five (5) percent. If the maximum salary of the higher classification is less than five (5) percent higher than the maximum salary of the lower classification, the employee shall move to that step that provides at least the same percentage increase in salary as exists between the two classifications at the maximum rates.

32.06 All openings for non-unionized positions at or below the manager level at the College that will exist for six (6) months or more and that the Employer intends to fill shall be advertised on the

College's email system for the information of Employees. These openings are not subject to the provisions of Article 32.01 through 32.05 inclusive.

- 32.07 (a) Subject to Article 32.07 (b), where a Short-Term Employee as filled the same full-time Short-Term Position for three (3) consecutive contracts, each of at least six (6) months duration, and the College requires that the work will continue, an equivalent continuing position shall be created. The incumbent shall be appointed to the continuing position.
- (b) Article 32.07 (a) shall not apply to those Short-Term Positions temporarily replacing a Continuing Employee.

32.08 Article 32 shall apply to ELC Employees in its entirety other than the reference to Article 30.03 in Article 32.01 and Articles 32.04 and 32.07.

ARTICLE 33 - Discipline and Discharge

- 33.01 No continuing employee shall be disciplined by written reprimand, suspension without pay or by discharge except for just and sufficient cause.
- 33.02 A probationary employee may be discharged if, after fair and reasonable evaluation by the College in accordance with the provisions of Article 10.03, **they are** found to be unsuitable. Termination of employment, after fair and reasonable evaluation during an employee's probationary period, shall not constitute discipline under this Agreement.
- 33.03 Where an employee is disciplined by suspension without pay or by discharge, the College shall state in the suspension or discharge notice the reason for the action taken, and a copy of such notice shall be sent to the Union.
- 33.04 Where an employee alleges the employee has been suspended or discharged in violation of Article 33.01, the employee may within ten (10) days of the date on which the employee was notified in writing or within twenty (20) days of the date of the employee's suspension or discharge, whichever is later, invoke the Grievance Procedure. For the purposes of alleging violation of Article 33.01, the employee shall lodge the employee's grievance at the final level in the Grievance Procedure and if a satisfactory settlement is not reached the employee may proceed to arbitration as outlined in Article 37.
- 33.05 Where it is determined that an employee has been disciplined by suspension without pay or by discharge in violation of Article 33.01, that employee shall be reinstated immediately in the employee's former position without loss of pay or any other benefit which would have accrued to him/her, if the employee had not been suspended or discharged.
- 33.06 **ELC Employees**
 - (a) **No ELC Employee shall be disciplined except for just cause. The College supports a system of progressive discipline (oral reprimand, written reprimand, suspension, dismissal) except in the case of serious offenses. Serious offences include, but are not limited to, abuse or neglect of children in care, harassment, insubordination, theft, assault, conviction of a serious criminal offense that raises a reasonable doubt as to the employee's trustworthiness or ability to continue as an employee, or breach up confidentiality.**

- (b) **Where an ELC employee is disciplined by suspension, demotion, or dismissal, the College shall, upon the date of such disciplinary action, provide the ELC Employee with written reasons for such disciplinary action and a copy of such shall be sent to the Union.**
- (c) **Where it is determined that an ELC Employee has been unjustly disciplined, the board of Arbitration shall have the power to impose any remedy it deems just and equitable.**

33.07 Article 33 other than Article 33.06 is not applicable to ELC Employees.

ARTICLE 34 - Transfer

- 34.01 "Transfer" means a change in the employee's place of work from one work centre to another work centre that is more than ten (10) kilometres from the first work centre.
- 34.02 An employee may be transferred or request a transfer to a different work centre. Where an employee is transferred from one work centre to another, the employee shall be given at least four (4) months' notice of such transfer. Article 47 (Seniority) shall be applied in the case of involuntary transfer.
- 34.03 Should an employee be required to serve more than one work centre, the College shall designate a base centre for such employee.
- 34.04 An employee shall not receive a transfer after reaching the age of 62 years except by mutual consent of the employee and the College.
- 34.05 Notwithstanding Article 34.04, an employee may be transferred to a different work centre under the following conditions:
 - (a) the work centre is permanently closed;
 - (b) the position is non-existent.
- 34.06 An employee who is required to change the employee's place of work where the distance is less than ten (10) kilometers, shall be provided with at least ten (10) days' notice.
- 34.07 Employees who voluntarily transfer from one geographic area to another as a result of a promotion, and who change their place of residence, are eligible for removal costs for furniture and household effects up to \$1 000, subject to the eligibility requirements outlined below. Receipts are required to claim any amounts under this section.
- 34.08 Where the College transfers an employee or where the employee's position is relocated, the employee shall be entitled to reimbursement for the following expenses involved in relocation, subject to the eligibility requirements outlined below:
 - (a) Housing Hunting Trips
Up to three (3) days' leave of absence with pay plus accommodation. Meals and travel

allowances shall be paid according to the provisions of Article 26.

(b) Housing Assistance

- (i) Where the employee owns a home, financial assistance will be provided to cover the actual and reasonable costs of: (1) advertising the sale of the home if sold privately or real estate agents fees if sold by a real estate firm, (2) legal fees, (3) mortgage repayment penalty, if applicable.
- (ii) Where the employee has been renting accommodation, actual and reasonable costs required to cover termination of a lease.
- (iii) Where an employee purchases a home in the new geographic location, payment of legal fees pertaining to good title of property and acquisition of mortgage.

(c) Moving Expenses

Actual and reasonable costs as indicated by receipts for:

- (i) packing, moving and unpacking of furniture and effects;
- (ii) insurance in transit;
- (iii) short-term storage of furniture and effects for up to sixty (60) days, if required; and
- (iv) payment of indirect moving expenses such as fitting carpets and drapes and connecting appliances and utilities.

(d) Family Travel Costs

Travel by auto at the rates specified in Article 26 from previous residence to new residence, to a maximum of five (5) trips as authorized by the College.

(e) Temporary Accommodation and Living Allowances

For the employee and family up to a maximum allowance of \$500.

(f) Temporary Travel Expenses

The College will pay the employee travel expenses from the old domicile to the new headquarters at the rates specified in Article 26 up to a maximum of one (I) year or until the employee is relocated.

(g) Eligibility

Reimbursement of relocation expenses on transfer shall be paid only when:

- (i) the move takes place within twelve (12) months of transfer;
- (ii) the distance between the old and new headquarters is thirty-two (32) kilometres or more;
- (iii) the commuting distance between the employee's domicile and new headquarters is

greater than the distance between the employee's domicile and old headquarters;

- (iv) the commuting distance between the employee's domicile and new headquarters is thirty- two (32) kilometres or more.

34.09 **Article 34 is not applicable to ELC Employees.**

ARTICLE 35 - Relocation Expenses

35.01 A new employee of the College shall receive assistance towards relocation expenses provided the employee is not ordinarily a resident in the locality where the employee's services are required or within sixty-four (64) kilometres commuting distance of it.

35.02 The amount of reimbursement shall be the actual and necessary, up to a maximum of \$5,000, for relocation expenses from the employee's place of ordinary residence to the location where the employee's services are required.

35.03 Eligible employees must declare their intention to relocate at the time of appointment or transfer and must claim relocation expenses within a twelve (12) month period from the date of appointment or transfer. The eligible costs shall include:

- (a) the cost of transportation of the employee, the employee's spouse and the employee's dependent children by a method of travel previously approved by the College;
- (b) living expenses incurred for the employee and the employee's family while travelling, including at the discretion of the College, not more than three (3) days at the employee's ordinary residence and seven (7) days at the locality where the employee's services are required;
- (c) the cost of transporting the employee's household furniture and personal effects of the employee and the employee's family;
- (d) any other expenses approved by the College.

35.04 An employee who receives reimbursement under this Article and who voluntarily leaves the employ of the College before the employee has completed two (2) full years of service with the College, shall repay to the College that percentage of the reimbursement received that is equal to the percentage of the two-year time period that has not been completed.

35.05 **Article 35 is not applicable to ELC Employees.**

ARTICLE 36 - Grievances

36.01 Policy- The College and the Union recognize the desirability of providing for an orderly system of resolving any complaints or disputes in order to provide a harmonious and cooperative relationship between the College and its employees.

36.02 Definitions

- (a) Complaint
"Complaint" means an informal oral complaint by an employee to the employee's

immediate supervisor over an employment-related matter.

- (b) Day
For the purpose of this Article, reference to days shall exclude Saturdays, Sundays, and statutory holidays.
- (c) Grievance
“Grievance” means a written complaint by an employee arising out of a difference of opinion, in respect of the employee, over the application, interpretation, administration or alleged violation of this Agreement including any question as to whether a matter is arbitrable.

36.03 General Conditions

- (a) Time - If a party who is entitled to make or file a Complaint or Grievance fails to act within the time limits set out for a Complaint or Grievance step, the Complaint or Grievance will be considered abandoned, and can not be pursued further.
- (b) No Reply - If a person who is required to reply to a Complaint or Grievance fails to do so within the time limits set out for that Complaint or Grievance step, the grievor may submit the Complaint or Grievance to the next step of the procedure.
- (c) Time Limits - The time limits specified in this Article may be extended by mutual agreement.
- (d) Stewards - The Union shall provide the College with the names of Stewards authorized to deal with grievances on behalf of employees.
- (e) Union Representation - In any case where an employee presents the employee's grievance in person or in any case where a hearing is held on a grievance, the employee may be accompanied by representatives of the Union.
- (f) Designated Representatives - The College shall designate representatives at each of the two (2) levels of the Grievance Procedure and advise the Union and all employees of the name and title of the designated representatives.
- (g) Delivery of Documents -
 - i) The preferred method of communication is by electronic mail with acknowledgement of receipt by electronic mail response.
 - ii) When it is necessary to use the postal service to process a grievance, all correspondence between the designated representative and the Employee shall be by registered mail.
 - iii) When a grievance is delivered by hand it will be dated the date it was delivered as will be the reply.

36.04 Complaint Stage - The parties to this Agreement recognize that many Complaints can be effectively settled through informal discussion and mutual understanding. For this reason, it is understood that if any employee has a Complaint the employee shall discuss it with the employee's immediate supervisor as soon as possible and in any case within five (5) days from the date upon which the

subject of the Complaint occurred, or the employee became aware of it being a Complaint; provided that no Complaint under this Article shall be raised more than sixty (60) days after the date upon which the subject of Complaint occurred. The immediate supervisor shall respond to the Complaint within five (5) days of the discussion.

- 36.05 Grievance Procedure - Failing settlement of a Complaint it may be taken up as a grievance. In each of the following steps of the Grievance Procedure, the person designated by the College at the first and second level of the Grievance Procedure or the employee may request a meeting to discuss the grievance at a mutually agreeable time. The following steps will be followed in presenting a grievance:

Step One - Within five (5) days from the date of the immediate supervisor's reply the employee shall present a written grievance outlining the nature of the grievance, the surrounding circumstances and the desired remedy to the designated representative at level one. If the employee does not receive satisfactory settlement in writing within five (5) days from the date on which the employee presented the employee's grievance to the designated representative at the first level in the Grievance Procedure, the employee may proceed to step two.

Step Two - Within five (5) days from the expiration of the five-day period referred to in step one, the employee shall present the employee's grievance in writing to the designated representative at level two. The designated representative at level two shall reply in writing within five (5) days from the date the designated representative received the grievance. If the employee does not receive a satisfactory reply from the designated representative at level two, the employee may refer the employee's grievance to an Arbitration Board as outlined in Article 37 within ten (10) days of the date on which the employee should have received a satisfactory reply from the designated representative at level two.

- 36.06 Variance From Normal Grievance Procedure -A grievance may initially be presented beyond Step One with the approval of the Vice President of Corporate Services.
- 36.07 College or Union Grievance - Where a dispute involving a question of general application or interpretation occurs or where the Union or the College has a grievance, the grievance shall be presented within five (5) days of the occurrence of the dispute or the College or the Union becoming aware of the dispute.
- 36.08 A grievance by the College under Article 36.07 shall be presented to the President of the Union.
- 36.09 A grievance by the Union under Article 36.07 shall be presented to the Vice President of Corporate Services.
- 36.10 The time limit for a reply from Article 36.08 and 36.09 shall be five (5) days from the date the grievance was received. If a satisfactory reply is not received within the time limit specified, the party which initiated the grievance may refer the grievance to an Arbitration Board as outlined in Article 37 within ten (10) days of the date on which a satisfactory reply should have been received.
- 36.11 **Article 36 shall be applicable to ELC Employees in its entirety.**

ARTICLE 37 - Arbitration

- 37.01 Union Concurrence - Employees may pursue a grievance under this Article only with the approval of the Union.
- 37.02 Composition of Board of Arbitration - When either party requests that a grievance be submitted to arbitration, the request shall be made by registered mail and addressed to the other party of the Agreement, indicating the name of its nominee on an Arbitration Board. Within five (5) days thereafter, the other party shall answer by registered mail indicating the name and address of its appointee to the Arbitration Board. The two arbitrators shall then meet to select an impartial chairperson.
- 37.03 Failure to Appoint - If the party receiving the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chairperson within seven (7) days of their appointment, upon request of either party, the appointment shall be made by the Minister of Labour.
- 37.04 Board Procedure - The Board shall determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations. In its attempts at justice, the Board shall follow a layperson's procedure and shall avoid legalistic or formal procedures, as much as possible. It shall commence hearings within ten (10) days of appointment of the chairperson and determine the difference or allegation and render a decision within ten (10) days of completion of the hearings.
- 37.05 Decision of the Board- The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the chairperson shall be the decision of the Board.
- The decision of the Board of Arbitration shall be final, binding and enforceable on all parties, and may not be changed. The Board of Arbitration shall not have the power to change this Agreement or to alter, modify or amend any of its provisions. However, the Board shall have the power to dispose of a grievance by an arrangement which it deems just and equitable.
- 37.06 Disagreement of Decision - Should the parties disagree as to the meaning of the Board's decision, either party may apply to the Chairperson of the Board of Arbitration to reconvene the Board to clarify the decision, which it shall do within five (5) days.
- 37.07 Expenses of the Board - Each party shall pay:
- (a) the fees and expenses of the arbitrator it appoints;
 - (b) one-half (2) of the fees and expenses of the chairperson;
 - (c) one-half (2) of the fees and expenses of such secretarial assistance as is deemed necessary by the Board;
 - (d) one-half (2) of the expenses, if any, of accommodation required for the hearing.
- 37.08 Single Arbitrator - The party first proposing a single arbitrator shall make an original nomination and the parties shall discuss nominees until both parties agree on a selection. The fees and expenses of a single arbitrator shall be equally cost-shared by both Parties.
- 37.09 A single arbitrator appointed under Article 37.08 shall have the same powers, duties and responsibilities as a Board of Arbitration appointed under this Article.

37.10 Probationary employees shall not have recourse to arbitration if terminated during the probationary period, but shall have recourse to arbitration if dismissed for cause.

37.11 Article 37 shall be applicable to ELC Employees in its entirety.

ARTICLE 38 - Technological Change

38.01 The College agrees to consult with the employees affected by any technological changes prior to implementation.

38.02 If as the result of a change in technology, the College requires an employee to undertake additional training, the training will be provided at no cost to the employee.

38.03 Article 38 shall be applicable to ELC Employees in its entirety.

ARTICLE 39 - Political Office

39.01 During the period of active campaigning prior to the day of the Federal or Provincial election the employee must take leave of absence. The period of active campaigning is deemed to commence on the day notice of election is given.

39.02 (a) An employee who is elected to the Provincial Legislature shall be given a leave of absence without pay for the period of each year in which the employee sits in the Provincial Legislature.

(b) An employee who is elected to the Parliament of Canada shall be given leave of absence without pay until dissolution of Parliament.

(c) An employee who is appointed a Minister of the Crown shall be given leave of absence without pay until dissolution of the Legislature or Parliament to which the employee is elected or until the employee ceases to be a Minister of the Crown.

39.03 After the dissolution of the Parliament or Legislature to which the employee is first elected, the employee is entitled to return to the College in the employee's original position, if vacant, or to a position having an equivalent salary.

39.04 An employee who presents the employee for re-election after the dissolution of the Parliament or Legislature to which the employee is first elected must take leave of absence without pay during the period of active campaigning prior to the day of the Federal or Provincial election.

39.05 The appointment of an employee who becomes:

(a) a re-elected member of the Provincial Legislature and who continues as a Minister of the Crown;

(b) a re-elected member of the Provincial Legislature and who continues as Leader of the Opposition; or

(c) a re-elected member of the Federal Parliament;

shall be terminated with effect from the date of the employee's re-election to the Provincial

Legislature or Parliament.

- 39.06 The appointment of an employee who accepts an appointment to the Senate of Canada shall be terminated with effect from the date of appointment to the Senate.
- 39.07 An employee who becomes an elected member of a municipal or city government is normally expected to carry out the employee's duties in the employee's spare time without leave or special privilege. When the duties require more than spare time, leave of absence without pay must be taken; re-election under these circumstances shall be subject to the same conditions as Article 39.05.
- 39.08 **Article 39 shall be applicable to ELC Employees in its entirety.**

ARTICLE 40 - Rates of Pay

- 40.01 The rates of pay for classifications shall be in accordance with Schedule "A" which forms part of this Agreement and the rates of pay shall be effective on the dates specified in the schedule.
- 40.02 Pay increases negotiated in this Agreement shall be paid on a step-for-step basis; for example, an employee in the first step of the present pay range shall be placed in step one of the new pay range. Eligibility for an increment increase shall be determined as provided by Article 41.
- 40.03 Where a new classification comes into being during the term of this Agreement, the rate of pay for this classification shall be subject to negotiation between the College and the Union.
- 40.04 If an employee's present rate of pay is higher than the rate negotiated under this Agreement, the employee shall retain the present rate of pay until the negotiated rate of pay for the classification equals or exceeds the present rate of pay.

40.05 **ELC Employees**

- (a) **The rates of pay for each classification at the Early Learning Centre shall be paid only if the educational qualifications for the position are clearly specified as a mandatory requirement for the position at the time of job posting.**
- (b) **The worksite at the Early Learning Centre is considered a "lab school" for the College. ELC Employees must provide the following support to students at the College:**
- (i) **support active learning**
 - (ii) **lead by example / role model**
 - (iii) **share knowledge and experience**
 - (iv) **enhance the learning of students**
 - (v) **build healthy supportive relationships**
 - (vi) **evaluate skills and competencies**
 - (vii) **complete written assessment requirements.**
- (c) **In recognition of the requirements in Article 40.05(b), a wage premium of \$1.00 per hour shall be paid to Permanent Full Time Early Childhood Educators for the period of October 1 to May 30 annually, which represents the portion of the academic year**

during which students are present at the work site and ELC Employees are required to provide the identified supports. This Wage Premium is excluded from salary calculations for purposes of Article 11.08 (Overtime) and Article 21.10 (Benefits).

- (d) ELC Employees shall receive the rates of pay as set in Schedule “A-1”.
- (e) The parties agree that adjustments to Schedule “A-1” shall be as mandated from time to time by the Government of Prince Edward Island, as represented by the Minister of Education and Lifelong Learning, and shall be processed at the earliest pay date possible following notification of an adjustment.
- (f) For greater clarity, the dates for adjustments in pay within Schedule A-1 are as set by the Province of Prince Edward Island.

40.06 Article 40 other than Article 40.05 is not applicable to ELC Employees.

ARTICLE 41 - Anniversary Dates and Increment Increases

- 41.01 Subject to 41.04, the anniversary date of employees shall be April 1 for the purpose of increment increases.
- 41.02 An employee who has a satisfactory performance rating shall, on the employee's anniversary date, be granted a pay increment to the next step in the pay range where increments are provided.
- 41.03 The College shall notify the employee when an annual increment is not granted. This notice shall contain the reason for withholding the increment increase.

Employees hired after April 1, 2010

- 41.04 The anniversary date of employees hired to probationary appointments between January 1 and March 31 of a given calendar year, shall be April 1 of the following calendar year and annually thereafter.
- 41.05 **Article 41 is not applicable to ELC Employees.**

ARTICLE 42 - Casual Employees and Substitute ELC Employees

- 42.01 Casual Employees shall be covered by only those provisions of the Collective Agreement as expressly listed below:

Article 1 - Purpose of the Agreement, in its entirety

Article 2 - Definitions, in its entirety

Article 3 - Recognition, in its entirety

Article 4 - Management Rights, in its entirety

Article 5 - No Discrimination, in its entirety

Article 6 - Public Legislation, in its entirety

Article 7 - Hours of Work, in its entirety

Article 8 - Flexible Hours, in its entirety

Article 9 - Shift Work in its entirety, except in Article 9.02, an equivalent prorated hourly rate will be paid to employees who work a minimum of four (4) consecutive hours in the second or third shift.

Article 11 - Overtime, in its entirety

Article 12 - Callback, shall apply only to Casual Employees who are scheduled to work the regular weekly hours of work pursuant to Article 7.01 during the week the callback occurs.

Article 13 - Information, in its entirety

Article 14 - Union Dues, in its entirety

Article 15 - Leave on Union Business, Leave of absence with pay shall be granted by the College to Casual Employees pursuant to 15.01 (b) or (e) only, provided the Union business occurs on the Casual Employee's scheduled day of work and the request for leave is received two (2) weeks in advance of the scheduled day of work.

Article 22 - Injury on Duty. Casual Employees will be covered by the Workers' Compensation Act.

Article 23 - Safety and Health, in its entirety

Article 26 - Travel and Accommodation, Article 26.01 and 26.02 only.

Article 27 - Statutory Holidays.

Article 27.01. In order to be eligible for the holiday, a Casual Employee must be actively employed for the pay period during which the holiday occurs. An eligible Casual employee working less than full time shall receive pay for the holidays in Article 27.01 prorated according to the full-time equivalent (FTE) of the position.

Article 28 - Vacations

Casual Employees will have six (6%) percent added to their biweekly pay in lieu of vacation leave.

Article 29 - Personal Record Files, in its entirety

Article 32 - Job Opportunities and Promotions Casual Employees shall be eligible to apply for any vacant or new position or temporary assignments in the bargaining unit.

Article 36 - Grievances, in its entirety, for those articles which apply to Casual Employees

Article 37 - Arbitration, in its entirety

Article 38 - Technological Change, in its entirety

Article 40 - Rates of Pay Casual Employees shall be paid biweekly at an hourly rate calculated on the step in Schedule "A" at which the Casual Employee was hired.

Article 42 - Casual Employees, in its entirety

Article 49 - Agreement Re-opener, in its entirety

42.02 Substitute ELC Employees

(a) Only the provisions below shall apply to Substitute ELC Employees:

- **Article 1.01 (Purpose)**
- **Article 2 (Definition)**
- **Article 3 (Recognition)**
- **Article 4 (Management Rights)**
- **Article 5 (No Discrimination or Harassment)**
- **Article 6 (Public Legislation)**
- **Article 13 (Information)**
- **Article 14 (Union Dues)**
- **Article 23 (Safety and Health)**
- **Article 53 (Term of Agreement)**
- **Article 7.04 (Hours of Work)**
- **Article 11.08 (Overtime)**

(b) Grievance and Arbitration Procedure – all, except Article 36.01 is amended as follows: The termination of employment of a Substitute Employee shall be subject to the total discretion of the College and such termination shall not constitute discipline under Article 33 of the Collective Agreement.

(c) All Substitute Employees when hired will be paid in accordance with the relevant pay level. This hourly rate of pay is deemed to include compensation for Sick Leave, Vacation Leave (vacation pay), and Holidays. Where the College uses a student as a Substitute Employee such employee shall be excluded from the bargaining unit, and shall be assigned a student rate of pay in accordance with College policy.

42.03 Article 42 other than Article 42.02 is not applicable to ELC Employees.

ARTICLE 43 - Acting Pay and Temporary Assignment

43.01 When a Continuing Employee temporarily vacates their continuing position to fill a Short-Term position, as defined in Article 2.0l(p), the Employee shall maintain their status as a Continuing Employee and for greater certainty Article 44 shall not apply.

43.02 The Employee temporarily assigned shall receive the salary for the short-term position. All other entitlements and benefits shall continue as per their regular position and those entitlements and benefits shall be calculated in accordance with the short term position.

- 43.03 Upon completion of the temporary assignment, the Employee shall be reinstated to the continuing position held immediately prior to taking the temporary assignment. If the position held immediately prior to the temporary assignment no longer exists or a comparable position is not available, then the College will apply the provisions of Article 30.
- 43.04 An employee who substitutes in a higher level position for a period in excess of ten (10) consecutive days shall be given an acting appointment to the higher level position. The employee's salary, retroactive to the day the employee commenced the acting appointment, shall be at the rate which provides for an increase of ten (10) percent or the minimum step of the higher classification, whichever is greater, provided that no employee shall be paid beyond the top step of the pay range for any position.
- 43.04 Article 43 is not applicable to ELC Employees.**

ARTICLE 44 - Short-Term Employees and Temporary ELC Employees

- 44.01 "Short-term position" means a position that will exist for a temporary period of time greater than three (3) consecutive months but less than twelve (12) consecutive months, resulting from a leave of absence of a Continuing Employee or for a specific purpose where the duties are for a limited or uncertain duration. The twelve (12) months may be extended by mutual agreement of the parties. The terms and conditions for employees appointed to short-term positions are set out in Article 44.
- 44.02 Notwithstanding the definition of "employee" as contained in Article 2, short-term employees shall be entitled to the following provisions as listed below:

Article 1 - Purpose of the Agreement, in its entirety

Article 2 - Definitions, in its entirety

Article 3 - Recognition, in its entirety

Article 4 - Management Rights, in its entirety

Article 5 - No Discrimination, in its entirety

Article 6 - Public Legislation, in its entirety

Article 7 - Hours of Work, in its entirety

Article 8 - Flexible Hours, in its entirety

Article 9 - Shift Work in its entirety, except in Article 9.02, an equivalent prorated hourly rate will be paid to employees who work a minimum of four (4) consecutive hours in the second or third shift.

Article 11 - Overtime, in its entirety

Article 12 - Callback, in its entirety

Article 13 - Information, in its entirety

Article 14 - Union Dues, in its entirety

Article 15 - Leave on Union Business, in its entirety

Article 17 - Leave with Pay, short-term employees who are to be employed for six (6) or more continuous months shall be eligible for the provisions of Article 17.01 (b) and (c); and 17.02, except the leave shall be two (2) days.

Article 20 - Sick Leave

20.01 Sick leave shall accumulate on the basis of one and two-thirds (1 2/3) days for every twenty (20) days worked in the short-term position, pro-rated accordingly for an employee who works less than full days.

20.02 to 20.11 shall not apply

Article 21 - Insurance and Pension Coverage

21.01 Group Medical and Dental

The College will pay two-thirds (2/3) of the premium costs for group medical and dental insurance for the qualifying short-term employees subject to the payment of the balance of the premiums by employees through payroll deductions.

Employees must be employed in a short-term position with a minimum duration of six (6) consecutive months to qualify for benefits.

21.02 Group Life and AD&D

The College will pay two-thirds (2/3) of the premium costs for group life and AD&D insurance for the following employees subject to the payment of the balance of the premiums by employees through payroll deductions.

Employees must be employed in a short-term position with a minimum duration of six (6) consecutive months to qualify for benefits.

Article 22 - Injury on Duty, employees will be covered by the Workers' Compensation Act.

Article 23 - Safety and Health, in its entirety

Article 24 - Clothing, in its entirety, except that the College shall not provide safety footwear to employees who are employed for less than three (3) continuous months per year.

Article 25 - Development or Sabbatical Leave, employees may be granted leave at the discretion of the College.

Article 26 - Travel and Accommodation, in its entirety

Article 27 - Statutory Holidays, A Short-term employee shall receive pay for the holiday, provided the holiday falls within the duration of the employee's short-term position. An eligible

Short-term employee working less than full time shall receive pay for the holidays in Article 27.01 prorated according to the full-time equivalent (FTE) of the position.

Article 27.02 to 27.04 inclusive.

Article 28 - Vacations

- (a) Short-term employees who will work a twelve (12) month contract shall earn vacation leave accumulation at the rate of one (1) day for each seventeen (17) days of work pro-rated to the full-time equivalent (FTE) of the position. Short-term Employees who will work a contract of less than twelve (12) months shall be eligible for vacation pay equal to six (6) percent of salary payable biweekly.
- (b) A Short-term employee shall be entitled to three (3) paid days between Boxing Day and New Years Day provided these three (3) days fall within the duration of the employees short-term position. An eligible short-term employee working less than full-time shall receive pay for the three (3) days pro-rated according to the full-time equivalent (FTE) of the position.

Should any employee be required to work during this period, the employee shall be entitled to straight time leave with pay at another mutually agreed upon time.

Article 29 - Personal Record Files, in its entirety

Article 30-Termination. Employees shall be given fourteen (14) calendar days notice of termination of their Short-term employment.

Article 32 - Job Opportunities and Promotions, in its entirety, excluding Article 32.04

Article 36 - Grievances, in its entirety

Article 37 - Arbitration, in its entirety

Article 38 - Technological Change, in its entirety

Article 40 - Rates of Pay. Short-term employees shall be paid bi-weekly at an hourly rate calculated on the step in Schedule "A" at which the Short-term employee was hired.

Article 43 - Acting Pay. **43.04 only**

Article 45 - Joint Consultation, in its entirety

Article 49 - Agreement Re-opener, in its entirety

Article 53 - Terms of Agreement, in its entirety

44.03 **ELC Temporary Employees**

- (a) **Where a temporary position exists within the Early Learning Centre due to the absence of a permanent ELC Employee for a period greater than sixty (60) days, the College shall post a temporary position as set out herein for a period of seven (7)**

calendar days.

- (b) In filing the temporary position, the applications shall be processed in the following order:
- (i) applications from all permanent ELC Employees and ELC Employees on a recall list shall be fully processed. The College will select the applicant with the most seniority possessing a satisfactory performance review, the qualifications, ability and suitability to perform the work of the posted position;
 - (ii) applications from all Temporary and Substitute Employees at the Early Learning Centre;
 - (iii) if the position is not filled by the process outlined in subsections (i) and (ii) the College may fill the position from outside the bargaining unit.
- (c) Any position occupied by a temporary employee due to the absence of a permanent ELC Employee shall be assumed by the permanent employee on return to duty. If the position for which the temporary employee was hired becomes vacant or if a new position is created, it shall be posted in accordance with Article 32. A temporary position shall not for a period in excess of twelve (12) months except in circumstances approved by the Union, unless the absence is created by the absence of an employee with a statutory or contractual entitlement to return to the same or an equivalent position.
- (d) An employee is expected to complete the full length of a temporary position unless applying for a permanent position.
- (e) When an ELC Employee fills a temporary position outside of this classification, the employee shall receive the rate of pay for that classification from the date the temporary position is awarded to the employee pursuant to Article 49.10.
- (f) When an ELC Employee fills a temporary position in the same classification, pursuant to Article 49.10, the ELC Employee shall receive their regular rate of pay.
- (g) The termination of employment of a temporary employee shall be subject to the total discretion of the College and such termination shall not constitute discipline under Article 33 of the Collective Agreement.
- (h) Only the provisions listed below shall apply to temporary employees at the Early Learning Centre:
- Article 1.01 (Purpose)
 - Article 2 (Definition)
 - Article 3 (Recognition)
 - Article 4 (Management Rights)
 - Article 5 (No Discrimination or Harassment)
 - Article 6 (Public Legislation)
 - Article 13 (Information)
 - Article 14 (Union Dues)

- Article 23 (Safety and Health)
- Article 32 (Job Opportunities & Promotions)
- Article 36 (Grievances)
- Article 37 (Arbitration)
- Article 45 (Joint Consultation)
- Article 7.04 (Hours of Work)
- Article 11.08 (Overtime)
- Article 20.12 (Sick Leave) except for Article 20.12(c).
- Article 21.10 (Benefits) provided the Temporary Employee is appointed to a temporary position that will exist for a minimum of six (6) consecutive months to qualify for benefits, and participation in the group insurance plan shall be mandatory except that any temporary employee covered by an alternative plan can be exempted from the medical and dental coverage of this plan. Temporary employees are not eligible to participate in the Long Term Disability plan.
- Article 27.07 (Holidays)
- Article 28.07 (Vacations) except that Temporary Employees working less than six months shall receive vacation pay at the rate of 4% of their regular wage rate biweekly.
- Article 49 (Agreement Reopener)
- Article 53 (Term of Agreement)

44.04 Article 44 other than Article 44.03 is not applicable to ELC Employees.

ARTICLE 45 - Joint Consultation

45.01 The Employer shall consult with the Union on matters, other than day-to-day management and operational requirements, which affect or might reasonably affect the terms and conditions of employment of Employees **and ELC Employees** covered by this Agreement. The intent and expectation of this provision is that consultation will occur at a senior level with respect to significant workplace changes and initiatives which affect or might reasonably affect the bargaining unit as a whole. For the purpose of this Article. the consultation shall be with the Union President or **their** delegated representative.

ARTICLE 46 - Tuition Fees and Professional Activities

46.01 Where an employee has registered during the normal registration period for any general interest course at the College and where there are sufficient numbers of fee-paying clients to cover the direct costs of the course, the employee will be granted free tuition in that general interest course provided. however. that no employee shall be granted free tuition in cases where there are sufficient numbers of fee-paying clients to completely fill the course. In cases where employees are granted free tuition, they shall be responsible for the cost of any textbooks and materials required for the course.

46.02 Persons on a College re-employment list may be admitted to College programs without tuition charge at the discretion of the Director responsible for the program to which they seek admission

- 46.03 The Employer shall provide an annual \$20,000 fund. administered by a committee of management and employees, for funding toward tuition costs at Holland College for spouses and children of Continuing Employees only, and only after exhausting all avenues for Holland College and government bursaries.

Professional Activities

- 46.04 The College agrees to pay seventy-five (75%) percent of the tuition costs of activities or courses that are approved in advance by the *Vice President/Executive Director*. Payment will be made upon successful completion of the approved course(s).
- 46.05 Where an employee is required by the College to enroll in a course that is directly related to the employee's duties as an administrative and support employee, the College shall pay the full cost of that course.
- 46.06 The College may grant paid leave to attend meetings or participate in other activities furthering the cause of education, such as giving an address on educational matters and observation of education innovations or programs.
- 46.07 No employee shall experience loss in salary or other benefits due to absence under this Article provided the employee attends the educational activities described in this Article.
- 46.08 Employees authorized by the College to be involved in Committee Meetings at a provincial or national level shall serve without loss of pay and benefits of any kind.
- 46.09 **Article 46 shall be applicable to ELC Employees in its entirety.**

ARTICLE 47 - Seniority

- 47.01 Where, in the opinion of the College, qualifications, ability and suitability are equal, seniority shall be the determining factor in determining preference within the bargaining unit for Termination (Article 30), filling vacant positions (Article 32), and in the case of involuntary transfer (Article 34).
- 47.02 (a) "Seniority" for the purpose of this Article means length of **continuous** service with the College **in the bargaining unit**, and shall be retroactive to the date of hire to the probationary position **or the most recent hire int the bargaining unit**.
- (b) Notwithstanding 47.02(a), a Short-term Employee who is appointed to a Continuing Position immediately on completion of a Short-term Position without a break between the two positions shall have seniority back-dated to the commencement of the Short-term Position upon successful completion of the probationary period.
- 47.03 The College shall maintain a seniority list showing the date on which each employee's service commenced. On October 31 each year, the current seniority list shall be forwarded to the Union.
- 47.04 Where seniority is the determining factor in layoff and recall, **employees shall be laid off or recalled based on their seniority within their classification in the specific** unit of operation within each Centre. For the purposes of this Article, College centres in the greater Charlottetown and Summerside areas shall be considered as single centres **and outside of those locations shall be**

the specific worksite.

- 47.05 Where seniority is the determining factor for layoff and recall, employees shall be laid off in reverse order of seniority and recalled in order of seniority.
- 47.06 When seniority is the determining factor in filling vacant positions, the employee with the most seniority shall be given preference.
- 47.07 Where seniority is the determining factor in involuntary transfer, the employee with the least seniority shall be transferred first.
- 47.08 **ELC Employees**

(a) An ELC Employee who successfully completes the probationary period for permanent employment on or after September 1, 2006 shall be granted seniority. This seniority shall include the probationary period,

(b) Calculation of Seniority prior to September 1, 2006

Seniority shall be calculated based on an ELC Employee's last date of hire with the Employer and its predecessor and shall be effective retroactive to the date of hire following successful completion of a probationary period for permanent employment. Year of service shall be equal to 2080 hours for the purpose of this section.

(c) Calculation of Seniority on or after September 1, 2006

(i) Seniority shall be calculated based on hours worked after September 1, 2006. Hours worked shall not include overtime.

(ii) For the purpose of calculating hours worked under Article 47.08(c)(i) seniority shall be retained and accumulated when an ELC Employee is absent from work on a leave of absence with pay or on a maternity, adoption, parental or Injury on Duty leave (as provided to ELC Employees). The calculation of hours worked for seniority shall be calculated on the same basis as if the ELC Employee had been at work.

(d) Total Seniority and Seniority List

In order to finalize a seniority list, the Employer, in accordance with Articles 47.08(b) and (c) shall determine each ELC Employee's seniority hours, and post a seniority list with each ELC Employee's seniority hours. Such list shall be updated each January 31 and posted on the Employer's bulletin board and a copy shall be sent to the Union on the same day the Seniority List is posted on the bulletin board. The Union shall notify the Employer within sixty (60) days of posting the list regarding any errors on the list.

(e) Use of seniority for the purpose of Job Opportunities and Promotions, Layoff and Recall, and Temporary Positions, shall be as set forth in the applicable articles of this Agreement. Seniority shall operate on a bargaining unit wide basis.

(f) An ELC Employee shall lose seniority and their employment shall end in the following

circumstances:

- (i) the ELC Employee is discharged for just cause and not reinstated;
 - (ii) the ELC Employee voluntarily resigns and does not withdraw such resignation within forty-eight (48) hours;
 - (iii) the ELC Employee is suspended for just cause and not reinstated (no seniority shall accrue for the period of suspension);
 - (iv) the ELC Employee is laid off for a continuous period of more than six (6) months;
 - (v) the ELC Employee fails to return to work upon recall; or
 - (vi) the ELC Employee is absent from work without approved leave or is absent from work without notifying the Employer, unless there are extenuating circumstances.
- (g) **Transfer Out of Bargaining Unit**
If an ELC Employee accepts a temporary position with Holland College outside the bargaining unit, the ELC Employee shall retain their seniority but shall not continue to accumulate seniority while occupying the temporary position. On completion of the temporary work outside the bargaining unit the ELC Employee shall return to their bargaining unit position. The ELC Employee's previously accumulated seniority will be added to seniority accumulated from the date of returning to their bargaining unit positions provided that the absence from the bargaining unit does not exceed twelve (12) months.

47.09 Article 47 other than Article 47.08 is not applicable to ELC Employees.

ARTICLE 48 - Pre-Retirement Course

48.01 The College agrees to provide the opportunity for employees who are within five (5) years of eligible retirement, or earlier upon approval, to participate in a Holland College course on pre-retirement.

48.02 Employees will be provided leave with pay and free tuition to participate in the pre-retirement course referred to in this Article.

48.03 Article 48 is not applicable to ELC Employees.

ARTICLE 49 - Agreement Reopener

49.01 The contents of this Agreement may be altered at any time by the mutual consent of the parties.

49.02 Should either party to this Agreement wish to alter the Agreement in whole or in part, such request must be made in writing to the other party. The request shall contain the proposed amendment and a proposed date and place of meeting suggested.

- 49.03 Within fifteen (15) days of receiving the request outlined in Article 49.02 above, a written response must be made by the second party, indicating whether or not a meeting shall occur.

ARTICLE 50 - Secondments

- 50.01 Secondment means a release from an employee's regular position for temporary duty outside the bargaining unit.
- 50.02 The College shall advise the Union, at the earliest possible date, of any pending secondments which affect UPSE Administrative and Support positions.
- 50.03 A secondment shall be for a maximum of two (2) years. The two (2) year maximum may be extended upon the mutual consent of the College and the Union. Where an Employee does not return to the bargaining unit after their secondment, the Employee will be deemed to have resigned their regular position.
- 50.04 When an employee is seconded, the College shall agree that the employee be returned to the employee's original position upon completion of the secondment, provided the position still exists. However, if the employee's original position becomes non-existent, then the College will apply the provisions of Article 30.
- 50.05 During the period of secondment, the following articles will continue to apply: 10, 21, 29, 30, 31, 32, (only for Vacant Positions within the Administrative and Support bargaining unit) 36, 37, 38, 47 and 48. All other terms and conditions shall be subject to those in existence at the new place of work.

For greater clarity, there shall be no pyramiding of benefits or entitlements during the period of secondment.

- 50.06 Where an employee does not return from secondment, the employee's regular position becomes a vacant position under Article 32.
- 50.07 (a) A secondment shall be considered as a period of service.
- (b) A Probationary Employee who is seconded shall retain credited time towards their probationary period but the period of time in the seconded position shall not be credited to their probationary period.

50.08 Article 50 is not applicable to ELC Employees.

ARTICLE 51 - Deferred Salary Leave Plan

51.01 Objective

The deferred salary leave plan will provide employees with the opportunity to take a one (1) year leave of absence. The one (1) year's leave of absence with pay will be financed by deferring part of the employee's salary each year for four (4) years.

51.02 Eligibility

- (a) Only continuing employees shall be eligible to participate in the deferred salary leave plan.

51.03 Application

- (a) An employee must make written application to the Director requesting permission to participate in the Plan.
- (b) Written acceptance or denial, of the employee's request, with explanation, shall be forwarded to the employee.
- (c) Approval to participate in the deferred salary leave plan shall be at the discretion of the College.

51.04 Payment Formula and Leave of Absence

The payment of salary, fringe benefits and the timing of one (1) year leave of absence shall be as follows:

- (a)
 - i) In the first four (4) years of the Plan, an employee will be paid eighty (80) percent of salary and applicable allowances. The remaining twenty (20) percent of annual salary plus any interest earned will be accumulated, and this amount shall be paid to the employee during the year of leave.
 - ii) The calculation of interest under the terms of this Plan shall be done monthly, (not in advance), on deposits (of the Bank with which the College deals), in effect on the last Friday of each month.
- (b) Employees' fringe benefits will be maintained by the College during their leave of absence. Any benefits tied to salary leave shall be structured according to actual salary paid.
- (c) The leave of absence may be taken only in the final year of the Plan. Under special circumstances, exceptions may be granted by the College.
- (d) With the approval of the College, an employee may select some alternative method of deferring salary other than that specified in 52.04 (a) above provided the arrangements made are within the acceptable provisions as set out in 01 of the Income Tax Act to qualify as a prescribed plan.

51.05 Terms of Reference

- (a) On return from leave, an employee shall be assigned to the same position immediately prior to going on leave.
- (b) An employee participating in the Plan shall be eligible upon return to duty, for any increase in salary and benefit that would have been received had the one (1) year leave of absence not been taken.
- (c) Sick leave credits will not accumulate during the year spent on leave.
- (d) Employees who have their employment terminated will be required to withdraw and will be paid a lump sum adjustment for any monies deferred to the date of withdrawal, plus

any interest earned to that date (see 52.04 (a) 2). Repayment shall be made within sixty (60) days of withdrawal from the Plan.

- (e) Pension deductions are to be continued as provided by the Holland College Pension Plan.
- (f) The College will consider the possibility of full contributions to the College Pension Plan for employees who opt to participate in leave under this article provided the employee pays both the employee and employer share of the pension plan contributions relating to the employee's full salary.
- (g)
 - i. may withdraw from the Plan any time prior to taking the leave of absence. Upon withdrawal, any monies accumulated, plus interest owed (see 51.04 (a) 2), will be repaid to the employee within sixty (60) days of notification of intent to leave the Plan.
 - ii. In the event that a suitable replacement cannot be hired for an employee who has been granted a leave, the College may defer the year of leave. In this instance, an employee may choose to remain in the Plan or may withdraw and receive any monies and interest (see 51.04 (a) 2), accumulated to the date of withdrawal. In the later case, repayment shall be made within sixty (60) days of the date of withdrawal.
 - iii. Should deferral result in a leave of absence being taken past the final year of the Plan, any monies accumulated by the terminal date of the Plan will continue to accumulate interest (see 51.04 (a) 2), until the leave of absence is granted. Deferral cannot extend past the end of the taxation year in which the deferral period ended.
- (h) Should an employee die while participating in the Plan, any monies accumulated, plus interest owed, (see 51.04 (a) 2), at the time of death will be paid to the employee's estate.
- (i) All employees wishing to participate in the Plan shall be required to sign a contract as prescribed in Schedule "B" before final approval for participation will be granted.

51.06 Article 51 is not applicable to ELC Employees.

ARTICLE 52 - Bargaining Unit Work

- 52.01 (a) The College agrees that work currently performed or hereafter assigned to the bargaining unit shall not be sub-contracted, transferred, leased, assigned or conveyed, in whole or in part, in such a manner that results in the layoff of continuing employees.
- (b) "Transferred, leased, assigned or conveyed" means the transfer of business in relation to successor rights pursuant to section 39 of the Prince Edward Island *Labour Act*.
- (c) "Subcontracted" means any assignment of bargaining unit work to anyone outside the bargaining unit.

52.02 For ELC Employees, persons whose jobs are not in the bargaining unit shall not perform the work of the bargaining unit except that students, volunteers, Owners, Operators, Directors, Assistant Directors, persons engaged in job creation, employment development, skills development and special projects may perform such work as necessary. In the case of

students, volunteers, persons engaged in job creation, skills development, and special projects, such work activity may continue provided such work does not result in the layoff of or reduction in hours of bargaining unit employees.

ARTICLE 53 - Term of Agreement

- 53.01 Agreement, shall be effective for the period **April 1, 2024 to March 31, 2027** and shall remain in effect thereafter until a new agreement is signed. Either party to the agreement, by notice given to the other party at least two (2) months preceding the expiry date of the collective agreement can require the other party to the agreement to commence collective bargaining.
- 53.02 Both parties shall adhere fully to the terms of this Agreement during the period of bona fide collective bargaining and conciliation.
- 53.03 There shall be no retroactivity applied to this Collective Agreement except for salary adjustments pursuant to Schedule "A" and "Schedule D", or as otherwise expressly provided. Retroactivity shall apply only to Continuing, Probationary, and Short-term Employees in the employ of the College as of April 1, **2024**.

ARTICLE 54 - Accommodation of Disabled Employees

- 54.01 (a) If a medical examination finds that an employee is disabled from performing the functions of the position they occupy, accommodation may be requested pursuant to this Article.
- (b) If a reasonable accommodation of the disability is not available, the employee will be placed on sick leave until sick leave is exhausted or the employee is able to return to work, whichever occurs first. Long Tenn Disability Insurance benefits should be explored.
- (c) If the employee is unable to return to work or be accommodated by the date sick leave is exhausted, the employee can request to be placed on disability leave without pay in accordance with Article 16.06.
- 54.02 The College and the Union shall make every reasonable effort to accommodate a disabled employee and to the extent required by the Prince Edward Island Human Rights Act.
- 54.03 The disabled employee has a duty to cooperate and assist the College in developing an accommodation.
- 54.04 In exploring accommodation options, the parties shall first determine whether reasonable modifications of duties, methods or the work environment will enable the employee to perform the essential functions of his/her position.
- 54.05 Where no reasonable modifications are possible, the disabled employee shall be given priority to any available, comparable work for which the employee is qualified and within **their** capabilities, at the rate of pay for the position to which the employee is assigned. However, where the disability arises pursuant to Article 22 and the accommodated employee is assigned to a position at a lower pay range, the employee shall continue to retain the current rate of pay until the negotiated rate of pay equals or exceeds the current rate of pay.
- 54.06 The provisions of Article 54 apply to ELC Employees except for references to Article 16.06 and Article 22, which provisions are not applicable to ELC Employees.**

SCHEDULE “A” Rates of Pay
ADMINISTRATIVE AND SUPPORT AGREEMENT
WAGE RATES (Salaries in Annual Amount)
April 1, 2024 TO March 31, 2027

CLASSIFICATION	DATE	HOURS OF WORK	RATES OF PAY					
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ACCOUNTING TECHNICIAN I	April 1, 2024	A	45344	47361	49303	49714	52015	54394
	April 1, 2025		46364	48427	50412	50833	53185	55618
	April 1, 2026		47523	49638	51673	52103	54515	57009
ACCOUNTING TECHNICIAN II	April 1, 2024	A	50711	53167	56405	58123	60780	63549
	April 1, 2025		51852	54363	57674	59431	62148	64979
	April 1, 2026		53148	55722	59116	60916	63702	66603
ACCOUNTING TECHNICIAN III	April 1, 2024	A	59474	62447	65062	68026	71126	74377
	April 1, 2025		60812	63852	66526	69557	72726	76051
	April 1, 2026		62333	65448	68189	71296	74544	77952
ADMINISTRATIVE ASSISTANT	April 1, 2024	A	55001	57546	60176	62895		
	April 1, 2025		56238	58841	61530	64310		
	April 1, 2026		57644	60312	63068	65918		
ADMINISTRATIVE OFFICER I	April 1, 2024	A	54394	56852	59473	62162	65062	68026
	April 1, 2025		55618	58131	60811	63560	66526	69557
	April 1, 2026		57009	59584	62332	65149	68189	71296
ADMINISTRATIVE OFFICER II	April 1, 2024	A	65062	68026	71126	74377	77817	81312
	April 1, 2025		66526	69557	72726	76051	79567	83142
	April 1, 2026		68189	71296	74544	77952	81557	85220
ADMINISTRATIVE OFFICER III	April 1, 2024	A	71126	74377	77817	81312	85039	88874
	April 1, 2025		72726	76051	79567	83142	86952	90873
	April 1, 2026		74544	77952	81557	85220	89126	93145
AUDIO VISUAL TECHNICIAN	April 1, 2024	A	50755	53088	55502	57930	60738	63549
	April 1, 2025		51897	54283	56750	59234	62105	64979
	April 1, 2026		53195	55640	58169	60715	63657	66603
AUDIO VISUAL REPAIR TECHNICIAN	April 1, 2024	A	53088	55399	57891	60454	63126	65883
	April 1, 2025		54283	56645	59194	61814	64546	67365
	April 1, 2026		55640	58061	60674	63359	66160	69049

CLASSIFICATION	DATE	HOURS OF WORK	RATES OF PAY					
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
CARPENTER	April 1, 2024	A	62485					
	April 1, 2025		63891					
	April 1, 2026		65488					
CHILD CARE ASSISTANT								
CHILD CARE WORKER								
CLERK I	April 1, 2024	A	46429	48094	49303			
	April 1, 2025		47474	49176	50412			
	April 1, 2026		48661	50405	51673			
CLERK II	April 1, 2024	A	38945	40737	42455			
	April 1, 2025		39822	41653	43410			
	April 1, 2026		40817	42694	44495			
CLERK III	April 1, 2024	A	49303	50421	53083			
	April 1, 2025		50412	51555	54277			
	April 1, 2026		51673	52844	55634			
CLERK IV	April 1, 2024	A	49986	52698	56035			
	April 1, 2025		51111	53884	57296			
	April 1, 2026		52388	55231	58728			
CLERK V	April 1, 2024	A	58548	62309	66116			
	April 1, 2025		59866	63711	67603			
	April 1, 2026		61362	65304	69293			
COMPUTER SUPPORT TECHNICIAN	April 1, 2024	A	55399	57891	60454	63126	65883	68785
	April 1, 2025		56645	59194	61814	64546	67365	70333
	April 1, 2026		58061	60674	63359	66160	69049	72091
DATABASE ADMINISTRATOR	April 1, 2024	A	73365	76709	80199	83867	87750	91689
	April 1, 2025		75016	78435	82003	85754	89724	93752
	April 1, 2026		76891	80396	84053	87898	91967	96095
EDUCATIONAL SPECIALIST I	April 1, 2024	A	65930	68943	72108	75399	78849	82420
	April 1, 2025		67414	70494	73731	77096	80623	84274
	April 1, 2026		69099	72257	75574	79023	82638	86381

CLASSIFICATION	DATE	HOURS OF WORK	RATES OF PAY					
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EDUCATIONAL SPECIALIST II	April 1, 2024	A	72108	75399	78849	82420	86185	90069
	April 1, 2025		73731	77096	80623	84274	88124	92096
	April 1, 2026		75574	79023	82638	86381	90328	94398
EDUCATIONAL SPECIALIST III	April 1, 2024	A	80553	84197	88086	92132	96573	101281
	April 1, 2025		82366	86092	90068	94205	98746	103560
	April 1, 2026		84425	88244	92319	96561	101214	106149
EDUCATIONAL SUPPORT SPECIALIST I	April 1, 2024	A	53136	55399	57891	60454	63126	65883
	April 1, 2025		54331	56645	59194	61814	64546	67365
	April 1, 2026		55689	58061	60674	63359	66160	69049
EDUCATIONAL SUPPORT SPECIALIST II	April 1, 2024	A	65062	68026	71126	74377	77817	81312
	April 1, 2025		66526	69557	72726	76051	79567	83142
	April 1, 2026		68189	71296	74544	77952	81557	85220
ELECTRICIAN	April 1, 2024	A	57496					
	April 1, 2025		58789					
	April 1, 2026		60259					
GRAPHICS DESIGNER	April 1, 2024	A	55817	58085	60738	63549	66408	69497
	April 1, 2025		57073	59392	62105	64979	67902	71061
	April 1, 2026		58499	60876	63657	66603	69600	72837
GRAPHICS TECHNICIAN	April 1, 2024	A	48781	49816	53200			
	April 1, 2025		49878	50937	54396			
	April 1, 2026		51125	52210	55756			
LAB ASSISTANT	April 1, 2024	C	60893	64021	65321	67610	70672	73639
	April 1, 2025		62263	65461	66790	69131	72263	75296
	April 1, 2026		63819	67098	68460	70860	74069	77178
LABOURER	April 1, 2024	A	38425					
	April 1, 2025		39290					
	April 1, 2026		40272					
LIBRARIAN I	April 1, 2024	A	54394	56852	59473	62162	65062	68026
	April 1, 2025		55618	58131	60811	63560	66526	69557
	April 1, 2026		57009	59584	62332	65149	68189	71296

CLASSIFICATION	DATE	HOURS OF WORK	RATES OF PAY					
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
LIBRARIAN II	April 1, 2024	A	65097	68026	71206	74453	77904	81468
	April 1, 2025		66562	69557	72808	76128	79657	83301
	April 1, 2026		68226	71296	74628	78031	81648	85383
LIBRARY TECHNICIAN III	April 1, 2024	A	42455	44629	46989			
	April 1, 2025		43410	45633	48046			
	April 1, 2026		44495	46774	49247			
LIBRARY TECHNICIAN IV	April 1, 2024	A	51535	54837	58194			
	April 1, 2025		52695	56071	59503			
	April 1, 2026		54012	57473	60991			
LICENSED PRACTICAL NURSE	April 1, 2025		59889	62389	64986	67696	70517	
	April 1, 2026		61386	63949	66611	69388	72280	
MAINTENANCE CRAFTSPERSON	April 1, 2024	A	57496					
	April 1, 2025		58789					
	April 1, 2026		60259					
MAINTENANCE PLUMBER I	April 1, 2024	A	57496					
	April 1, 2025		58789					
	April 1, 2026		60259					
MAINTENANCE REPAIRMAN I	April 1, 2024	A	46830					
	April 1, 2025		47884					
	April 1, 2026		49081					
MAINTENANCE SUPERVISOR	April 1, 2024	A	66323					
	April 1, 2025		67815					
	April 1, 2026		69510					
MAINTENANCE HVAC	April 1, 2024	A	73489	76796	80252			
	April 1, 2025		75143	78524	82058			
	April 1, 2026		77022	80487	84110			
MAINTENANCE ELECTRICIAN	April 1, 2024	A	58664	61303	64061			
	April 1, 2025		59984	62682	65502			
	April 1, 2026		61483	64249	67140			

CLASSIFICATION	DATE	HOURS OF WORK	RATES OF PAY					
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
PHYSIOTHERAPY ASSISTANT	April 1, 2024	A	45903	47969	50127			
	April 1, 2025		46936	49048	51255			
	April 1, 2026		48109	50275	52536			
PROFESSIONAL COUNSELLOR	April 1, 2024	A	77803	81367	85054	88936	92945	97128
	April 1, 2025		79554	83198	86968	90937	95036	99313
	April 1, 2026		81543	85278	89142	93211	97412	101796
PROGRAM DEVELOPMENT OFFICER	April 1, 2024	A	57930	60738	63549	66408	69497	72710
	April 1, 2025		59234	62105	64979	67902	71061	74346
	April 1, 2026		60715	63657	66603	69600	72837	76204
PUBLIC RELATIONS OFFICER	April 1, 2024	A	63121	65745	68479	71333	74303	77402
	April 1, 2025		64542	67224	70019	72938	75975	79144
	April 1, 2026		66155	68905	71770	74761	77874	81123
PROGRAMMER ANALYST	April 1, 2024	A	73365	76709	80199	83867	87750	91689
	April 1, 2025		75016	78435	82003	85754	89724	93752
	April 1, 2026		76891	80396	84053	87898	91967	96095
REGISTERED NURSE	April 1, 2024	A	83779	87207	90538	94085	97391	100517
	April 1, 2025		85664	89169	92575	96202	99582	102778
	April 1, 2026		87806	91398	94890	98607	102071	105348
SY 1	April 1, 2024	A	37236	38568	40279			
	April 1, 2025		38073	39436	41185			
	April 1, 2026		39025	40422	42215			
SY 2	April 1, 2024	A	49303	50987	53134			
	April 1, 2025		50412	52134	54329			
	April 1, 2026		51673	53438	55687			
SY 3	April 1, 2024	A	49456	51990	54738			
	April 1, 2025		50569	53160	55970			
	April 1, 2026		51833	54489	57369			
SY 4	April 1, 2024	A	49745	52440	55762			
	April 1, 2025		50864	53620	57017			
	April 1, 2026		52136	54961	58442			

CLASSIFICATION	DATE	HOURS OF WORK	RATES OF PAY					
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
SY 5	April 1, 2024	A	46989	49303	50985			
	April 1, 2025		48046	50412	52132			
	April 1, 2026		49247	51673	53435			
SERVICE WORKER I	April 1, 2024	A	38237	40148	42160			
	April 1, 2025		39097	41052	43109			
	April 1, 2026		40074	42078	44186			
SERVICE WORKER IV	April 1, 2024	A	43567	45742	48033			
	April 1, 2025		44547	46772	49114			
	April 1, 2026		45661	47941	50342			
SHIPPING & RECEIVING CLERK	April 1, 2024	A	47763					
	April 1, 2025		48838					
	April 1, 2026		50059					
STUDENT SUPPORT AIDE	April 1, 2024	A	49804	51340	52927	54515	56150	57835
	April 1, 2025		50924	52496	54117	55741	57414	59136
	April 1, 2026		52197	53808	55470	57135	58849	60614
SYSTEMS ADMINISTRATOR	April 1, 2024	A	73365	76709	80199	83867	87750	91689
	April 1, 2025		75016	78435	82003	85754	89724	93752
	April 1, 2026		76891	80396	84053	87898	91967	96095
WEB DEVELOPER	April 1, 2024	A	55399	57891	60455	63126	65883	68785
	April 1, 2025		56645	59194	61815	64546	67365	70333
	April 1, 2026		58061	60674	63360	66160	69049	72091

NOTE: Those employees who are classified as SY and who are required to take shorthand shall be paid \$400 per year in addition to their pay step.

SCHEDULE “A-1” Rates of Pay ELC
HOURLY WAGE GRID: Effective October 1, 2025

POSITION*	EDUCATION COMPLETED	EXPERIENCE AFTER CERTIFICATION				
		1 yr or less	2yr	3yr	4yr	5yr or more
Director**	Post Diploma/Degree	\$35.45	\$36.19	\$36.95	\$37.50	\$38.50
Early Childhood Educator	2 yr diploma	\$29.15	\$29.62	\$30.10	\$30.59	\$31.12
Early Childhood Associate	1 year certificate	\$21.77	\$22.19	\$22.63	\$23.08	\$23.51
Early Childhood Intern	3X 30 hour EC courses	\$19.00				
Cook	N/A	\$17.93				
Uncertified	N/A	minimum wage				
Support Staff	N/A	minimum wage				

* Staff must have completed the education level required and have become certified by the Early Learning and Child Care Board in order to start the associated pay band.

** Funding for the Director position will remain at the start level of the pay band until the Director obtains the required educational credentials assessed by the Manager of Licensing and Compliance.

SCHEDULE "B" MOA Deferred Salary Leave Plan

**MEMORANDUM OF AGREEMENT
RE: DEFERRED SALARY LEAVE PLAN**

I have read the terms and conditions of the Deferred Salary Leave Plan, Article 51, Memorandum of Agreement, and hereby agree to enter the Plan under the following terms and conditions:

(1) Enrollment Date

I wish to enroll in the Deferred Salary Leave Plan commencing

(2) Year of Leave

I shall take my leave of absence from the College from

_____ to _____

(3) Financial Arrangements

The financing of my participation in the Deferred Salary Leave Plan shall be according to the following schedule:

Date

Employee

Witness

SCHEDULE "C" Supplementary Employment Benefits Application

SUPPLEMENTARY EMPLOYMENT BENEFITS APPLICATION (per collective agreement with the College and the PEI Union of Public Sector Employees)

TO: _____ (Director)

FROM: _____ (Employee)

This will advise you that I am eligible for maternity/adoption/parental leave and Supplementary Employment Benefits as specified in Article 18 and Schedule "C" of the above-noted collective agreement and hereby claim such leave and benefits for the period _____ to _____ inclusive.

In consideration of the foregoing I hereby undertake:

- a) to return to work following conclusion of my leave, or any authorized extension, thereof, and
- b) to remain in the employ of Holland College for a period of at least seventeen (17) weeks from the date of return to work.

If these two (2) conditions are not met, I understand and agree that Holland College, at its option, may require me to repay:

- a) in the first instance, the full amount of Supplementary Employment Benefits received during the entire period of my leave, and
- b) in the second instance, a proportion of such benefits equal to that proportion of the seventeen (17) week period which I have not worked.

Employee's Signature

Director's Signature

Date of Request

Date of Approval

SCHEDULE "D" LOU Re: Service Workers

**LETTER OF UNDERSTANDING
RE: SERVICE WORKERS**

- I. Notwithstanding the wage rate for Service Workers as stipulated in Appendix A, the parties agree that the following continuing employees shall maintain their March 31, 2004 rate of pay which shall be adjusted annually in accordance with the negotiated general economic increase:

Rosemary Doyle
Paul Frizzell
Pam Jenkins
Paul MacKenzie
Lowell Murray

2. In the event a continuing employee identified in paragraph one (1) is laid off and returns to work in any capacity as a Service Worker I, the employee's rate of pay shall be in accordance with paragraph one (1).

SCHEDULE "E" Re: Legacy of Benefits for Certain Continuing Employees

RE: LEGACY OF BENEFITS FOR CERTAIN CONTINUING EMPLOYEES

1. A Continuing Employee in the employ of the Employer on June 25, 2019 that has eligible Short-term employment with the Employer prior to their continuing employment is entitled to the following provisions for pension and severance entitlements for their short-term employment:

Pension

Short-term employees who meet the eligibility requirements outlined in Section 3.3 of the Holland College Pension Plan shall be eligible to participate in the Pension Plan.

Severance Pay.

Employees who have worked three (3) months or more per year for five (5) or more consecutive years of employment with the College shall receive severance pay if not re-employed by the College, or if terminated due to permanent disability or death, or if the employee retires after age fifty-five (55) or retirement after age fifty (50) based upon the "Rule of 80" provision of the Holland College Pension Fund. The employee shall receive severance pay equal to one (1) week's pay for every two hundred and sixty (260) days or major portion thereof with the College except that employees classed as Lab Assistants shall receive severance pay equal to one (1) week's pay for every one hundred and eighty-five (185) days or major portion thereof. For severance due to retirement, death or disability, the severance pay shall be equal to the calculated number of weeks multiplied by the employee's average annual salary during the period of continuous service:

$$\frac{\text{Average Annual Salary}}{52} \times \text{Calculated number of weeks}$$

For severance due to the employee not being re-employed by the College, the severance pay shall be based upon the employee's rate of pay in effect on the date of termination.

SCHEDULE "F" Severance Pay

RE: SEVERANCE PAY

1.0 For the purpose of Schedule "F" only, continuing employee, continuing part-year employee, and short-term employee shall mean those in the employ of the Employer on November 1, 2013.

2.0 Continuing Employee

Notwithstanding Articles 31.03 (a) and (b) of this collective agreement, a continuing employee shall be subject to the following provisions regarding severance pay:

(a) Retirement

The severance pay payable under sub-article 31.02 (a) shall be equal to one (1) week's pay for each year of continuous full-time service, or portion thereof, to a maximum of twenty-eight (28) weeks' pay and shall be based upon the employee's weekly salary in effect at the date of termination.

(b) Death or Disability

The severance pay payable under sub-article 31.02 (b) shall be equal to one (1) week's pay for each year of continuous full-time service, or portion thereof, and shall be based upon the employee's weekly salary in effect at the date of termination.

3.0 Continuing Part-Year Employee

Notwithstanding Article 42.01 sub-article 31 of the collective agreement in effect on November 1, 2013, a continuing part-year employee shall be subject to the following provisions regarding severance pay:

Severance Pay, Continuing Part-Year Employees who have worked for five (5) or more consecutive years of employment with the College shall receive severance pay if not re-employed by the College, or if terminated due to permanent disability or death, or if the employee retires after age fifty-five (55) or retirement after age fifty (50) based upon the "Rule of 80" provision of the Holland College Pension Fund. The employee shall receive severance pay equal to one (1) week's pay for every two hundred and sixty (260) days with the College except that employees classed as Lab Assistants shall receive severance pay equal to one (1) week's pay for every one hundred and eighty-five (185) days. The severance pay shall be based upon the employee's rate of pay in effect on the date of termination.

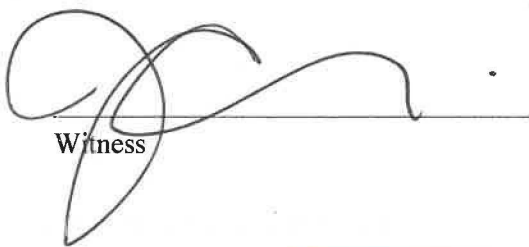
4.0 Short-term Employee

Notwithstanding Article 44.02 sub-article 31 of the collective agreement in effect on November 1, 2013, a short-term employee shall be subject to the following provisions regarding severance pay:

Severance Pay, employees who have worked three (3) months or more per year for five (5) or more consecutive years of employment with the College shall receive severance pay if not re-employed by the College, or if terminated due to permanent disability or death, or if the employee retires after age fifty-five (55) or retirement after age fifty (50) based upon the "Rule of 80"

provision of the Holland College Pension Fund. The employee shall receive severance pay equal to one (1) week's pay for every two hundred and sixty (260) days or major portion thereof with the College except that employees classed as Lab Assistants shall receive severance pay equal to one (1) week's pay for every one hundred and eighty-five (185) days or major portion thereof. The severance pay shall be based upon the employee's rate of pay in effect on the date of termination.

Signed at Charlottetown this 24th day November, 2025.

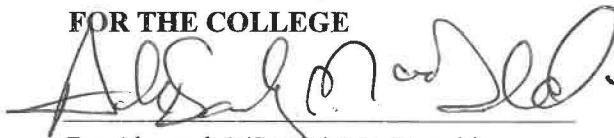


Witness

Linda VanWesterny

Witness

FOR THE COLLEGE



Dr. Alexander (Sandy) MacDonald
Cert. Psych. President



Suzanne Iwankow
Chief Financial Officer



Witness

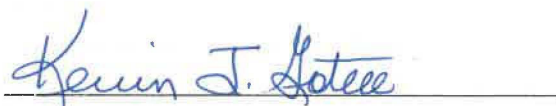


Witness

FOR THE UNION



Karen Jackson
President



Kevin Gotell
Secretary/Treasurer