

2026-2029
COLLECTIVE AGREEMENT

between



and

The Amalgamated Transit Union
Local 569



TABLE OF CONTENTS

COLLECTIVE AGREEMENT ADMINISTRATION.....	1
ARTICLE 1.0 TERM OF AGREEMENT.....	1
ARTICLE 2.0 PURPOSE OF AGREEMENT	1
ARTICLE 3.0 MANAGEMENT RIGHTS.....	1
ARTICLE 4.0 UNION RECOGNITION AND CHECK OFF.....	2
UNION SOLE AGENT.....	2
RIGHTS OF UNION OFFICERS	2
ARTICLE 5.0 JOINT LABOUR/MANAGEMENT MEETINGS.....	3
GENERAL CONDITIONS	3
ARTICLE 6.0 DEFINITIONS.....	3
DEFINITIONS OF POSITIONS	3
DEFINITIONS/STATUS OF EMPLOYEES.....	4
DEFINITIONS OF CLASSIFICATIONS.....	4
DEFINITIONS OF BUS OPERATORS; ASSIGNMENT OF WORK	5
ARTICLE 7.0 PROBATIONARY PERIOD	5
ARTICLE 8.0 DISCRIMINATION	5
ARTICLE 9.0 DISCIPLINE, DISMISSAL AND TERMINATION	5
ARTICLE 10.0 GRIEVANCE AND ARBITRATION.....	6
ARTICLE 11.0 PROMOTIONS AND TRANSFERS	9
ARTICLE 12.0 LAYOFF AND RECALL.....	10
ARTICLE 13.0 SPECIAL PLACEMENTS	11
ARTICLE 14.0 SENIORITY	11
WORKING CONDITIONS	12
ARTICLE 15.0 REGULAR SIGNED-UP OPERATORS.....	12
ARTICLE 16.0 SPARE BOARD OPERATORS	12
ARTICLE 17.0 SPARE OPERATOR GUARANTEE	13
ARTICLE 18.0 PART-TIME OPERATORS.....	13
ARTICLE 19.0 CONVENTIONAL BUS SIGN-UPS	13
ARTICLE 20.0 REGULAR SIGNED-UP ACTION BUS OPERATORS	14

ARTICLE 21.0	ACTION BUS SIGN-UPS	14
ARTICLE 22.0	SHIFT TRADES	15
ARTICLE 23.0	PLANNED TRAINING SESSIONS	15
ARTICLE 24.0	FAIL TO REPORT - WORK SCHEDULING STATUS	15
BENEFITS		16
ARTICLE 25.0	ANNUAL VACATIONS	16
	VACATION ENTITLEMENT AND USAGE	16
	VACATION BIDS	16
ARTICLE 26.0	HOLIDAYS	18
ARTICLE 27.0	SICK LEAVE	19
ARTICLE 28.0	OCCUPATIONAL SICKNESS AND ACCIDENT	21
ARTICLE 29.0	LEAVES OF ABSENCE	21
	GENERAL LEAVE OF ABSENCE	21
	ABSENT WITHOUT APPROVAL	22
	LEAVE OF ABSENCE FOR UNION PURPOSES	22
	BEREAVEMENT LEAVE	23
	FUNERAL LEAVE	23
	ADDITIONAL LEAVE	24
	EMPLOYEE MEDICAL AND DENTAL APPOINTMENTS	24
	MILITARY SERVICE	24
	MATERNITY, PARENTAL, AND ATTENDING LEAVE	24
	JURY DUTY	24
ARTICLE 30.0	CONTRIBUTIONS	25
ARTICLE 31.0	PENSION	25
ARTICLE 32.0	RETIREMENT ALLOWANCE	25
ARTICLE 33.0	LIFE INSURANCE	25
ARTICLE 34.0	SUPPLEMENTARY MEDICAL	25
ARTICLE 35.0	DENTAL INSURANCE	25
ARTICLE 36.0	BENEFIT COST SHARING	25
ARTICLE 37.0	UNIFORM AND PROPERTY ISSUE	26
ARTICLE 38.0	SAFETY EQUIPMENT ALLOWANCE	26
ARTICLE 39.0	TRANSPORTATION	27
GENERAL BENEFITS		27
ARTICLE 40.0	INSTRUCTIONAL COURSES	27
ARTICLE 41.0	LEGAL ASSISTANCE	27

ARTICLE 42.0 DRIVER'S LICENSE MEDICAL	27
EMPLOYEE RESPONSIBILITY	28
ARTICLE 43.0 PROTECTION OF PROPERTY	28
ARTICLE 44.0 CONDUCT	28
REMUNERATION	28
ARTICLE 45.0 SALARIES AND WAGES	28
ARTICLE 46.0 RECLASSIFICATION	28
ARTICLE 47.0 MINIMUM GUARANTEE AND CALLOUTS	29
MINIMUM GUARANTEE.....	29
CALLOUTS	29
ARTICLE 48.0 OVERTIME	29
ARTICLE 49.0 SHIFT DIFFERENTIALS AND PREMIUMS	30
SPREAD PAY	30
TRAINING PAY	30
SENIOR ASSIGNMENT PAY	31
STACKING PREMIUMS	31
ARTICLE 50.0 MEETINGS.....	31
ARTICLE 51.0 STANDBY PAY	31
ARTICLE 52.0 APPLICATION OF THE PAY SCALE	31
ARTICLE 53.0 PAY DAYS	32
ARTICLE 54.0 CHARTERS	32
ARTICLE 55.0 TRAVEL/REPORT TIME	32
ARTICLE 56.0 CONTINUED WORK WITHOUT A BREAK AND SPLIT SHIFT INCONVENIENCE ALLOWANCE	33
ARTICLE 57.0 ACTION BUS REST PERIODS.....	33
ARTICLE 58.0 TEMPORARY AND CASUAL EMPLOYEES	34
VACATION	35
HOLIDAYS.....	35
SICK ABSENCE NOTIFICATION.....	35
UNIFORM ISSUE.....	35
COLLECTIVE AGREEMENT SIGNING PAGE	36
SCHEDULE A: HOURLY RATES OF PAY	37
EFFECTIVE: JANUARY 1, 2026, THROUGH DECEMBER 31, 2026	37

EFFECTIVE: JANUARY 1, 2027, THROUGH DECEMBER 31, 2027 38

EFFECTIVE: JANUARY 1, 2028, THROUGH DECEMBER 31, 2028 39

EFFECTIVE: JANUARY 1, 2029, THROUGH DECEMBER 31, 2029 40

LETTERS OF UNDERSTANDING..... 41

HOURS OF WORK 41

ELECTRONIC TECHNOLOGY AND VIDEO 42

HEALTH CARE INSURANCE 43

COLLECTIVE AGREEMENT LANGUAGE REVIEW FOR ACTION BUS OPERATIONS 43

VACATION GRANDFATHERING 44

TRANSIT EFFICIENCIES COMMITMENT TO DIALOGUE 46

CROSS TRAINING OPPORTUNITIES FOR PART TIME ACTION BUS OPERATORS..... 47

ALTERNATE WORK SCHEDULES 48

Collective Agreement

- between -

THE CITY OF RED DEER

a municipal corporation in the Province of Alberta, hereinafter referred to as 'The City'

- of the first part -

- and -

THE AMALGAMATED TRANSIT UNION, LOCAL 569

hereinafter referred to as 'the Union'

- of the second part -

DURATION: **January 01, 2026 to December 31, 2029**

COLLECTIVE AGREEMENT ADMINISTRATION

ARTICLE 1.0 TERM OF AGREEMENT

- 1.01 This agreement shall be effective as and from the date of signing, except as specifically provided in the Hourly Rate Schedule.
- 1.02 This Agreement shall remain in full force and effect until December 31, 2029, and thereafter from year to year, unless and until either party shall have given to the other party, not less than sixty (60) days and not more than one-hundred and twenty (120) days preceding December 31, 2029, or any succeeding 31st of December thereafter, notice in writing requiring the other party to the Agreement to commence collective bargaining.

ARTICLE 2.0 PURPOSE OF AGREEMENT

- 2.01 The purpose of this Agreement is:
- i. To maintain a harmonious and co-operative relationship between The City and the Employees covered by the Union's certificate (hereinafter referred to as 'Employees').
 - ii. To provide an amicable method of settling differences or grievances which may arise between The City and the Employees.
 - iii. To promote the mutual interest of The City and the Employees.

ARTICLE 3.0 MANAGEMENT RIGHTS

- 3.01 The Union recognizes and acknowledges that the management and direction of the working force are fixed exclusively in The City and, without restricting the generality of the foregoing; the Union acknowledges that except to the extent to which these rights have been specifically abrogated by the terms of this Agreement, it is the exclusive function of The City to:

-
- i. In a reasonable and fair manner maintain order and efficiency.
 - ii. Hire, promote, demote, classify, transfer and rehire Employees, and to discipline or discharge any Employee provided that a claim by an Employee that they have been discharged or disciplined without proper and sufficient cause may be the subject of a grievance and dealt with as provided in this Agreement.
 - iii. Make, enforce and alter, from time to time, rules and regulations provided that such rules and regulations are not inconsistent with this Agreement and further provided that consultation with the Union shall take place prior to implementation of any significant changes.
 - iv. Determine the nature and type of services to be provided by The City, the methods and techniques of work, the content of jobs, work schedules, the number of employees to be employed, the extension, limitation, curtailment or cessation of operations, or any part thereof, and to determine and exercise all other functions and prerogatives which shall remain solely with The City, provided such actions are not inconsistent with the terms of this agreement.

ARTICLE 4.0 UNION RECOGNITION AND CHECK OFF

Union Sole Agent

- 4.01 The City recognizes the Amalgamated Transit Union as the sole bargaining agent for all Employees as granted by the Labour Relations Board.
- 4.02 The City agrees not to bargain collectively with any other labour organization affecting employees covered by the Certification mentioned in Article 4.01.
- 4.03 No permanent full-time employee presently employed with the City within the scope of this agreement shall lose their employment with the City during the life of this agreement as a result of contracting out.

Rights of Union Officers

- 4.04 No Union activity, other than grievance handling as permitted in Article 10.0 or negotiations and/or meetings involving both The City and the Union, shall take place on City property without prior approval of the Exempt Transit Superintendent or Transit & Fleet Manager concerned.
- 4.05 Union officers shall not suffer any loss in pay when they attend grievance, disciplinary or negotiations meetings held during working hours provided that no more than three (3) Representatives shall be paid by The City while attending negotiation meetings, two (2) Representatives shall be paid by The City while attending grievance meetings, and no more than one (1) Representative will be paid by The City for disciplinary meetings. Additional representation may be requested by the Union provided that there is no disruption to service or scheduling and at the Union's cost.
- 4.06 Two (2) Union Representatives shall be paid by The City while attending sign-ups.

-
- 4.07 The Employer and the Union agree that there shall be no discrimination with respect to any employee for reason of membership or activity in the Union.

Membership and Check Off

- 4.08 Employees, as a condition of employment, will be required to pay the specified Union dues whether they are members of the Union or not. They shall have the right to become members of the Union by applying for membership and by paying the required initiation fee.
- 4.09 The Union agrees to notify the Employer, in writing and signed by the proper officers of the Union, of any change to the amount of Union dues.
- 4.10 The Employer agrees to deduct from all Employees on a monthly basis the prescribed Union dues and to pay this amount to the Union within fifteen (15) calendar days of the deduction date via electronic funds transfer. The City will forward a monthly electronic file containing the union dues check off list, in a format to be agreed upon by the parties.
- 4.11 The Employer agrees to deduct from all members of the Union all assessments and fines upon receiving written request from the Financial Secretary Treasurer of the Union in accordance with the authorization originally submitted.
- 4.12 The City agrees to provide the Union with the following via email:
- i. Letters of discipline, discharge and lay off
 - ii. Information regarding employee resignations
 - iii. A semi-annual report that provides the names, addresses and phone numbers of the employees of Red Deer Transit.

ARTICLE 5.0 JOINT LABOUR/MANAGEMENT MEETINGS

- 5.01 A Joint Labour/Management meeting will be held at a minimum quarterly or as required. There shall be no loss of regular pay for attendance at these meetings.

GENERAL CONDITIONS

ARTICLE 6.0 DEFINITIONS

- 6.01 Consecutive means continuous employment without a break in service.
- 6.02 Calendar Year means the period from January 1 to December 31 in any given year.
- Definitions of Positions
- 6.03 'Full-time position' means a position which has been approved by the Employer as full-time and requires the usual daily or weekly hours of work.
- 6.04 'Part-time position' is one which has been approved by the Employer as part-time and

requires less than the usual daily or weekly hours of work.

- 6.05 'Casual Employee' is an employee who is being employed in a position established by the Employer as a casual position. A Casual employee shall have seniority within their Classification and is not entitled to benefits. Work will only be distributed to Casual employees when Permanent Full-time and Permanent Part-time employees are not available.

Definitions/Status of Employees

- 6.06 'Permanent employee' means an individual who has been appointed to a permanent position.
- 6.07 'Probationary employee' means an individual who has been appointed to a position but who has not completed the prescribed probationary period.
- 6.08 'Temporary employee' is an individual who is being employed in a position established by the employer as a temporary position due to the finite duration of the position, after which time the employment of said employee will cease.
- 6.09 'Casual Employee' is an employee who is being employed in a position established by the Employer as a casual position. A Casual employee does not accrue seniority and is not entitled to benefits. Work will only be distributed to Casual employees when Permanent Full-time and Permanent Part-time employees are not available.

Definitions of Classifications

- 6.10 'Bus Operator' means the person responsible for operating a conventional public transit vehicle.
- 6.11 'Action Bus Operator' means the person responsible for operating a Transit Action Bus (Para-Transit Service)
- 6.12 'Transit Service Bay Supervisor' means a person who services and cleans Transit Vehicles and provides daily supervision of Transit Service Persons.
- 6.13 'Transit Service Person' means a person who services and cleans Transit Vehicles and carries out related service bay maintenance.
- 6.14 'Transit Dispatcher' means a person who ensures the daily complement of staffing and equipment is supplied to Transit Operations.
- 6.15 'Action Bus Dispatcher' means a person who takes bookings and dispatches service trips to Transit Action Bus (Para-Transit) operations.

Definitions of Bus Operators; Assignment of Work

- 6.16 'Permanent part-time Operator' receives work from the spare board.
- 6.17 'Regular Signed-Up Operator' is a full-time operator who, during a major sign-up, signs a regular signed-up run as set out in Article 15.0.
- 6.18 'Spare Operator' is a full-time operator who, during a major sign up, does not sign a regular signed-up run for the entire duration.
- 6.19 'Temporary Operator' receives work that is not covered by permanent full-time and part-time employees.
- 6.20 'Casual Operator' receives work that is not covered by permanent full-time and permanent part-time employees. Work will only be distributed to Casual employees when Permanent Full-time and Permanent Part-time employees are not available.

ARTICLE 7.0 PROBATIONARY PERIOD

- 7.01 The probationary period is to evaluate the newly hired employee for the purpose of attaining permanent status or continuance of employment in a temporary/casual position. All newly hired employees shall be on probation for the first six (6) months from their date of hire. Training will be considered as being part of the probationary period. During the probationary period the employee shall be entitled to all the applicable rights and benefits of the Collective Agreement. However, all newly hired employees may be terminated at any time during the probationary period provided the provisions of the Employment Standards Code are followed. The probationary period will be extended by the length of any absence from work greater than ten (10) working days.

ARTICLE 8.0 DISCRIMINATION

- 8.01 The Employer and the Union agree that the workplace will remain free from all forms of harassment and discrimination prohibited by applicable laws and City policies.

ARTICLE 9.0 DISCIPLINE, DISMISSAL AND TERMINATION

- 9.01 Except for just cause, when the Department terminates the employment of a probationary Employee or a permanent Employee, such Employee shall be given notice or paid, in accordance with the Alberta Employment Standards Act.
- 9.02 An employee shall be given sufficient notice to arrange union representation to accompany them, if they so desire, at an investigation/disciplinary meeting. In the event the employee declines union representation, the employee will sign a union waiver form at the meeting confirming their decision to waive union representation. A copy of the waiver form will be emailed to the Union.

-
- 9.03 All Employees shall have the right to review the entire contents of their personnel file held in the Human Resources Department. All requests shall require an appointment to be made with a minimum of forty-eight (48) hours' notice through a representative of Human Resources.
- 9.04 Both parties acknowledge the principles of progressive discipline. The degree of discipline administered by the Employer will consider the severity of the issue and the mitigating and aggravating factors.
- 9.05 The Employer shall take disciplinary action within eighteen (18) calendar days of the Employer becoming aware of the issue. These timelines may be extended by mutual agreement. The Union shall not unreasonably deny requests to extend timelines.
- 9.06 At the request of the employee, letters confirming disciplinary action shall be removed from the employee's file two (2) years after the date of the incident provided there are no incidents of a similar nature within that two (2) year period. In cases where an employee has a leave of absence during the two (2) year period, the discipline will remain on the file for two (2) years plus the length of the absence.
- 9.07 Employees shall be paid the regular rate of pay for each one-half (1/2) hour or portion thereof if called in by management during their time off in regard to complaints or accidents.
- 9.08 A permanent or probationary Employee who desires to sever their employment shall give two (2) weeks' notice to The City.

ARTICLE 10.0 GRIEVANCE AND ARBITRATION

10.01

- i. An employee, who feels they have a grievance is encouraged to resolve any dispute through face-to-face discussion with the person(s) with whom there is a dispute. This conversation should occur within seven (7) working days of the incident giving rise to the dispute. The discussion should include sharing information relevant to the dispute to the fullest extent possible, at the earliest opportunity. The discussion should include an open, respectful exchange of the interests of the persons directly affected by the dispute, an exploration of options to satisfy these interests, and mutually acceptable solutions.
- ii. Any discussions between an exempt supervisor as well as Steps 1 and 2 of the grievance procedure are conducted without prejudice to the position of either party in an effort to resolve the issue as informally as possible.
- iii. No grievance handling shall take place on City property or during working hours except where both parties or the exempt supervisors are represented. All Employees shall give their notice of their intended absence to the exempt supervisor prior to attending such meetings.

-
- 10.02 It is the mutual desire of The City and the Union that grievances are resolved as quickly as possible and therefore timelines are prescribed for this purpose. Timelines and procedures contained in this Article are mandatory but may be extended by mutual agreement in writing between the parties. Failure to pursue a grievance within the prescribed timelines and in accordance with the prescribed procedures will result in abandonment of the grievance. Failure to reply to a grievance in a timely fashion will advance the grievance to the next step. Grievances so advanced will be subject to timelines as if a reply had been made on the last allowable day of the preceding step in the procedure.
- 10.03 All grievances will be submitted by the Union within fourteen (14) calendar days of the date of occurrence or the date the employee ought to have reasonably known of the occurrence giving rise to the grievance, to either the Transit Superintendent or their designate. The Superintendent receiving the grievance will sign and date the grievance acknowledging receipt and provide a copy to the Shop Steward.
- 10.04 A policy grievance or a group grievance will be submitted directly to Step 2, to the Transit & Fleet Manager in the case of the Union filing the grievance, or directly to the Union in the case of The City filing a grievance.
- 10.05 An individual termination grievance will be submitted directly to Step 3, to the General Manager of Community Services.

Step 1:

- 10.06 The Superintendent or designate will convene a meeting to hear the grievance within ten (10) working days of the grievance being submitted. The grievor and the shop steward(s) will attend the meeting along with the exempt supervisor and/or designate(s).
- 10.07 The Superintendent or their designate will render their decision in writing to the shop steward within ten (10) working days following the meeting.

Step 2:

- 10.08 If the matter has not been resolved at Step 1, the Union may advance the grievance to the Transit & Fleet Manager or their designate within ten (10) working days of the Step 1 decision.
- 10.09 The Transit & Fleet Manager or their designate will convene a meeting to hear the grievance within ten (10) working days of the grievance being advanced. The grievor and the shop steward(s) will attend the meeting along with the Superintendent and/or their designate(s).
- 10.10 The Transit & Fleet Manager or their designate will render their decision in writing to the shop steward within ten (10) working days following the meeting.

Step 3:

- 10.11 If the matter has not been resolved at Step 2, the Union may advance the grievance to the General Manager of Community Services or their designate within ten (10) working days of the Step 2 decision.
- 10.12 The General Manager of Community Services or their designate will convene a meeting to hear the grievance within fifteen (15) working days of the grievance being advanced. The grievor and the shop steward(s) will attend the meeting along with the Transit & Fleet Manager and/or their designate(s).
- 10.13 The General Manager of Community Services or their designate will render their decision in writing to the shop steward within ten (10) working days following the meeting.

Step 4:

- 10.14 If the matter has not been resolved at Step 3, the Union may advance the grievance to the City Manager or their designate within ten (10) working days of the Step 3 decision.
- 10.15 The City Manager or their designate will convene a meeting to hear the grievance within fifteen (15) working days of the grievance being advanced. The grievor and the Union Representative(s) will attend the meeting along with Representatives of The City.
- 10.16 The City Manager or their designate will render their decision in writing to the Union within ten (10) working days following the meeting.

Step 5 - Arbitration:

- 10.17 In the event the grievance has not been satisfactorily resolved at Step 4, either party within Thirty (30) calendar days from the date a decision is rendered by The City Manager or their designate, may refer the matter to binding arbitration by a single arbitrator by serving notice to the other party in writing along with the names of at least three (3) Arbitrators proposed to arbitrate.
- 10.18 If it is not possible to mutually select an arbitrator, either party may apply to the Minister of Labour of Alberta who shall then appoint an arbitrator.
- 10.19 Subject to mutual agreement between The City and the Union, arbitration proceedings, as herein provided, may be carried out using a board of arbitration. One (1) arbitrator or nominee to be chosen by The City and one (1) by the Union. The two (2) arbitrators or nominees so appointed must select a chairperson for the board. If it is not possible between the two arbitrators or nominees to select a chairperson in this way, then the Minister of Labour of Alberta shall name the chairperson.
- 10.20 The board of arbitration or single arbitrator, as the case shall be, shall not make any decision which is inconsistent with the provisions of this Agreement, nor add to, detract from, or in any manner alter or amend any part of this Agreement.

-
- 10.21 Each party shall bear the expense of its nominee. The parties shall jointly share the expense of the chairperson or the arbitrator, in case of a single arbitrator.
- 10.22 Where an Arbitrator or Board of Arbitration, as the case shall be, determines that an Employee has been discharged or otherwise disciplined by The City for cause, and the Agreement does not contain a specific penalty for the infraction that is the subject matter of the arbitration, the Arbitrator or Board of Arbitration as the case shall be, may substitute such other penalty for the discharge or discipline as it deems just and reasonable in all circumstances.
- 10.23 All grievances shall receive fair, just, and speedy consideration by all concerned within the prescribed timelines.
- 10.24 All grievances and disputes shall be settled finally and conclusively by the grievance and arbitration procedure described in this section without interference with or stoppage of work.
- 10.25 In instances where a timeline is due and falls on a weekend or statutory holiday as outlined in this agreement it is agreed between the parties that the timeline shall extend to the next regular business day.

ARTICLE 11.0 PROMOTIONS AND TRANSFERS

- 11.01 When a vacancy occurs in a permanent position, coming within the jurisdiction of the Union, notice of the vacancy shall be posted on the online job posting board for five (5) consecutive working days and a copy of the vacancy notice shall be forwarded to the Union.
- 11.02 Promotions and Employee changes within the same classifications covered by this agreement shall be made from the permanent Employees. Where there are no documented suspensions or documented culpable attendance issues seniority shall govern. Employees with documented disciplinary or documented attendance issues that are less than the timelines provided for in Article 9.06 may appeal to the Transit & Fleet Manager. The Transit & Fleet Manager's decision to consider the applicant shall be final.
- 11.03 To be considered for promotions and Employee changes to other classifications covered by this agreement, an employee must apply by the closing date specified and where qualifications, performance and ability are equal, seniority shall govern.
- 11.04 In the event there are no suitable internal applicants, The City may fill job openings externally.
- 11.05 When an Employee transfers or is promoted to a different classification, they shall be placed on trial for a period of six (6) months. Upon completion of such period the appointment shall become permanent. Should the employee prove unsatisfactory during the said trial period in this position or finds themselves unable to perform the duties of the new job classification, they shall be returned to their former position without loss of seniority or previous wage or salary. Any other Employee promoted or

transferred because of the re-arrangement of positions shall also be returned to their former position without loss of seniority or previous wage or salary.

ARTICLE 12.0 LAYOFF AND RECALL

- 12.01 When it is necessary to reduce the number of Employees, the least senior Employee in each classification shall be the first laid off. The City will give a notice of seven (7) calendar days before layoff. Seniority, eligibility for leaves, vacation accrual rate, holiday entitlements, sick accrual balance, current rate increment, and benefit waiting period status will be maintained for twelve (12) months from day of layoff and previously-accumulated seniority will be used as the basis for recall.
- 12.02 When an Employee has been promoted to a position within the Union's jurisdiction and such position is affected by reduction of Employees, the Employee so promoted shall be reduced to the position and rank from which they were last promoted in preference to being laid off.
- 12.03 If staff of the Department is increased, Employees who had been laid off solely by reason of previous reduction shall, if available, be re-engaged according to their seniority standing. Seniority, eligibility for leaves, vacation accrual rate, holiday entitlements, sick accrual balance, current rate increment, and benefit waiting period status will be lost if the employee fails to report within fourteen (14) days of recall notice. Employees shall keep their Department and the Human Resources Department apprised of their current address. Employees who, during the period of layoff, have secured other temporary employment, will be permitted up to an additional seven (7) days to report.
- 12.04 In the event of a layoff, no part-time employees will be retained in that classification in preference to full-time employees.
- 12.05 Permanent full-time bus operators or action bus operators who are laid off from their full-time position shall be placed on the permanent part-time position . These employees shall retain seniority over permanent part-time operators within the classification regardless of their date of commencement. These operators shall be assigned work by seniority.
- 12.06 Should these employees continue to work beyond the twelve (12) month recall (Article 12.01) and remain on the permanent part-time list, they shall fill any permanent full-time positions that become vacant and available in their permanent full-time order.
- 12.07 Employees who are laid off and choose to bypass the permanent part-time list by accepting the layoff, and thereafter have not been recalled for service within the twelve (12) months from the date of such layoff, shall cease to be Employees of The City and their names shall be removed from the seniority list.
- 12.08 Any Employee who has accumulated seniority in more than one classification (as per Article 14.01) can use that seniority to bump into a previous classification should the Employee be laid off. In order to bump in, there must be a junior Employee with less seniority than the amount that had been accumulated by the Employee served with the layoff notice.

ARTICLE 13.0 SPECIAL PLACEMENTS

- 13.01 In recognition of the principles of the Duty to Accommodate the parties agree that, up to the point of undue hardship, every effort will be made to place, within or outside the Department, employees who are unable to carry out their regular duties because of disability arising from any *Alberta Human Rights Act* protected ground. It is understood this may require the co-operation of other civic departments and unions where the new position is outside the jurisdiction of the Union.

ARTICLE 14.0 SENIORITY

- 14.01 Establishment of seniority in a classification shall commence from the date of entry into that classification. Employees shall continue to retain and accrue seniority in all classifications in which they have established seniority.

The seniority for newly hired Employees shall commence on the date that training is completed. If there is more than one Employee in a class or classes of trainees, that have completed their training and are ready to enter active service, a seniority draw shall be held in the presence of the Union Chairperson or designate Union Officer. The draw shall be made by placing the names of all trainees in a "hat" and then the first name picked shall receive 1st seniority and so on.

There shall be a separate seniority list for full-time and part-time Bus Operators. The full-time seniority date shall be the date the Operator was awarded a permanent full-time position as a Bus Operator.

When Employees, for any reason, change classifications, they will start at the bottom of the seniority list in their new classification.

When an employee desires to change status from full time to part time within a classification (i.e., conventional bus), they shall relinquish all full time seniority rights in that classification and their part time seniority shall thereafter be determined by and commence from the time they establish part time seniority in that classification.

- 14.02 Any Employee temporarily promoted or permanently transferred to a position within The City service outside the jurisdiction of this Agreement may, upon payment of Union dues or a lesser amount satisfactory to the Union, retain and accumulate their seniority rights, for a period not to exceed one (1) year from date of promotion or transfer, to return to their former position. Employees in a non-bargaining unit position for twelve (12) consecutive months or more will lose all seniority rights.

If an Employee is terminated in a position outside the jurisdiction of this Agreement within a twelve (12) month period, Article 14.03 does not apply.

- 14.03 The seniority accumulated during the trial period in Article 11.05 will be applied to either their previous classification should they revert, or to their new classification upon successful completion of the trial period. Once completed the seniority in their previous classification shall be frozen at the number of years, months and days earned prior to the change in classification.

WORKING CONDITIONS

ARTICLE 15.0 REGULAR SIGNED-UP OPERATORS

- 15.01 The regular hours of work shall be eight (8) hours per day, five (5) days per week.
- 15.02 Regular runs shall be a minimum of seven and one-half hours (7.5) to a maximum of eight (8) hours per day. These regular runs may consist of one piece of work or two or more pieces of work per day, but the Operator shall have two days off per week.
- 15.03 Regular runs will have a minimum of eight (8) consecutive hours of off-duty time between the last piece of work on one day and the first piece of work the next.

ARTICLE 16.0 SPARE BOARD OPERATORS

- 16.01 The list of Spare Board Operators shall be kept to a minimum consistent with efficiency.
- 16.02 All signed-up runs available to the Spare Board known to be for more than one week shall be put on a seniority bid to the current operators on the Spare Board. If no Spare Board Operators are available, Part-time Operators may bid on open runs. The successful Operator for this bid shall be considered to be a regular signed-up Operator on that run until the end of the vacancy period.
- 16.03 Work for Spare Board Operators shall be assigned on a daily basis according to seniority. Spare Board Operators cannot refuse additional work that is assigned up to eighty (80) hours bi-weekly. The Employer will, allow work that is assigned under this Article to be assigned up to one (1) week at a time where operationally feasible based on the following guidelines:
- i. Work may be changed for operational needs due to short notice openings (e.g., Sick absences).
 - ii. Work will not be changed at an Operator's request.
 - iii. Additional work and/or changes that are assigned up to eighty (80) hours bi-weekly cannot be refused.

When all Spare Board Operators have been assigned work in accordance with above any remaining work may be assigned up to one (1) week at a time where operationally feasible to Part-Time Operators following the same guidelines.

- 16.04 All work, excluding signed-up runs, shall be deemed to be spare board work. Signed up runs that become open for one (1) week or less shall be filled under Article 16.03 and shall be assigned to available Spare Board and Part Time Operators by seniority. All runs open for a period of more than one (1) week (Sunday to Saturday) shall be filled under Article 16.02.
- 16.05 If a statutory holiday falls within a week, that holiday shall be considered a regular workday for that run and the days off not changed. This clause only applies to runs filled under Article 16.02.

-
- 16.06 Assigned work will have a minimum of eight (8) consecutive hours of off-duty time between the last piece of work on one day and the first piece of work on the next.

ARTICLE 17.0 SPARE OPERATOR GUARANTEE

- 17.01 Spare Board Operators will be guaranteed a minimum of seventy-five (75) hours up to eighty (80) hours bi-weekly in order of seniority.

When all Spare Board Operators have worked eighty (80) hours bi-weekly, any additional work assigned to them will be divided as equally as practicable, consistent with the safe operation of the system.

This guarantee is to be computed without including overtime hours, provided such Spare Board Operators are available for work for ten (10) days in each bi-weekly period.

Spare Board Operators shall receive four (4) days off in a bi-weekly period. The City will endeavour to ensure that Spare Board Operators receive two of their days off consecutively in a bi-weekly period when possible.

- 17.02 In the event of absence through illness, WCB, vacation, or other approved leave with or without pay, the guarantee will be reduced by prorating on the basis of the relationship of the number of days of absence incurred to the total number of working days in the pay period.

ARTICLE 18.0 PART-TIME OPERATORS

- 18.01 If any part-time Operator works an average of seventy-five (75) hours bi-weekly for more than three (3) months consecutively, a Full-Time vacancy is immediately created. The most senior Part-Time employee eligible as per Article 11, that is desirous of a Full-Time position, shall fill the vacancy.

ARTICLE 19.0 CONVENTIONAL BUS SIGN-UPS

- 19.01 Sign-ups shall take place between four (4) and eight (8) times per year. Upon completing the sign-up sheet, a copy will be given to representatives of the Union ninety-six (96) hours before posting. The Union officers will consult with The City if issues are found within the sign-up sheets in the ninety-six (96) hours prior to posting. The sign-up is to be posted not less than seven (7) days (Saturdays and Sundays excluded) prior to the commencement of the sign-up process. A seniority list will be posted with each sign-up. The bidding for each run shall take place eleven (11) days prior to the commencement of the new sign-up period. These timelines may be altered by mutual agreement.
- 19.02 All permanent full-time Operators will be included in the sign-up.

-
- 19.03 If an Operator is not able to attend a sign-up and has not designated a proxy at their signing time, a written choice sheet must be submitted. In the event that the Operator has not submitted a choice sheet and attempts by the Union representative to contact the Operator within five (5) minutes are unsuccessful the Union representative shall select a shift as close as possible to their previous shift.
- 19.04 Preference of runs shall belong to the Operators having the greatest seniority as an Operator with the Red Deer Transit System.
- 19.05 Operators unable to perform full duties shall not be permitted to sign a run or Spare Board. When they are returning to work in partial capacity, they will receive work from Spare Board as assigned. Once the Operator has returned to full duties and full hours at the time of sign-up selection, they shall be placed on the sign-up, onto a run held by a part-time Operator, or Spare Board according to their seniority should there be no available runs.
- 19.06 When the number of runs left open is equal to or greater than the number of available Operators to sign up, no additional Operators will be permitted to sign on the Spare Board. Notwithstanding, a minimum of two (2) Spare Board positions will be available at every sign-up.
- 19.07 At the completion of the sign-up, Part-time Operators may bid on open runs (not Spare Board).
- 19.08 Part-time Operators will be displaced by Operators with Full-time status returning to full duties from WCB or EDSP.
- 19.09 In all instances The City's decision will be final.

ARTICLE 20.0 REGULAR SIGNED-UP ACTION BUS OPERATORS

- 20.01 The regular hours of work shall be up to eight (8) hours per day, five (5) days per week.
- 20.02 Regular runs shall be a minimum of seven and one-half hours (7.5) to a maximum of eight (8) hours per day. These regular runs may consist of one piece of work or two or more pieces of work per day, but the Operator shall have two days off per week.

ARTICLE 21.0 ACTION BUS SIGN-UPS

- 21.01 Sign-ups shall take place between four (4) and eight (8) times per year. Upon completing the sign-up sheet, a copy will be given to representatives of the Union ninety-six (96) hours before posting. The Union officers will consult with The City if issues are found within the sign-up sheets in the ninety-six (96) hours prior to posting. The sign-up is to be posted not less than seven (7) days (Saturdays and Sundays excluded) prior to the commencement of the sign-up process. A seniority list will be posted with each sign-up. The bidding for each run shall take place eleven (11) days prior to the commencement of the new sign-up period. These timelines may be altered by mutual agreement.
- 21.02 All permanent full-time Action Bus Operators will be included in the sign-up.

-
- 21.03 If an Action Bus Operator is not able to attend a sign-up, a written choice sheet must be submitted. In the event that the Action Bus Operator has not submitted a choice sheet or designated a proxy at their signing time and attempts to by the Union representative to contact the Action Bus Operator within five (5) minutes are unsuccessful the Union representative shall select a shift as close as possible to their previous shift.
- 21.04 Preference of runs shall belong to the Action Bus Operators having the greatest seniority as an Action Bus Operator with the Red Deer Transit System.
- 21.05 Action Bus Operators unable to perform full duties shall not be permitted to sign a run. When they are returning to work in partial capacity, they will receive any available work as assigned by Dispatch. Once the Action Bus Operator has returned to full duties and full hours at the time of sign-up selection, they shall be placed on the sign-up, onto a run held by a part-time Operator according to their seniority should there be no available runs.

ARTICLE 22.0 SHIFT TRADES

- 22.01 All shift trades will be documented, shall not result in overtime, and will require Management's approval. The employee who works the shift will be paid and will receive all applicable benefits and pension for the shift.
- 22.02 All pieces of work are eligible for shift trade.
- 22.03 All approved shift trades will not affect your position on the volunteer overtime rotation list.

ARTICLE 23.0 PLANNED TRAINING SESSIONS

- 23.01 Planned training session schedules will be posted with the sign-up when practical. Operators will be given a minimum of two weeks' notice of a change to their signed work in order to accommodate training. Operators may appeal changes to their signed work for good and sufficient reasons to the Transit & Fleet Manager or their designate.

ARTICLE 24.0 FAIL TO REPORT - WORK SCHEDULING STATUS

- 24.01 When a permanent full-time (regular or spare board) Operator fails to report for work, they may be placed on the bottom of the spare board list to receive any unassigned work for the balance of the day.
- 24.02 When a permanent part-time operator fails to report to work, they may be assigned other work if operationally required.
- 24.03 When a permanent full-time (regular, spare board, or action bus) Operator fails to report for work, the bi-weekly guarantee shall be reduced by the difference between the actual hours worked and the straight-time hours which would have been worked had the operator not failed to report for duty.

BENEFITS

ARTICLE 25.0 ANNUAL VACATIONS

Vacation Entitlement and Usage

- 25.01 Permanent Employees shall be entitled to:
- i. Three (3) weeks of vacation from their date of permanent employment up to and including seven (7) years of continuous service.
 - ii. Four (4) weeks of vacation in the eighth (8th) year of service up to and including the fourteenth (14th) year of continuous service.
 - iii. Five (5) weeks of vacation in the fifteenth (15th) year of service up to and including the twenty-third (23rd) year of continuous service.
 - iv. Six (6) weeks of vacation in the twenty-fourth (24th) and for each subsequent year of continuous service.
- 25.02 Vacation may be taken in weekly blocks or daily increments. For the purpose of daily vacation, it is agreed that each week of vacation can be split into five (5) daily vacation days. Daily vacation will not be a component of the bidding process. Daily vacation cannot be taken on a regular day off. Daily vacation requests will be considered with a maximum of six (6) weeks and minimum fourteen (14) days' notice prior to the dates requested subject to the approval of the Transit Management or their delegate. Employees requesting same will receive a response within seven (7) working days.
- 25.03 Vacation for Full-time Employees will be accrued on an actual-hours-worked basis and paid on an average-day-worked. The weekly rate of pay will be the same as received on average over the preceding two (2) pay periods. Permanent Part-time Employees will receive vacation entitlements on the same basis as full-time Employees but proportionate to their hours of work.
- 25.04 Vacation pay on termination shall be calculated on the basis of the number of days of vacation earned but not expended under this Agreement.
- 25.05 Employees shall make every effort to utilize their vacation entitlement each year. Subject to approval by the Transit & Fleet Manager or designate, Employees may be allowed to carry over up to one (1) week of vacation entitlement beyond their anniversary date to the following year.

Vacation Bids

- 25.06 Subject to The City's requirements, all permanent employees shall be entitled to select, by seniority in their classification and position, the period of their annual vacation. Those employees must have earned the vacation requested prior to it being taken.
- 25.07 Permanent full-time and permanent part-time employees covered under this

Agreement shall choose their vacation in accordance with the following rules.

- i. Sign up for vacation for bidding purposes will be completed by October 31 of each year for the period of January to December of the following year.
- ii. When bidding into primetime periods (July, August)) employee may only pick up to three (3) consecutive weeks. No splitting of weeks during primetime shall be permitted.
- iii. In circumstances where an employee is promoted from part-time, to full-time during a vacation period (January to December), these promoted employees will be eligible to participate in the bid process according to their new position after (1) full year of service (January to December) in their new position.

Employees shall be permitted, by seniority, to sign annual vacation during non-primetime periods without restriction during the bidding process, up to the exhaustion of their annual vacation bank accrual.

- v. Under no circumstances will bumping be permitted.
- vi. Cancellation of Vacation Bids with 30 days' notice will be permitted under the following conditions:
 - Employees will be required to submit, with their written cancellation request, the vacation week(s) to be taken instead. These requested week(s) must be open and available on the posted Vacation Planner. If the employee does not have vacation hours to resubmit, the employee will not be required to select an alternate week.
 - Only full week(s) may be cancelled and rebooked.
 - Vacation week(s) that come open due to cancellations are only available for re-bidding based on operational requirements.
- vii. No further bid changes will be allowed, except in the following circumstances:
 - Bereavement reasons (see Article 29.13)
 - For serious illness prior to vacation or during vacation if the illness requires hospitalization of more than twenty-four (24) consecutive hours. In all cases, suitable medical documentation must be provided.
- viii. Transit Management retains the right to determine the number of available weeks for both primetime and non-primetime periods in all vacation bids.
- ix. All other requests for vacation leave that fall outside of the articles above will be granted at the sole discretion of the Transit & Fleet Manager or designate.

ARTICLE 26.0 HOLIDAYS

26.01 Probationary and permanent Employees shall receive the following holidays without loss of regular pay calculated as 5% of the employee's wages, general holiday pay and vacation pay earned in the 4 weeks immediately preceding the general holiday.

Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day (December 26)
Civic Holiday in August	New Year's Day
Labour Day	National Day for Truth and Reconciliation

And all holidays proclaimed or adopted by The City of Red Deer and/or the Province of Alberta.

26.02 In lieu of Easter Monday, eligible Employees shall receive holiday pay as per Article 26.04.

26.03 In lieu of one-half (1/2) day leave for either Christmas Eve or New Year's Eve, eligible Employees shall *receive four (4) hours of holiday pay. All employees will be pro-rated using the same calculation as in Article 26.04, then divide by two (2) for the one-half (1/2) day lieu time). *Hours to be paid during the New Year's Eve pay period.

26.04 For all employee's holiday pay for holidays shall be calculated on the basis of their normal hourly rate times the number of regular hours worked over the previous two (2) pay periods divided by twenty (20). Permanent full-time Employees whose current daily scheduled hours are greater than their calculated hours shall receive pay based on their scheduled hours.

26.05 Statutory holidays are not included in vacation period; that is to say, if a statutory holiday occurs during the vacation period, that day shall be shown as statutory holiday pay and another day of vacation shall be taken at a mutually agreeable date.

26.06 When a holiday falls on an Employee's day off, they shall receive a day's pay in lieu of the time that they would have had off.

26.07 If a holiday covered under Article 26.01 falls on an Employee's regular working day and they work, they shall be entitled to double (2x) time for each hour worked plus their entitlement in lieu of the time off.

26.08 If a holiday covered under Article 26.01 falls on an Employee's regular working day and they do not work, there shall be no deductions from their regular pay.

26.09 Hours worked on a Statutory Holiday will be considered a working day and will be included in the calculation of the bi-weekly guarantee.

26.10 Operators

- i. At the first sign up after ratification, Operators who wish to work statutory holidays will indicate agreement to do so and be placed on the Statutory Holiday List. Operators wishing to sign on to the Statutory Holiday List, thereafter, may do so at sign up. Operators wishing to remove their name from the Statutory Holiday List may do so at any time by submitting a written request to the Transit Management (Dispatch).
- ii. Once an employee has indicated their agreement to work a statutory holiday the work will be assigned by management in order of seniority.
- iii. If work on a statutory holiday is declined, the operator so declining will be bypassed and the work will be offered to the next Operator on the list.
- iv. Any statutory holiday work that is left open will be assigned in reverse seniority order to part time then to Spare Board Operators.
- v. Work taken on statutory holidays, where the statutory holiday falls on the Operator's scheduled day off, will not generate overtime on the sixth day of work in that week.
- vi. Hours worked by Spare Board Operators on statutory holidays will count towards the bi-weekly guarantee.
- vii. New hires have the right to indicate their wish to work statutory holidays at the completion of the training period.
- viii. At the completion of each statutory holiday the list will be posted at the garage and at the terminal.

Action Bus Operators and Employees in Other Classifications

- i. After ratification Action Bus Operators and Employees in other classifications who wish to work statutory holidays will indicate agreement to do so.
- ii. Once an employee has indicated their agreement to work a statutory holiday the work will be assigned by management in order of rotational seniority.
- iii. Work taken on statutory holidays, where the statutory holiday falls on the Action Bus Operator's and other Employees' scheduled day off, will not generate overtime on the sixth day of work in that week.
- iv. Action Bus Operators will be assigned any remaining open work in reverse seniority.
- v. For other classifications any statutory holiday work that is left open will be assigned in reverse seniority order.
- vi. New hires have the right to indicate their wish to work statutory holidays at the completion of the training period.
- vii. At the completion of each statutory holiday the list will be posted

ARTICLE 27.0 SICK LEAVE

- 27.01 All permanent full-time Employees shall accumulate sick leave after three (3) months of service at the rate of one (1) day per month. Eligible Employees working less than eighty (80) hours will accumulate sick leave based on their actual hours worked. Eligible employees will be entitled to sick leave pay on the basis of the number of hours the employee was scheduled or would have been scheduled to work. Part-time Employees who have averaged a minimum of twenty (20) hours per week over a two (2) month period become eligible for sick leave.

-
- When a permanent full-time Employee reaches the age of sixty-five (65) and has three (3) months of service, they shall accumulate sick leave at the rate of 1.5 days per month.
- 27.02 No Employee may have more than eighty (80) days of sick leave to their credit.
- 27.03 When employees have sufficient accrued time, they are paid 100% of their regular earnings up to six (6) casual sick leave incidents. After six (6) leave incidents, employees are reduced to 90% of their regular earnings for each additional sick leave incidents for the rest of the payroll year.
- 27.04 An incident is defined as an occurrence of sick time separated by days at work. Employee Disability Support Plan Incidents or medically documented ongoing condition absences, family leave, and medical appointments would not be counted as incidents.
- 27.05 All Employees shall, not less than sixty (60) minutes prior to the commencement of their scheduled a.m. shift, notify dispatch that they will be unable to report for work due to sickness. All Employees shall, not less than two (2) hours prior to commencement of all other shifts, notify dispatch that they will be unable to report for work due to sickness.
- 27.06 In the case of an Employee on the a.m. shift being sick, they shall report their intended return to the Transit Dispatcher by 1:00 p.m. on the working day previous to the one on which they will return. In the case of an Employee on the p.m. shift being sick, they shall report by 10:00 a.m. on the same day that they will be back to work.
- 27.07 Management may request medical documentation (prior to the Employee returning to work): a) for an absence of more than three (3) days, b) for any incidents of absence beyond four (4) in a calendar year or c) when misuse of sick leave is suspected.
- 27.08 Failure by an Employee to comply with the requirements of Articles 27.05 or 27.06 or 27.07 may result in the Employee losing entitlement to pay for the absence.
- 27.09 Failure by management to comply with the requirements of Article 27.07 bars the Employer from any action against the Employee for that absence. This provision does not apply when misuse of sick leave is suspected.
- 27.10 Any sick leave standing to the credit of an Employee laid off shall remain to their credit for a period of twelve (12) months.
- 27.11 During any period of layoff the Employee shall not be entitled to any sick leave with pay.
- 27.12 The City's obligation in granting of accumulated sick leave shall cease immediately when an Employee is separated from The City's employment for any reason other than layoff.

-
- 27.13 The City shall provide an Employee Disability Support Plan benefit to permanent full-time employees of Red Deer Transit.
- 27.14 To be eligible to draw coverage from the Employee Disability Support Plan, a permanent full-time employee must have been sick for more than ten (10) working days and used their own sick leave to cover said days. If a permanent full-time employee does not have ten (10) days of accumulated sick leave to their credit, they must wait the remaining days of the waiting period before receiving benefits from the Employee Disability support plan.
- 27.15 Employees suffering from an addiction problem who are actively engaged in an Employer recognized treatment program shall be eligible for coverage from the Employee Disability Support Plan while absent and may receive benefits until fit to return to modified or regular duties.

ARTICLE 28.0 OCCUPATIONAL SICKNESS AND ACCIDENT

- 28.01 When an employee is unable to work as a result of a compensable illness or accident that occurs in the course of their work, they shall be covered under the Workers' Compensation Act.
- 28.02 Should an employee not receive direct payment for an approved claim of occupational sickness and accident (WCB) in time of a payday, The City will pay the employee a substitute cheque.
- 28.03 The City will continue to pay the Employer's share of all applicable benefits (Pension, Group Life Insurance, and Medical and Dental).
- 28.04 While on Workers' Compensation the employee must make arrangements to pay their share of all benefits.

ARTICLE 29.0 LEAVES OF ABSENCE

General Leave of Absence

- 29.01 Any Employee desiring a leave of absence(s) without pay must apply, in writing, for same to the Department. There shall be no accumulation of service-related benefits and no access to disability benefits during leaves of absence which exceed fourteen (14) calendar days. Employees granted a leave of absence(s) without pay in excess of fourteen (14) calendar days shall make arrangements through the Human Resources Department to pay both The City and Employee portion of applicable benefit premiums before their leave of absence commences. Vacation allotments must be used first.

-
- 29.02 Any Employee wishing to appeal the refusal of such application must do so, in writing, to the Transit & Fleet Manager through the proper officials of the Union, and such notice of appeal shall be in the hands of The Transit & Fleet Manager no later than fifteen (15) days from the date of refusal, failing which the appeal will not be considered. The Transit & Fleet Manager's decision will be final.
- 29.03 Leave of absence will be granted only insofar as the operation of the Department will permit, and the period of absence shall not exceed three (3) months. This may be extended by mutual agreement between The City and the Union.
- 29.04 On the return from such leave of absence an Employee shall be entitled to their former position.
- 29.05 Requests for extension of leave of absence shall be made, in writing, to the Management. In extenuating circumstances, application may be made verbally providing it is confirmed, in writing, within five (5) days. If such authorization is not received and the Employee has not returned to work at the expiration of their authorized leave, the Employee shall be considered to have terminated their service with The City.
- 29.06 Employees taking other employment while on leave of absence, unless authorized by The Transit & Fleet Manager to do so, shall be considered to have terminated their service with The City.

Absent without Approval

- 29.07 When an employee overstays any leave of absence without permission, they shall be deemed to have forfeited their position with The City of Red Deer unless, in the opinion of the Senior Management, such overstay was justifiable.

Leave of Absence for Union Purposes

- 29.08 When it is necessary for the Union to make application for an Employee for leave of absence on Union business, such application shall be submitted to Transit Management not less than two (2) weeks prior to the leave of absence being required unless otherwise approved by the Department. The application shall contain the names of the Union members for whom leave is required. Not more than two (2) Employees may be granted such leave of absence at any one time. Short notice requests shall not be unreasonably denied.
- 29.09 An Employee who is elected or selected for a full-time position with the Union or anybody with whom the Union is affiliated may be granted leave of absence without loss of seniority.
- 29.10 Such leave will be reviewed for any necessary changes to the terms between the Employer and the Union, and may be renewed each term, on request, during their term of office. The Employer shall be reimbursed by the Union for all benefits associated with the period of leave and pay for any such leave will be borne by the Union directly.

-
- 29.11 Prior to the end of the leave of absence to perform a full-time Union position, should the Employee desire to return to work the Employee will have the right to exercise their seniority rights in obtaining a position for which they are qualified.

Personal Leave

- 29.12 A full-time employee shall be eligible for personal leave for up to a maximum of forty (40) hours per calendar year. Benefit eligible Part-time employees shall be eligible for up to a maximum of twenty (20) hours per calendar year.

The time required shall be deducted from the employee's accumulated sick leave credit. If an employee has insufficient sick leave credit available for use, the difference shall be approved without pay. Employees may also request use of available vacation leave as outlined in Article 25.03.

This leave may be utilized in partial day increments.

Employees shall endeavour to provide a minimum of twenty-four (24) hours' notice. At minimum, employees shall notify dispatch not less than one (1) hour prior of the commencement of their scheduled a.m. shift and not less than two (2) hours prior to commencement of all other shifts.

Bereavement Leave

- 29.13 To carry out responsibilities incurred by the demise of an immediate member of the Employee's family, Employees shall be granted four (4) consecutive working days' leave with pay and, in addition, up to two (2) working days for travelling time at the discretion of Management. Management, at their discretion, may grant a permanent Employee's request for the leave on non-consecutive days.

"Immediate family member" means: Parent, Legal Guardian, , sibling, sibling in-law legally recognized spouse, legally recognized children, child in-law , Grandchildren, Grandparents, or an individual for whom the employee has guardianship responsibilities.

When the employee can demonstrate a close relationship with another relative who is not an immediate family member, Management can consider the relative an immediate family member for purposes of this clause.

Funeral Leave

- 29.14 In each twelve (12) month period up to eight (8) hours leave of absence with pay to attend funerals not covered by Article 29.13 may be permitted at the discretion of Management.

Additional Leave

- 29.15 All additional requests for time off for the purposes listed in Articles 29.12 and 29.13 shall be at the discretion of the Transit & Fleet Manager, such time off will be granted as a General Leave of Absence or require the use of other entitlements.

Employee Medical and Dental Appointments

- 29.16 Where practical, benefit eligible Employees are expected to arrange for medical and dental appointments outside of “normal” work hours (i.e., After hours, off shift, days off, lunch breaks, etc.). Where this is not practical, the Employee can request time off work which would be deducted from available sick leave. Leaves for these appointments only apply to the Employee.

Military Service

- 29.17 When a leave of absence is granted for military service, it is agreed that the terms of such leave will be in accordance with the Federal Government of Canada regulations and any regulations passed by The City of Red Deer relative to City pension and group insurance contributions.

Maternity, Parental, and Attending Leave

- 29.18 Employees covered by this agreement will be able to access the various forms of Parenting Leave (i.e., Maternity, Parental, and Attending) in accordance with The City of Red Deer Administrative Policy on Parenting Leave (in effect November 2001).

Jury Duty

- 29.19 It is agreed that when an Employee is subpoenaed for jury selection, jury duty or as a witness, they shall suffer no loss of salary. When an Employee is served with a subpoena for jury duty, they shall advise the Transit & Fleet Manager in writing. Should their absence for jury duty create a hardship on the department, the Transit & Fleet Manager may notify the judge of such and ask that the Employee be excused.
- 29.20 An Employee who is instructed, in writing, by The City to attend Court inquests or other investigations, or is subpoenaed in reference to accidents or other acts which occurred while on duty, will be paid all necessary actual expenses in connection with their attendance and will be compensated for loss of work provided that an Employee receiving compensation as set out above will remit to The City any witness or Court fee, expenses, or other remuneration received by them from others.
- 29.21 This provision includes a request from an officer of the court or other peace officer to participate in a line up.

ARTICLE 30.0 CONTRIBUTIONS

30.01 If the employee is benefit eligible, the employees' share of benefit premiums shall be paid through payroll deductions.

ARTICLE 31.0 PENSION

31.01 The City and the Employee shall each pay their share of the premium to the present pension plan or to any future plan mutually agreed to by both parties.

ARTICLE 32.0 RETIREMENT ALLOWANCE

32.01 On retirement to City pension upon reaching age eligibility and after fifteen (15) years of service, employees shall receive one (1) day of vacation for each consecutive year of service.

Part-Time employees will receive pro-rated days of vacation based on their hours of work averaged over the previous four (4) pay periods prior to retirement.

ARTICLE 33.0 LIFE INSURANCE

33.01 The City shall pay the full premium costs of a Group Life Insurance Plan in respect of the first \$25,000 of coverage and the Employee shall pay for premium costs on coverage over \$25,000. Coverage shall be twice the Employee's annual regular salary.

ARTICLE 34.0 SUPPLEMENTARY MEDICAL

34.01 The City shall pay the full premium costs of the Blue Cross Supplementary Medical Plan, or an equivalent or better plan mutually agreed to by both parties.

ARTICLE 35.0 DENTAL INSURANCE

35.01 The City shall pay the full payment costs of the dental plan providing Employee reimbursement as per the dental plan schedule.

ARTICLE 36.0 BENEFIT COST SHARING

36.01 Reductions of premium costs resulting from changes in legislation shall accrue to The City and the Employee in the proportions specified in the applicable clause.

36.02 Part-time Employees who have completed three (3) months of service and averaged a minimum of twenty (20) hours per week over a two (2) month period are eligible for Group Life, Pension, Supplementary Medical and Dental insurance on a pro-rated cost sharing basis.

ARTICLE 37.0 UNIFORM AND PROPERTY ISSUE

37.01 The City shall issue and require staff to wear uniform clothing and other related items for the purpose of identification and to maintain a consistent, business-like appearance. Uniform clothing items are to be worn in the performance of Transit duties. The use of non-issue clothing as a substitute for issue clothing must be approved by Management prior to use.

The first complete uniform shall be issued to the required staff after they pass the initial training. Thereafter, for all required staff, The City will credit the employee 300 points in January of each year to be used at their discretion, for any parts of a uniform stipulated in The City’s uniform policy per the following table of point values:

Initial Issue #	Item	Points for each Item
1	3 Way Jacket	250
1	Rain Gear (Optional)	100
6	Shirts or Blouses (SS or LS)	20
2	Sweaters or Vest	30
4	Trousers/Pants/Shorts	50
1	Flashlight	10
1	Summer Cap	5
1	Winter Toque	5

Rain Gear will be provided only to Action Bus Operator classification due to the nature of their work. Other Operators may use their points to purchase the rain gear.

Batteries will be supplied for flashlights by the Employer.

Additional items may be purchased at current cost which may change from time to time. Uniform entitlements are not cumulative and must be used within two (2) years from date of issue.

37.02 The Employee is responsible to maintain uniform clothing and other items in a state of cleanliness and good repair; only items that are worn out may be returned. Fair wear and tear will be determined by the Transit Management or designate.

37.03 Tailoring costs will be paid by the department at time of issue only. In exceptional circumstances, the Transit Management or designate may approve other tailoring costs.

37.04 All clothing and other items issued are the property of the Transit Department. Uniform clothing and other items to be replaced will be returned to the Department before replacement items are issued. Upon termination, all issued uniform clothing and items will be returned to the Department.

ARTICLE 38.0 SAFETY EQUIPMENT ALLOWANCE

38.01 The City will reimburse, upon receipt, the Service Bay Supervisor, and Service Person up to \$200 towards the cost of CSA approved footwear. Based on need, this will be available twice a year.

Appropriate winter gear for the Service Bay Supervisor and Service Person will be provided upon authorization of Exempt Transit Administration.

- 38.02 The City will reimburse, upon receipt, Action Bus Operators up to \$200 towards the cost of pre-approved slip resistant footwear based on need, once per calendar year.
- 38.03 The City will provide \$25 towards the cost of gloves to Action Bus Operators, twice per calendar year, upon receipt.

ARTICLE 39.0 TRANSPORTATION

- 39.01 Free transportation over the Employer's system will be granted to all Employees of the Red Deer Transit System and retired Transit Department Employees on City pension. Each employee shall be issued a transit pass/ID picture card.

GENERAL BENEFITS

ARTICLE 40.0 INSTRUCTIONAL COURSES

- 40.01 The City agrees to pay the full cost of any course of instruction required by The City for an Employee to become better qualified to do their job. Such payment will be made upon successful completion of the course provided that regular progress reports are submitted.

ARTICLE 41.0 LEGAL ASSISTANCE

- 41.01 All reasonable expenses and costs with respect to any criminal or civil action taken against or in respect to any Employee covered by this Agreement arising out of such Employee's actions while carrying out their normal work duties will be paid by The City provided such actions do not, in the opinion of The City Solicitor, constitute a gross disregard or neglect of their duty. Notwithstanding the foregoing, should an Employee be found guilty of a criminal charge, The City shall not be liable for any expense in relation to the Employee's defense on that charge or related charges.

ARTICLE 42.0 DRIVER'S LICENSE MEDICAL

- 42.01 The City will pay up to \$150 towards an Employee's Operating License Medical when the Employee presents a signed and dated receipt from a doctor's office.

EMPLOYEE RESPONSIBILITY

ARTICLE 43.0 PROTECTION OF PROPERTY

43.01 The Employee shall, at all times, protect the property of the Employer from injury at their own hand and at the hands of others when in their power to do so; and, in handling of equipment of all kinds shall use their best judgement and put forth every effort to prevent injury to the property or persons of the travelling public and the Employees of this department.

ARTICLE 44.0 CONDUCT

44.01 Employees shall conduct themselves in a professional manner and be courteous to passengers, travelling public, and co-workers and shall work at all times in the best interest of The City. They shall strictly comply with all rules and regulations affecting the Department; The City of Red Deer's RISE (Respect, Integrity, Service and Excellence) Values, and shall obey all orders from their supervisor, except in cases where there is an apparent danger to life and property. The Employee shall carry out all instructions subject to the usual right to grieve.

REMUNERATION

ARTICLE 45.0 SALARIES AND WAGES

45.01 Salaries and wages for all classifications covered by this Agreement shall be as prescribed in the Hourly Rates of Pay Schedule. Nothing in this Agreement shall be deemed to restrict the rights of The City to pay all or any persons in any classification or schedule a higher rate of pay than that specified.

ARTICLE 46.0 RECLASSIFICATION

46.01 When a new position is created for which there is no classification, the classification and salary range shall be established by The City and the Union shall be notified of the new classification and pay range without delay.

46.02 Pay rates of new classifications and reclassified positions shall be effective from the date the new job was filled or a written request for reclassification was submitted to the Department by the Union.

46.03 Should the Union not agree to decisions under Article 46.01 it may request, in writing, a meeting between its Negotiating Committee and The City Manager giving reasons for the disagreement. Such request shall be in the hands of The City Manager no later than fifteen (15) days from the date of receipt by the Union of the decision, failing which the decision will stand.

ARTICLE 47.0 MINIMUM GUARANTEE AND CALLOUTS**Minimum Guarantee**

- 47.01 An Operator who has 'signed up' for pieces of work shall be guaranteed a minimum of two and one-half (2-1/2) hours of regular pay for the first piece worked in any calendar day and two (2) hours for any subsequent pieces during that calendar day.
- 47.02 An Operator who is required to work 'unsigned for' pieces of work shall be guaranteed a minimum of two and one-half (2-1/2) hours of regular pay for the first piece of work in a calendar day and two (2) hours of regular pay for each subsequent piece of work during that calendar day.
- 47.03 Where an Operator is assigned work in more than one piece in a calendar day, and such pieces of work are within one hour or less of the other, such work shall be considered continuous. This provision shall not apply to pieces of work exceeding 0.5 hours (30 minutes) of overtime in the day.
- 47.04 A regular signed-up Operator agreeing to perform work either before or after but separate from their regular shift, shall be paid overtime for all work performed with a minimum of two (2) hours' overtime pay.
- 47.05 Overtime shall apply over eight (8) hours when work related duties or other circumstances cause an operator to continue on their shift over their prescribed finishing time. In this case overtime shall be paid to the next decimal point or six (6) minute interval.

Callouts

- 47.06 An Operator shall be deemed to have been called out if they are requested to come to the work site that day to perform any piece of work.
- 47.07 In every case where an employee agrees to perform a piece of work which commences prior to 9:00 a.m. with less than three (3) hours' notice, they shall be paid a minimum of three (3) hours' regular pay.

ARTICLE 48.0 OVERTIME

- 48.01 Where an Employee works in excess of eight (8) hours on their scheduled working day or in excess of forty (40) hours in one (1) week, they shall be paid two times (2x) their regular rate of pay for each excess hour or portion thereof to the next decimal point or six (6) minute interval.
- 48.02 Where an Employee works on their regular day off, they shall receive two times (2x) their regular rate of pay for all hours worked with a minimum of three (3) hours.
- 48.03 Employees will have the option to bank overtime hours up to eighty (80) hours at the earned rate of pay. Any hours withdrawn may be re-banked to a maximum of eighty (80) hours at the earned rate of pay. Any additional overtime worked will be paid out

at the applicable overtime rate.

Banked overtime hours accumulated prior to December 31 must be:

- used prior to December 31 ;or,
- be paid out.

Use of banked overtime shall be scheduled as mutually agreed between Transit Management and the Employee. Should a dispute arise, the Transit & Fleet Manager shall have the final say.

Employees may request The City in writing to pay out any portion of their banked overtime hours.

Overtime worked during a declared disaster cannot be banked and shall be paid out.

- 48.04 At each sign-up a full-time employee will be required to identify their desire to work OT for that sign-up period. The Employer will then assign overtime through a rotational list based on seniority when overtime is required through the sign-up period. Any full-time employee who makes themselves unavailable shall move to the bottom of the rotation. In the event that the volunteer overtime list is exhausted for that day, then overtime will be offered to part-time employees on a rotating seniority basis. In the event there are not enough volunteers, overtime shall be assigned by reverse seniority. The overtime rotational list will be provided to the **Union** weekly.
- 48.05 If an Employee works into overtime, they will remain in overtime until they have eight (8) hours off duty.

ARTICLE 49.0 SHIFT DIFFERENTIALS AND PREMIUMS

- 49.01 A differential of \$1.50 per hour will be applied to all regular hours worked after 6 p.m. and before 6 a.m. and on all hours worked on Saturdays.
- 49.02 All hours performed on Sundays shall be paid at a rate equal to 1.25 times the applicable rate.
- Spread Pay
- 49.03 Any Operator with spread time over nine (9) hours shall be compensated with spread pay of forty-five cents (\$.45) per hour for those hours in excess of nine (9) hours.
- 49.04 An Operator who works a shift which extends the length of their workday beyond twelve (12) hours shall be paid the applicable overtime rate for all work which is performed after the twelve (12) hour spread.

Training Pay

- 49.05 When assigned by Management, Employees assessing, and training employees will be paid 106% of their applicable hourly rate.

Senior Assignment Pay

- 49.06 Employees performing senior assignment roles will be paid in accordance with the rates of pay as outlined on the Hourly Rates of Pay Schedule.
- 49.07 Senior Assignment premiums will not be subject to the limitation of premiums as outlines in Article 49.08.

Stacking Premiums

- 49.08 In instances where more than one (1) premium is provided for work performed an employee shall only be paid one (1) premium (where the premiums are equal) or the greatest of the premiums (where the premiums are not equal). A premium shall not be compounded by the application of another premium in determining the rate of pay to be paid to an employee.

ARTICLE 50.0 MEETINGS

- 50.01 Work Expectations and Review – Such meetings will be scheduled immediately before or after the Employee’s shift, or as near to there as possible. Employees shall be paid the regular rate of pay for the first one-half (1/2) hour or portion thereof and increments of point one (.1) hour thereafter.
- 50.02 General, Planning, Communication, or Information Sharing Meetings –Employees shall be paid the regular rate of pay for the first one (1) hour or portion thereof and increments of point one (.1) hour thereafter.
- 50.03 Safety Meetings –Employees shall be paid the regular rate of pay for the first one (1) hour or portion thereof and increments of point one (.1) hour thereafter.
- 50.04 Committee Meetings – Participation and attendance on general committees is voluntary. The employee shall suffer no loss of regular pay as a result of their participation.

ARTICLE 51.0 STANDBY PAY

- 51.01 When Supervisory staff are required to remain on standby (i.e., carrying a cellular phone, ready to be called in) they shall be paid two dollars per hour (\$2/hr) for the hours they are scheduled to be on standby.

ARTICLE 52.0 APPLICATION OF THE PAY SCALE

- 52.01 A newly hired employee, shall be paid the probationary rate of 90% or step 1 for the prescribed probationary period and the maximum rate (100%) or step 2 upon satisfactory completion of the probationary period.
- 52.02 When an existing employee is promoted or transferred to a different classification, they shall be paid the trial rate of step 1 of the rate of pay for the classification for the prescribed trial period and the employee will move to step 2 of the rate of pay for the classification (100%) upon satisfactory completion of the trial period.

ARTICLE 53.0 PAY DAYS

53.01 All Employees shall have their pay directly deposited to an account of the Employee's choice in a bank or other financial institution every second Friday. It is understood that pay will be for all time indicated up to the previous Saturday. An employee's pay will be deposited no later than 12:01 p.m. on the Friday. The City will provide a minimum of one hour notice if there is a problem with the deposit so that the employee can make special arrangements. At The City's discretion cheques may be issued to employees.

ARTICLE 54.0 CHARTERS

54.01 Spare Board Operators will be assigned to charters as part of and within their guaranteed hours of work. Permanent Part Time Action Bus Operators will be assigned charters in order of seniority, and as equally as possible.

54.02 When the hours worked by the Spare Board Operator are such that an available charter will extend the Operator's hours into overtime, the charter will be assigned to the next available Operator whose hours would not require overtime on a charter.

54.03 When all available Operators' hours are such that a charter would require overtime, the charter will be assigned to the Operator with the least hours on that day; for Action Bus Operators the charter will be assigned to the Operator with the least number of hours that day, week, or the two-week period.

54.04 Operators on charters will receive full pay for driving hours and standby when the driver and bus are required to wait at a specified location. Operators will receive their normal rate of pay for waiting time on charters when the charter does not exceed twenty-four (24) hours.

54.05 On charters which do not return to the starting point within twenty-four (24) hours, actual time on duty shall be allowed on the first (1st) day. On each succeeding day, except the last day, they shall be paid either a minimum of eight (8) hours' pay or actual hours worked, whichever is greater. The last day actual driving time will be paid if the trip is completed before 2:00 p.m. or a minimum of eight (8) hours if completed after 2:00 p.m.

54.06 On overnight charters accommodation and necessary expenses will be paid.

ARTICLE 55.0 TRAVEL/REPORT TIME

55.01 Where the point of termination of a run is different from the point of commencement of the run, and any makeup time included in the run is insufficient to cover actual time spent on a coach returning to the commencement point, the excess shall be paid as travel time.

55.02 When an Operator is required to report for duty prior to the start of the run, in order to prepare their vehicle for active service, fifteen (15) minutes shall be paid as report time.

55.03 All travel/report time shall be paid at regular hourly rates as it is not considered working

- time. This article does not apply to overtime callouts, or any overtime distributed through the overtime process.
- 55.04 The City of Red Deer Transit Department will provide 10 minutes from the start of an Action Bus Operator's shift to the start of their trip schedule, and **15** minutes after the end of the Action Bus Operator's trip schedule and before the end of their shift to allow the Action Bus Operator to complete the following tasks:
- i. Pre-trip preparation including vehicle and equipment inspection and review of trip schedule.
 - ii. Post-trip fuelling, fluid checks, returning to the garage, securing the vehicle and finalizing the daily deposit.
- 55.05 Where the point of termination of a run is different from the point of commencement of the run, and an Operator is required to wait at the end of their shift to be returned to the commencement point of the shift, they shall be paid for up to ten (10) minutes as wait time.

ARTICLE 56.0 CONTINUED WORK WITHOUT A BREAK AND SPLIT SHIFT INCONVENIENCE ALLOWANCE

- 56.01 All permanent full-time and part-time Bus Operators shall receive, because of continued work without a break, an amount equivalent to forty-five (45) hours straight time wages computed at the applicable rates.
- 56.02 The amount is *prorated according to the Operator's actual hours at work (including vacation time taken) in a calendar year, based upon 2080 hours (excluding overtime hours) according to the following formula:
- $$\frac{\text{*Actual hours worked} \times 45}{2080}$$
- 56.03 Actual hours at work will not include hours on EDSP/Sick Plan, Worker's Compensation, leave of absence, union leave or suspensions without pay.
- 56.04 This payment shall be paid on the first pay date in December.

ARTICLE 57.0 ACTION BUS REST PERIODS

- 57.01 The parties acknowledge that trip cancellations, same day bookings or alterations can require some same day flexibility in order to match the trips to the Action Bus Operator scheduled breaks. Action Bus Operator rest periods depend on their scheduled hours of work for the day.
- 57.02 Rest periods may be altered after the start of the shift by:
- i. Delaying the start of the rest period by up to 20 minutes after the designated start of the rest period, without changing the end time of the rest period, and

paying for the encroachment into the rest period at overtime rates, or

- ii. Delaying the start of the rest period by up to 20 minutes and extending the time for the rest period to end by the same amount, without overtime consequence.
- iii. Option (ii) may only be used where the revised trip schedule for the balance of the day can be completed between the revised break end time and the driver's scheduled finish time.

57.03 Where it is necessary to deliver effective and efficient customer service, an operator may be asked to end their break early by up to 20 minutes to pick up a customer. If this occurs, then the operator will be paid overtime rates for that encroachment.

57.04 The Employer will allow sufficient travel time from the last customer drop off location prior to the Action Bus Operators' break to the next customer pick up location at the end of the break period.

ARTICLE 58.0 TEMPORARY AND CASUAL EMPLOYEES

58.01 Except as modified by this Article, all provisions of this Collective Agreement shall apply to Temporary and Casual Employees.

58.02 The following Articles shall not apply to Temporary and Casual Employees:

Article 5.0	Joint/Labour Management Meetings
Article 16.0	Regular Signed-Up Operators
Article 17.0	Spare Board Operators
Article 18.0	Part-time Operators
Article 19.0	Conventional Bus Sign-Ups
Article 24.0	Fail to Report – Work Scheduling Status
Article 25.0	Annual Vacations
Article 26.0	Holidays
Article 27.0	Sick Leave
Article 28.0	Occupational Sickness and Accident
Article 29.0	Leaves of Absence
Article 30.0	Contributions
Article 31.0	Pension
Article 32.0	Retirement Allowance
Article 33.0	Life Insurance
Article 34.0	Supplementary Medical
Article 35.0	Dental Insurance

Article 36.0	Benefit Cost Sharing
Article 37.0	Uniform and Property Issue
Article 56.0	Continued Work Without a Break & Split Shift Inconvenience Allowance

58.03 A Temporary or Casual Employee shall not have the right to grieve the discontinuation of their employment when no longer required in that position or on the completion of the Temporary Position.

58.04 If a casual employee refuses work three (3) times within ninety (90) days, they are deemed to have abandoned their position with The City of Red Deer.

Vacation

58.05 Temporary and casual employees shall be entitled to:

- i. Four (4) percent of base earnings for Employees with less than five (5) years of service
- ii. Six (6) percent of base earnings for Employees with five (5) or more years of services

Holidays

58.06 Article 24.01 shall apply and when applicable pay for holidays shall be calculated on the basis of their normal hourly rate times the number of regular hours worked over the previous two (2) pay periods divided by twenty (20).

58.07 If an Employee works on a statutory holiday they shall be entitled to double (2x) time for each hour worked in addition to the pay noted above.

Sick Absence Notification

58.08 The provisions of Articles 24.05 and 24.06 apply.

Uniform Issue

58.09 The Employer will issue appropriate uniform items to Temporary and Casual Employees in order to maintain a consistent and business-like appearance. Articles 37.02, 37.03 and 37.04 shall apply to any uniform items issued by the Employer.

COLLECTIVE AGREEMENT SIGNING PAGE

SIGNED THIS 10 DAY OF June 2026, in the city of Red Deer, Alberta.

Acting [Redacted Signature] CITY CLERK
CITY OF RED DEER

[Redacted Signature] AMALGAMATED TRANSIT UNION, LOCAL 569



Schedule A: Hourly Rates of Pay

Effective: January 1, 2026, through December 31, 2026

January 1, 2026 - 3.00%

Job Code	Job Classification	Step 1 Rate	Step 2 Rate
TRDSP	Senior Transit Dispatcher	\$42.16 120% Bus Operator	
DISPT	Transit Dispatcher	\$36.36 90% Probationary Rate	\$40.40 115% Bus Operator
INSPT	Acting Operations Supervisor	\$40.40 115% Bus Operator	
BSOP	Bus Operator	\$31.62 90% Probationary Rate	\$35.13 6 mos
ABDS	Action Bus Dispatcher	\$36.36 90% Probationary Rate	\$40.40 115% Action Bus Operator
ABSO	Action Bus Operator	\$31.62 90% Probationary Rate	\$35.13 6 mos
TRBS	Transit Service Bay Supervisor	\$31.42 90% Probationary Rate	\$34.91 115% Transit Service Person
BSCL	Transit Service Person	\$27.32 90% Probationary Rate	\$30.36 6 mos

Effective: January 1, 2027, through December 31, 2027
January 1, 2027 - 3.25%

Job Code	Job Classification	Step 1 Rate	Step 2 Rate
TRDSP	Senior Transit Dispatcher	\$43.52 120% Bus Operator	
DISPT	Transit Dispatcher	\$37.54 90% Probationary Rate	\$41.71 115% Bus Operator
INSPT	Acting Operations Supervisor	\$41.71 115% Bus Operator	
BSOP	Bus Operator	\$32.64 90% Probationary Rate	\$36.27 6 mos
ABDS	Action Bus Dispatcher	\$37.54 90% Probationary Rate	\$41.71 115% Action Bus Operator
ABSO	Action Bus Operator	\$32.64 90% Probationary Rate	\$36.27 6 mos
TRBS	Transit Service Bay Supervisor	\$32.45 90% Probationary Rate	\$36.05 115% Transit Service Person
BSCL	Transit Service Person	\$28.22 90% Probationary Rate	\$31.35 6 mos

Effective: January 1, 2028, through December 31, 2028
 January 1, 2028 - 3.25%

Job Code	Job Classification	Step 1 Rate	Step 2 Rate
TRDSP	Senior Transit Dispatcher	\$44.94 120% Bus Operator	
DISPT	Transit Dispatcher	\$38.76 90% Probationary Rate	\$43.07 115% Bus Operator
INSPT	Acting Operations Supervisor	\$43.07 115% Bus Operator	
BSOP	Bus Operator	\$33.71 90% Probationary Rate	\$37.45 6 mos
ABDS	Action Bus Dispatcher	\$38.76 90% Probationary Rate	\$43.07 115% Action Bus Operator
ABSO	Action Bus Operator	\$33.71 90% Probationary Rate	\$37.45 6 mos
TRBS	Transit Service Bay Supervisor	\$33.50 90% Probationary Rate	\$37.23 115% Transit Service Person
BSCL	Transit Service Person	\$29.13 90% Probationary Rate	\$32.37 6 mos

Effective: January 1, 2029, through December 31, 2029
 January 1, 2029 - 3.00%

Job Code	Job Classification	Step 1 Rate	Step 2 Rate
TRDSP	Senior Transit Dispatcher	\$46.28 120% Bus Operator	
DISPT	Transit Dispatcher	\$39.92 90% Probationary Rate	\$44.36 115% Bus Operator
INSPT	Acting Operations Supervisor	\$44.36 115% Bus Operator	
BSOP	Bus Operator	\$34.71 90% Probationary Rate	\$38.57 6 mos
ABDS	Action Bus Dispatcher	\$39.92 90% Probationary Rate	\$44.36 115% Action Bus Operator
ABSO	Action Bus Operator	\$34.71 90% Probationary Rate	\$38.57 6 mos
TRBS	Transit Service Bay Supervisor	\$34.51 90% Probationary Rate	\$38.34 115% Transit Service Person
BSCL	Transit Service Person	\$30.01 90% Probationary Rate	\$33.34 6 mos


LETTERS OF UNDERSTANDING

**LETTER OF UNDERSTANDING #1
between
The City of Red Deer
and
Local 569 ATU
regarding**


HOURS OF WORK

The City of Red Deer and ATU agree to enter into discussions regarding alternate work arrangements such as Compressed Work Weeks and flex days. These discussions to include potential agreements around extensions to regular workdays and related articles of the Collective Agreement.

The City shall endeavour to provide consecutive days off when scheduling shifts for permanent full-time Conventional Bus Operators at The City's sole discretion.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #2
between
The City of Red Deer
and
Local 569 ATU
regarding

ELECTRONIC TECHNOLOGY AND VIDEO

The City of Red Deer believes that the installation of onboard video is a critical measure in improving the safety of employees, customers, and protection of City property. The City of Red Deer agrees prior to the use of video it will seek input from the Union concerning the implementation and use of electronic technology for:

- i) Safety and security
- ii) Theft prevention
- iii) Data collection to meet or improve operations
- iv) Performance management and discipline
- v) Or as deemed to be necessary by law.

The City will discuss with the Union the communication strategies to inform employees about the technology and its use.

Either party may cancel the LOU by providing 30 days written notice. The parties may review the renewal of the program from year to year.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #3
between
The City of Red Deer
and
Local 569 ATU
regarding

HEALTH CARE INSURANCE

If the Province legislates a return of health care premiums, the parties agree to enter into discussions concerning the premiums and/or CBA language regarding same.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #4
between
The City of Red Deer
and
Local 569 ATU
regarding

COLLECTIVE AGREEMENT LANGUAGE REVIEW FOR ACTION BUS OPERATIONS

Work has been ongoing in the past rounds of negotiations to identify the unique Action Bus articles in the Collective Agreement. The City and ATU agree to collaborate through Labour Management to identify the existing articles that are applicable to Action Bus that support the specific needs of Action Bus operations.

The purpose of these collaborative meetings would be to determine the most effective way to identify and best support the Action Bus Operations within the Collective Agreement. The work completed at Labour Management would be discussed during the next round of Collective Bargaining.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #5
between
The City of Red Deer
and
Local 569 ATU
regarding

VACATION GRANDFATHERING

The parties agree that all existing employees with more than 24 years of continuous service as of April 28, 2014, shall be grandfathered and provided vacation entitlement as follows:

Six (6) weeks plus one (1) day for each second (2nd) year after twenty-four (24) years of continuous service. For example, after twenty-eight (28) years of continuous service; vacation entitlement would be six (6) weeks plus two (2) days.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #6

Between

The City of Red Deer
("The City")

and

Amalgamated Transit Union Local 569
("The Union")


Re: Article 11.02 – Temporary Change to Language

The City of Red Deer and ATU Local 569 agree without prejudice or precedent to temporarily alter the language under Article 11.02, as follows:


Article 11.02:

- Promotions and Employee changes within the same classifications covered by this agreement shall be made from the permanent Employees. Applications for promotion or employee change will be reviewed in seniority order.
- Upon receipt of an application for promotion or employee change, the Transit Superintendent or their designate will complete a review of the applicant's employment history with the City, including documented suspensions and documented culpable attendance issues that are less than the timelines provided for in Article 9.06 and may consider them for the promotion and employee change.
- Employees who are unsuccessful in their application for promotion or employee change may appeal to the Transit & Fleet Manager. The Transit & Fleet Manager's decision to consider the applicant shall be final.

Either party may cancel the LOU by providing 30 days written notice. The parties may review the renewal of the program from year to year.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #7
between
The City of Red Deer
and
Local 569 ATU
regarding

TRANSIT EFFICIENCIES COMMITMENT TO DIALOGUE

The City of Red Deer, through the introduction of new systems, will gather statistical data in an effort to review and assess its needs from a shift scheduling and runs perspective, endeavouring to see how that will affect Transit Operations, taking into consideration the full time and part time employee schedules. The City agrees to communicate and seek input from the union bi-monthly on how to achieve these efficiencies in an effort to sustain good Labour/Management Relations.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING #8
between
The City of Red Deer
and
Local 569 ATU
regarding

CROSS TRAINING OPPORTUNITIES FOR PART TIME ACTION BUS OPERATORS

In an innovative way to fulfil operational staffing needs in our Service Bay, The ATU Local 569 and The City of Red Deer agree to provide a diverse experience and a cross training opportunity for Part time Action Bus Operators.

1. An opportunity for Part Time Action Bus Operators to be cross trained as Transit Service Person may be created and will be treated as an assignment of work.
2. These opportunities will be made available as an expression of interest among the qualified Part Time Action Bus Operators on an as needed basis.
3. By accepting an assignment of work to the Service Bay, the Part Time Action Bus Operators accept the rate of pay of the Transit Service Person for all hours worked in that position.
4. Part Time Action Bus Operators will accrue seniority in the Transit Service Person classification when accepting the assignment but will be required to be available to work all shifts, days, or evenings, including weekends and holidays as scheduled.

Either party may cancel the LOU by providing 30 days written notice. The parties may review the renewal of the program from year to year.



For The City of Red Deer



For Local 569 ATU

LETTER OF UNDERSTANDING # 9
between
The City of Red Deer
and
Local 569 ATU
regarding

ALTERNATE WORK SCHEDULES

The City of Red Deer and ATU agree to the following amendment to Article 48.03:

48.03 Employees will have the option to bank overtime hours up to eighty (80) hours at the earned rate of pay. Any hours withdrawn may be re-banked to a maximum of eighty (80) hours at the earned rate of pay. Any additional overtime worked will be paid out at the applicable overtime rate.

~~Banked overtime hours accumulated prior to December 31 must be:~~

- ~~• used prior to December 31 ;or,~~
- ~~• be paid out.~~

Operators must book all banked OT, for use before December 1, for use before December 31. Any time that has not been booked by December 1, will be paid out in the last pay in December.

Use of banked overtime shall be scheduled as mutually agreed between Transit Management and the Employee. Should a dispute arise, the Transit & Fleet Manager shall have the final say.

Employees may request The City in writing to pay out any portion of their banked overtime hours.

Overtime worked during a declared disaster cannot be banked and shall be paid out.



For The City of Red Deer



For Local 569 ATU