

COLLECTIVE AGREEMENT

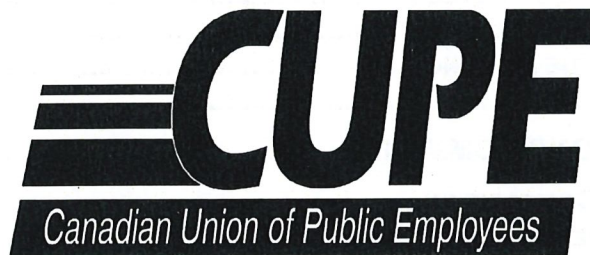
BETWEEN

BLACK MOUNTAIN IRRIGATION DISTRICT



AND

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 338**



January 1, 2026 – December 31, 2028

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AGREEMENT BETWEEN:

THE BLACK MOUNTAIN IRRIGATION DISTRICT,
(Hereinafter called the "Employer")

AND:

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 338,
Chartered by the Canadian Union of Public Employees and affiliated with the Canadian Labour Congress
(Hereinafter called the "Union")

ARTICLE 1 PREAMBLE

1.01 Preamble

WHEREAS; The District is an employer within the meaning of the Labour Relations Code;

AND WHEREAS; The Union is the certified negotiating authority for all bargaining unit employees of the District.

AND WHEREAS; It is desired by both parties to this Agreement:

- a) To confront Indigenous-specific racism in our work and uphold the principles of the United Nations Declaration for the Rights of Indigenous Peoples - UNDRIP, and the Declaration on the Rights of Indigenous Peoples Act- DRIPA towards cultural safety and humility. We will be actively anti-racist and endeavour to weave Indigenous ways of knowing and being into our practices, culture, values, and norms.
- b) To maintain a secure, safe and reliable supply of water to all ratepayers of the District and keep this objective as paramount in the operations and conduct of staff and management;
- c) To promote and encourage harmonious relations of employment between the District and the Union;
- d) To recognize the mutual value of joint discussions in matters pertaining to working conditions, duties and responsibilities, scale of wages, safety, and other related matters;
- e) To encourage efficiency in the operation of the District and the services it provides to the community;
- f) To promote the morale, well-being, and security of all employees of the District;
- g) To secure prompt and ethical settlement of disputes with the use of this Agreement.

1.02 Purpose of Agreement

The purpose of this Agreement is to establish the terms and conditions of employment, to facilitate effective operations and harmonious relationships between the Parties and the community the District serves.

ARTICLE 2 MANAGEMENT RIGHTS

2.01 Rights of the Employer

Subject to the grievance procedure, the Union recognizes the management, supervision, control and the direction of the working force remain the exclusive function of management. The Union further recognizes and agrees that the District retains all the customary rights,

responsibilities, functions, and prerogatives of management except as otherwise provided in this Agreement.

The District's rules, regulations, employment policies and amendments thereto, shall be communicated in writing to the Union.

ARTICLE 3 UNION RECOGNITION

3.01 Bargaining Agency

The District, or anyone authorized to act on its behalf, approves and recognises the Union, as the sole bargaining agency for all of its employees, except those excluded by the *Labour Relations Code* and hereby consents and agrees to negotiate with the Union or any authorized committee thereof, in any and all matters affecting the relationship between the Parties to this Agreement, looking towards a peaceful and amicable settlement of any differences that may arise between them.

3.02 Work of the Bargaining Unit

Persons whose regular jobs are not in the bargaining unit, shall not perform work which is designated to bargaining unit employees, in keeping with the terms of this agreement, and/or except for the purposes of instruction, in emergencies or during absences when regular employees are not available.

3.03 No Other Agreements

No employee shall be required or permitted to make any written or verbal agreement which may conflict with the terms of this Agreement.

3.04 Correspondence

All correspondence between the parties, arising out of this Agreement or incidents thereto, shall pass to and from the District and the Secretary of the Union and a copy shall be sent to the Local 338 Unit Representative. The Union shall be responsible for providing up to date contact information.

ARTICLE 4 CONTINUATION OF ACQUIRED RIGHTS

4.01 Applicable Laws

All provisions of this Agreement are subject to applicable laws now and hereafter. If any law now existing or hereafter enacted, and/or proclamation, and/or regulations shall invalidate any portion of this Agreement the entire Agreement shall not be invalidated and the existing rights, privileges and obligations of the employees shall remain in existence.

4.02 Amalgamations, Regionalization and Merger Protection

In the event of an amalgamation, annexation or merger the Parties will attempt to negotiate provisions with the new organisation that:

- a) Employees shall be credited with all seniority rights with the new employer.
- b) All service credits relating to vacation with pay standby, banked time and sick leave credits shall be recognized by the new employer.
- c) Overall conditions of employment, wage rates and other benefits of the new employer shall be equal to or exceed the overall provisions in effect with the current Employer.
- d) No employee shall suffer a loss of employment or hours as a result of merger.
- e) Preference in location of employment in the merged service shall be on the basis of seniority.

ARTICLE 5 NO DISCRIMINATION OR VIOLENCE

5.01 No Discrimination

The District, its servants and agents agree that there shall be no discrimination, interference, restriction or coercions exercised or practiced with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoffs, discipline or otherwise by reason of age, race, creed, colour, sex or sexual orientation, national origin, political or religious affiliation, marital status nor by reason of his/her activities with a labour union. The *Human Rights Code* will apply.

5.02 No Harassment

All personnel have the right to work without harassment. All employees are advised of the District's *Workplace Bullying and Harassment Policy*. Complaints from bargaining unit employees alleging harassment from supervisors or other employees shall be dealt with through the policy or grievance procedure.

5.03 No Violence

All personnel have the right to work without violence or threats of violence. Any complaints, misconduct or occurrences will be dealt with in accordance with the District's policy.

ARTICLE 6 UNION SECURITY

6.01 Union Members

All bargaining unit employees, as a condition of continuing employment, shall become and remain members in good standing of the Union, according to the Constitution and By-laws of the Union. The Union shall be the sole judge of good standing of its members. All future employees shall, as a condition of continued employment, become members in good standing in the Union not later than after one (1) month of continuous employment with the District.

6.02 Union Dues

The District agrees to deduct from the employees, monthly dues or assessments levied in accordance with the Union by-laws.

6.03 Deductions

Deductions shall be made from each payroll period and shall be forwarded to the Treasurer of the Union not later than the fifteenth (15th) day of the following month in respect of which deductions have been made, accompanied by a list of all employees from whom deductions have been made and their amounts.

ARTICLE 7 LABOUR-MANAGEMENT COMMITTEE

7.01 Establishment of Committee

A Committee shall be established consisting of two (2) representatives of the Union (including the Local 338 Unit Representative) and two (2) representatives of the District. When possible, the union representatives will include one representative from the inside workers and one representative from the outside workers. The Committee shall enjoy the support of both Parties in the interests of improved service to the public, and job security for employees.

7.02 Function of Committee

The Committee shall concern itself with the following general matters:

- a) Considering constructive criticisms of all activities so that better relations shall exist between the District and the Union.
- b) Improving and extending services to the public.
- c) Promoting safety and sanitary practices.
- d) Reviewing suggestions from employees, questions of working conditions and service (but not grievances concerned with service).
- e) Correcting conditions causing grievances and/or misunderstandings.

7.03 Meetings of Committee

The Committee shall meet at least once every three (3) months, or at the call of either of the Parties, at a mutually agreeable time and place. Its members shall receive a notice and agenda of the meeting at least forty-eight (48) hours in advance of the meeting. Any representative of the Union on this Committee, who is in the employ of the District, shall have the privilege of attending meetings of the Committee held within working hours without loss of remuneration provided the department head has prior notice. All costs will be covered by the District.

7.04 Chairperson of the Meeting

A District and a Union representative shall be designated as joint chairpersons and shall alternate in presiding over meetings.

7.05 Minutes of the Meeting

Minutes of each meeting of the Committee shall be prepared and signed by the joint chairpersons as promptly as possible after the close of the meeting. The Union and the District shall each receive signed copies of the minutes within five (5) working days following the meeting.

7.06 Representatives

Each party to this Agreement shall have the right to have the assistance of a representative when dealing or negotiating with the other party.

ARTICLE 8 NEGOTIATIONS COMMITTEE

8.01 Committee Composition

Negotiating Committee: The negotiating committee shall be appointed by the Union and include two (2) outside crew members and one (1) inside office staff member. The District shall appoint no less than one (1) Trustee. The Administrator may also sit in the meetings to participate in the proceedings as a member of the District's committee.

8.02 Notice of Meeting

Should either the District or Union desire to call a meeting of the Negotiating Committee, such meeting will be arranged within fourteen (14) days after notice to bargain has been issued in accordance with Article 28.

8.03 Employee Reimbursement

Employee representatives shall be reimbursed for their time spent at their regular rate of pay. Any amounts reimbursed or paid to an employee by the District, for time spent in their capacity as a representative of the negotiating committee, will in turn be reimbursed to the District, by the Union, within thirty (30) days of being presented an invoice.

8.04 Printing of the Agreement

The cost of printing the Collective Agreement in booklet form shall be shared equally between the parties.

ARTICLE 9 GRIEVANCE PROCEDURE

9.01 Grievance Procedure

If a difference arises between the Parties relating to the dismissal, discipline or suspension of an employee, or to the interpretation, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitral, during the term of the Collective Agreement, there shall be no stoppage of work and the dispute shall be finally and conclusively settled as follows:

- a) Step One: The Union and the affected employee shall first (1st) try to settle the dispute with the immediate Supervisor.
- b) Step Two: If no settlement is effected under Clause (a) above, the matter shall, within fifteen (15) days from being made aware of the happenings giving rise to the grievance, be reduced to writing and presented in a meeting to the District Administrator.
- c) Step Three: Failing a settlement at Step Two, the Union may make a presentation to the Board's designated labour committee (minimum of two (2) Trustees) within thirty (30) days of the response to Step Two. The District shall provide a reply to the Union within thirty (30) days of the presentation.
- d) Step Four: Where no settlement is effected within thirty (30) days of meeting under Clause (b) it may be submitted to arbitration in accordance with Article 10 hereof.

ARTICLE 10 ARBITRATION

10.01 Single Arbitrator

The Parties agree that a Single Arbitrator shall be used. The District and the Union shall make every effort to agree on the selection of an Arbitrator within ten (10) working days after the Party requesting Arbitration has delivered written notice to the other Party.

10.02 Appoint an Arbitrator

In the event that the Parties fail to agree on the choice of an Arbitrator, they shall forthwith request the Director of the Collective Agreement Arbitration Bureau to appoint an Arbitrator.

10.03 Timeline

The Arbitrator will be encouraged to render a decision within fifteen (15) working days from the date of the conclusion of the hearing.

10.04 Decision of the Arbitrator

The decision of the Arbitrator shall be final and binding on the District, the Union and any Employee affected by it.

10.05 Costs of the Arbitrator

Each Party shall bear one-half (½) of the cost and expenses of the Arbitrator.

10.06 Labour Relations Code

Section 104 of the Labour Relations Code shall apply.

10.07 Alternate Dispute Resolution

Grievances may, by mutual agreement, be submitted to an alternate dispute resolution process, including expedited arbitration or mediation. Such decisions shall be of no

precedential value unless agreed to by the parties. Costs of the process shall be shared equally between the parties.

ARTICLE 11 DISCHARGE, SUSPENSION AND DISCIPLINE

11.01 Just Cause for Discipline and Dismissal

No employee shall receive a written or oral reprimand or warning, be suspended, demoted, dismissed or disciplined, except for just and reasonable cause.

11.02 Burden of Proof

In cases of dismissal or discipline, the burden of proof of just and reasonable cause shall rest with the District.

11.03 Right to Have Steward Present

An employee shall have the right to have a Union Representative present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall notify the employee in advance of the purpose of the interview in order that the employee may contact his Union Representative to be present at the interview.

11.04 Access to Personnel File

An employee shall have the right to have access to and review their personnel file, in the presence of the Manager or designate, outside working hours, and to respond in writing to any document contained therein. Such reply shall become part of the employee's record.

ARTICLE 12 DEFINITIONS

12.01 Regular Full Time Employee

An employee who has successfully completed the probationary period and is employed for regular full time work.

12.02 Regular Part Time Employee (Working 20 hours or more)

An employee who has successfully completed the probationary period and actively works the minimum hours required per week in order to qualify for benefits coverage in accordance with the benefit carrier's provisions (usually 20 or 24 hours per week minimum) on a permanent part time (less than full time hours) basis.

Statutory holidays and Sick Pay accrual are to be pro-rated based on the number of hours worked in a regular day averaged over the preceding thirty (30) days. Other paid leaves, fringe benefits and premiums will apply. Part Time Employees shall accrue seniority on a pro-rated basis.

12.03 Regular Part Time Employee (working less than 20 hours per week)

An employee who has successfully completed the probationary period and actively works a regular set schedule less than 20 hours per week. Regular Part-Time employees working less than 20 hours per week will receive fourteen percent (14%) in lieu of all vacation, statutory holidays, other paid leaves, fringe benefits and premiums.

12.04 Casual Employee

A person who is employed on an irregular basis to fill vacancies due to the absence of employees through illness, accident, vacation, approved leave of absence, or temporary increases in operational demand. Casual employees will receive fourteen percent (14%) in

lieu of all vacation, statutory holidays, other paid leaves, fringe benefits and premiums. Casual employees do not accrue seniority.

12.05 Temporary Employee

A full time or part time employee who is hired for a defined and limited period, which may be shortened or extended by circumstances which could not be foreseen at the time of hiring. The terms shall not exceed six months, except in cases where the employee is covering a medical leave or any other protected leave as defined by the Employment Standards Act. Unless a temporary employee is already receiving benefits from the employer, they will receive fourteen percent (14%) in lieu of all vacation, statutory holidays, other paid leaves, fringe benefits and premiums. Temporary employees do not accrue seniority.

12.06 Seasonal Employee

A full time or part time employee who is hired to perform work that is seasonal in nature and tied to a specific time of year or recurring operational need. Seasonal employees are not employed on a continuous year-round basis and do not accrue seniority. Seasonal employees will receive fourteen percent (14%) in lieu of all vacation, statutory holidays, other paid leaves, fringe benefits and premiums.

12.07 Probationary Employee

Any employee who has not completed the six (6) month probationary period, or an extension of the probationary period as provided under this agreement

ARTICLE 13 SENIORITY

13.01 Definition

Seniority is length of service with the District and shall date from the original date of commencing work.

The District shall maintain a seniority list showing the commencement date of each employee's seniority. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards in April of each year.

Seniority shall operate on a bargaining unit-wide basis.

13.02 Full Time and Part Time Employees' Attainment of Seniority

Newly hired employees appointed to established positions shall be on probation for six (6) calendar months, from the date of commencing work. During the probationary period employees shall be entitled to all rights and privileges of this Agreement unless otherwise provided, except with respect to discharge. The standard of discharge for probationary employees shall be lack of general suitability for continued employment. If deemed appropriate, the District may seek to extend the probationary period by agreement with the Union. Notwithstanding these conditions, the District may deem the probationary period served at any time, however, the waiting period for benefit coverage, if applicable, must be served in compliance with the benefit carrier's eligibility provisions.

On completion of probation in the established position, seniority shall be effective from the original date of commencing work.

13.03 Seniority During Absence

If an employee is absent from work because of sickness, accident, layoff, or leave of absence approved by the District, the employee shall not lose seniority rights.

An employee shall lose seniority in the event that the employee:

- a) is discharged for just cause and is not reinstated;
- b) resigns;

- c) is on an unauthorized absence from work in excess of three (3) working days, unless it was not reasonably possible to notify the District;
- d) fails to return to work after a layoff within seven (7) calendar days, after being notified by registered mail or mutually agreed upon email address to do so, unless through sickness or other just cause. It shall be the responsibility of the employee to keep the District informed in writing of a current address;
- e) is laid off and not re-employed within twelve (12) months after layoff;
- f) has completed six (6) months of work in a position outside of the bargaining unit.

13.04

Transfers and Seniority Outside the Bargaining Unit

No employee shall be transferred to a position outside the bargaining unit without consent. If an employee is transferred to a position outside of the bargaining unit, the employee shall retain seniority acquired at the date of leaving the unit, but will not accumulate any further seniority. If within six (6) months such an employee returns to the bargaining unit, the employee shall be returned to their former position without loss of seniority or rate of pay, and any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position without loss of seniority or rate of pay.

13.05

New Regular Employee Receiving Medical Health Services

Any new Regular Full Time Employee or Regular Part Time Employee will be subjected to working through a six (6) month probationary period. Upon completion of the probationary period the employee and the employee's family shall be eligible for enrolment in the District's extended health, MSP and dental benefit program and other benefits as outlined in this agreement.

ARTICLE 14 PROMOTIONS AND STAFF CHANGES

14.01

Notice in Writing

Prior to filling any staff change or a promotion covered by the terms of this Agreement, the District shall notify the Union in writing, be emailed to each employee's mutually agreed-upon email and post notice of the position in all shops on all bulletin boards for a minimum of five (5) working days, in order that all members will know about the position and be able to make written application therefore. Such notice shall contain the following information: Nature of position, required qualifications, skill, knowledge, education and ability, shift and wage.

14.02

Seniority to Apply

In making staff changes, appointment shall be made to the senior applicant having the required qualifications, skill, knowledge, education and ability. The successful applicant shall be placed on a trial period of sixty (60) of the employee's working days. In the event the District finds the successful applicant proves unsuitable in the position during the aforementioned trial period, or the employee so chooses, they shall be returned to their former position without loss of seniority or rate of pay, and any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position without loss of seniority or rate of pay.

14.03

Increase in Duties and/or Responsibilities

When duties and/or responsibilities in any classification are increased or when any position not covered by Schedule "A" is established during the lifetime of this Agreement, the rate of pay shall be set by the District. If the parties disagree as to the classification and/or rate of the job in question, such dispute shall be submitted to the grievance procedure and if necessary, arbitration. The new rate so established shall become retroactive to the time the position was first (1st) filled by the employee.

14.04 Union Notification

The Union shall be notified within five (5) working days of any and all appointments, hiring, layoffs, rehiring and terminations of employment.

14.05 Promotions Requiring Higher Qualifications or Certifications

In case of promotions requiring higher qualifications or certifications, the District shall give consideration to employees who do not possess the required qualifications but are preparing for qualifications prior to filling the vacancy. Such employees may be given an opportunity to qualify within a period of sixty (60) calendar days or such longer period as may be mutually determined and to revert to their former position if the required qualifications are not met within such time.

14.06 Temporary Assignments

Notwithstanding the foregoing, the District can temporarily assign any employee to do any job for three (3) months or less by offering the temporary assignment to qualified employees in seniority order. Assignments shall be made to the senior employee having the required qualifications, skill, knowledge, education and ability. In the event no more-senior employee accepts the temporary assignment, the least-senior qualified employee will be assigned. In such a case where a temporary assignment is accepted or assigned, the employee shall be paid their regular rate of pay or the rate of the assigned position whichever is the greater. The duration of a temporary assignment can be extended to a maximum of six (6) months by mutual agreement between the District and the Union.

ARTICLE 15 LAYOFFS AND RECALL

15.01 Layoffs and Rehiring Procedure

Both parties recognize that job security should increase in proportion to length of service. Therefore, in the event of a layoff, employees shall be laid off in the reverse order to their seniority, provided that those employees retained are qualified to do the work.

15.02 Notice of Layoff

The District shall notify employees with seniority rights who are to be laid off, two (2) weeks before layoff is to be effective.

15.03 Recall

When a new position of a temporary or permanent nature is developed, the employees laid off shall be recalled in order of seniority provided that those employees retained are qualified to do the work. Recalled employees shall be paid the rate of their previous position or their current certification level, whichever is lesser.

ARTICLE 16 HOURS OF WORK

16.01 Normal Work Week for Outside Workers

The normal work week for outside workers shall consist of five (5) days, Monday to Friday inclusive. The work day shall consist of eight (8) consecutive hours starting at 7:00 a.m. and ending at 3:30 p.m.

16.02 Normal Work Week for Office Workers

The normal work week for office workers shall consist of five (5) days Monday to Friday inclusive. The work day shall consist of seven and one half (7½) hours starting at 8:00 a.m. and ending at 4:00 p.m.

16.03

Lunch Break

Lunch break will be for a period of one half (½) hour. Lunch break is considered employee time and not paid for by the Employer. Any non-work related travel time for the purposes of the lunch break is included within the one half (½) hour allotted for the lunch break.

16.04

Rest Periods

Employees shall be permitted a paid fifteen (15) minute rest period in the first (1st) half (½) of the work day and a second (2nd) such rest period in the second (2nd) half (½) of the work day. Any non-work related travel time for the purposes of the rest period is included within the fifteen (15) minutes allotted for the rest break.

ARTICLE 17

OVERTIME

17.01

Overtime Defined

All time worked beyond the normal scheduled work day and the normal scheduled work week, or on a holiday, at the request of the Management, shall be deemed as overtime.

17.02

Overtime - Normal Work Day

All work in excess of eight (8) hours per day for outside employees and seven and one-half (7½) hours per day for inside employees shall be paid for at time and one-half (150%) the regular hourly rate for the first (1st) two (2) hours of overtime, and double (200%) the regular hourly rate thereafter.

17.03

Overtime – Scheduled Day Off

All time worked on an employee’s scheduled day off shall be paid for at double (200%) the regular rate of pay.

17.04

Overtime - Holidays

Any employee who is required to work on a statutory holiday shall be paid at the rate of double (200%) the regular rate of pay for every hour worked in addition to the employee's regular holiday pay.

17.05

Call Out

An employee scheduled or called out to work outside normal scheduled working hours shall be paid at double (200%) the regular rate of pay; and shall be paid for a minimum of two (2) hours.

The two (2) hour minimum pay as it applies to that employee shall include all additional call outs occurring within the two (2) hour period from the commencement of the first (1st) call out. Additionally, call out wages will only be paid up to the start of a regular shift, at which point regular wages apply. There will be no payment of regular wages and Call Out wages for the same hours, (ie no double dipping).

Call out is defined as a situation or event where the employee is required to attend to a work duty or responsibility.

Call out does not include an employee who is in receipt of stand by pay and is required to monitor or review computer data and information, access SCADA, or communicate by telephone. In the event the stand by employee performs these duties in excess of the applicable stand by hours for a given day they can submit this additional time on their timesheets at a rate of one point five (1.5) times their regular rate of pay.

17.06

Provision for Night Time Call Outs

- a) If an employee gets called in to work for an emergency between the hours of 10:00 p.m. and 4:00 a.m. for a single or combined period equal to or greater than two (2) hours.

The employee will receive double (200%) time for all hours worked in this period; and the employee will receive eight (8) hours of grace from work starting at the end of the employee's last call out with regular wages commencing at normal shift hours (7:00 a.m.).

Example #1: Employee gets called in to work at 10:00 p.m. and works until 12:00 a.m. He or she, if required, will not return to work until 8:00 a.m.

Example #2: Employee gets called in to work at 2:00 a.m. and works until 4:00 a.m. He or she, if required, will not return to work until 12:00 p.m.

- b) In the event that operational requirements do not allow the employee to receive the eight (8) hour grace period, they shall be paid double (200%) time for all hours worked on that shift. It is agreed that no employee shall be required to work excessive consecutive hours.

17.07 Early Start Overtime

No employee shall be sent home during a normal scheduled work day to compensate for early start overtime. An employee required to work before the commencement of the employee's normal work day shall be paid overtime rates of double (200%) time for the period up to the commencement of the normal work day, providing the full normal work day is completed. Early departure is by mutual agreement.

17.08 Overtime Authorization

There shall be no overtime worked without prior Supervisor or Management authorization, notwithstanding those performing Stand by duties under Schedule "C". (See Schedule "C" – Standby Duties) In the absence of management, a supervisor may authorize overtime. Overtime must be justified on the basis of requirements, necessity, urgency and safety of the task required.

17.09 Employee's Election of Payment Method

An employee working overtime for which the employee is entitled by the terms of Articles 17.01 - 17.08 shall elect to be paid for such overtime in accordance with the following:

- a) Such overtime to be paid for at the appropriate overtime rate;
- b) The option to bank the overtime in an Overtime Bank to a maximum of one hundred twenty (120) hours to be taken as time off in lieu.

Election of method of payment shall be made by the employee at the time the overtime is reported:

- i) Forty (40) hours of the annual accrued banked time must be taken between the dates of November 1st and March 31st annually. Unless mutually agreed otherwise.
- ii) Any hours banked as a result of overtime or standby duties for the calendar year must be taken before March 31st the following year. Unless the District permits a carryover, authorized in writing by the District.
- iii) Any banked hours not taken by March 31st will be paid out at the current wage rate in effect at the time of the payout.

17.10 Overtime Allocation

Overtime shall be offered to outside staff in accordance with past practice, by seniority so long as the employee is qualified to perform the work, that is to qualified employees with consideration of the location and urgency of the work.

All outside employees will be included in the overtime call-out list unless they notify the employer that they wish to opt out, in which case they will be removed and not contacted for overtime. Employees who have opted out may request to be added back to the list during the

month of January each year. Overtime for office staff shall be according to seniority so long as the employee is qualified to perform the work.

ARTICLE 18 HOLIDAYS

18.01 Statutory Holidays

All Regular Full Time employees shall receive one (1) day's holiday with pay for the following Statutory Holidays:

New Year's Day	Labour Day
Family Day	Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
British Columbia Day	

And any day proclaimed by the Federal or Provincial Governments as a Statutory Holiday.

18.02 Rate of Pay

Statutory Holidays shall be paid at the employee's rate of pay.

18.03 Christmas / New Year's Shutdown

Should the Board of Directors approve a Christmas / New Year's shut-down, the Employer will work cooperatively with the Union to ensure the proposed closure meets the needs of both Parties. Employees will use vacation pay, banked time, earned-days off or be on leave without pay for non-statutory days. The Employer will notify employees of such pending shut-down by November 1st each year.

Notwithstanding this article the District may offer work during the Christmas shutdown period to employees who wish to work.

18.04 Statutory Holiday Falling on a Saturday

When a statutory holiday falls on a weekend, it will be observed on the same day designated by School District No. 23 unless otherwise agreed upon between the District and the Union.

18.05 Statutory Holidays for Employee Absent under 6 Months

Employees absent from work by reason of accident or illness not in excess of six (6) months shall receive pay for Statutory Holidays as designated herein. Employees absent by reason of unpaid leave of absence, discharge, or quit, shall not be entitled to Statutory Holiday Pay.

18.06 Discharged Employee

An employee who is discharged for just cause shall not be entitled to holiday pay.

18.07 Temporary Layoff

An employee who has been laid off temporarily and is returned to work prior to a Statutory Holiday, shall be entitled to the paid holiday.

ARTICLE 19 VACATIONS AND ENTITLEMENT

19.01 Definitions

a) Vacation Year – Definition of:

The term "vacation year" as used in this Agreement shall mean the twelve (12) month period following the employee's anniversary date as established under Article 13.

b) **Vacation Pay Rate**

Payment for vacation days taken shall be at the employee's rate of pay at the time the employee takes that vacation.

- c) Regular employees are entitled to use their annual vacation entitlement on their anniversary date as indicated below. Should an employee quit or be terminated for cause any vacation owed will be recovered from their final cheque.

19.02

Vacation Time

- a) New employees will receive one (1) day of vacation entitlement for each completed month of service to a maximum of ten (10) days or four percent (4%) of annual gross earnings, whichever is greater;
- b) All employees with one to seven (1 - 7) years of completed service shall be entitled to three (3) weeks, or fifteen (15) days of vacation with one hundred twelve and a half (112.5) (Thirty-Seven and one half (37.5) hour employees) or one hundred and twenty (120) hours (forty (40) hour employees) of pay, or six percent (6.0%) of annual gross earnings, whichever is greater.
- c) All employees with eight to twelve (8 - 12) years of completed service shall be entitled to four (4) weeks, or twenty (20) days of vacation with one hundred and fifty (150) (Thirty-Seven and one half (37.5) hour employees) or one hundred and sixty (160) hours of pay, or eight percent (8.0%) of annual gross earnings, whichever is greater.
- d) All employees with thirteen to seventeen (13 - 17) years of completed service shall be entitled to five (5) weeks, or twenty-five (25) days of vacation with one hundred and eight seven and one half (187.5) (Thirty-Seven and one half (37.5) hour employees) or two hundred (200) hours of pay, or ten percent (10.0%) of annual gross earnings, whichever is greater.
- e) All employees with eighteen (18) years or more of completed service will be entitled to six (6) weeks, or thirty (30) days of vacation two hundred and twenty five (225) (Thirty-Seven and one half (37.5) hour employees) or with two hundred and forty (240) hours of pay, or twelve percent (12.0%) of annual gross earnings, whichever is greater.
- f) Notwithstanding the above, regarding the payment of percentages based on annual gross earnings, no percentage addition will be applied to any type of vacation pay. Any accrual deficiency will be adjusted to ensure the employee's vacation entitlement is correct at the start of the vacation year.
- g) The parties agree that employees earn vacation as they work throughout the year. Employees may schedule vacation prior to earning it, however, banked overtime and banked standby hours must be taken first, prior to the employee overdrawing their vacation bank. If an employee has no banked time or has used all of their banked time hours, they shall be allowed to go into a negative position in their vacation accrual, up to a maximum of 80 hours.

19.03

Compensation for Holidays Falling Within Vacation Schedule

If a statutory holiday or declared holiday falls on and is observed during an employee's vacation period, he/she shall be granted an additional day's vacation for each such holiday in addition to his/her regular vacation time.

19.04

Employees on Layoffs

- a) Employees who have earned seniority and have been laid off shall be paid for annual vacations as per Article 19.02 at the time of layoff.

- b) Employees who have been laid off and have been subsequently re-employed shall accrue vacation seniority from previous employment.

19.05 Scheduling Vacations

Annual vacations shall be arranged mutually so as to cause a minimum of interruptions of service. For inside employees, seniority shall prevail in the event of a conflict of vacation selection. Outside staff vacations shall be scheduled on a first (1st) come first (1st) serve basis.

All vacation scheduling must be completed by March 31st for seniority rights to apply.

Unless otherwise agreed, the maximum number of Water Distribution employees who may be off at one time is four (4) and one (1) Water Treatment Plant employee at a time. Unless otherwise agreed one (1) office employee may be on vacation at a time.

Vacations shall be approved/denied by the District within five (5) working days.

19.06 Vacation Carry Over

All annual vacations must be taken by March 31st of the following year unless the District permits a carry over, authorized in writing by the District. If vacation is not taken, the equivalent wage will be paid out in the first (1st) pay period following March 31st.

Notwithstanding the foregoing, the District may allow an accumulation of vacation credits to an employee requesting such consideration in writing, showing good and sufficient cause. Such request is to be submitted to the supervisor and approved by the District. Such request shall not be unreasonably denied.

ARTICLE 20 SICK LEAVE AND ACCUMULATED SICK DAYS

20.01 Paid Sick Leave Accumulation

For all employees, paid sick leave shall be accumulated at the rate of one (1) day (based on the number of hours worked in a regular day) per month to a maximum of one hundred and twenty (120) days.

20.02 Sick Leave Pay to Start on the First (1st) Day of Absence

Employees are entitled to sick leave pay commencing on the first (1st) day of absence. The Employer may require an employee to produce a medical certificate to ascertain proof of illness after absence of three (3) days.

Should an employee demonstrate excessive or pattern absenteeism over a period of time the District may request a medical certificate ensuring the employee is under the care of a physician for a condition or conditions causing the absences.

20.03 Sick Days Deduction

Sick days claimed by the employee will be deducted from accumulated days. Sick leave accruals will not be allowed to be overdrawn. Leave without pay may be incurred if no sick leave accruals are remaining.

20.04 Care of Immediate Family Member

Employees shall be granted five (5) days per calendar year with pay from the employee's accumulated sick leave to care for an immediate family member who is sick or injured. Immediate family member is as defined in Article 21.04 (a).

20.05 Payout of Accumulated Sick Days

- a) Sick leave credits would not apply to employees discharged for just cause. For normal situations, sick leave credits will be available for payout to all employees that are

employed for a period longer than seven (7) years. Sick leave would be paid out on termination for the value of accumulated days as follows:

- i) After seven (7) years of service: a maximum of thirty (30) days.
 - ii) After fifteen (15) years of service: a maximum of sixty (60) days.
 - iii) After twenty (20) years of service: a maximum of ninety (90) days.
 - iv) After twenty-five (25) years of service: a maximum of one hundred twenty (120) days
- b) For the period of time between the five (5) year increments, the number of days paid out would be interpolated between the five (5) year increments for the number of years.
- i) Should an employee be laid off by the employer due to lack of work, they shall retain their accumulated sick leave days up to a period of one (1) year. After one (1) year, they will terminate for that employee. Days will not accumulate for an employee that is laid off.
 - ii) Should an employee die while still employed by the District, their beneficiary is entitled to the wage value of accumulated sick days given the number of years of service.
- c) Should an employee be terminated, they will be paid out based on the value of the accumulated sick days as per Article 20.05(a).

20.06 Medical Doctor or Dentist Appointment

Employees should schedule doctor and dentist appointments outside of working hours whenever possible. When appointments are approved during work hours an employee, who has an appointment with a medical doctor or dentist, shall be given two (2) hours to attend from their sick bank. The Employer reserves the right to request proof of appointment. It is the employee's responsibility to return to work as soon as possible after the appointment is fulfilled. Requests for time off for appointment shall not be unreasonably denied.

20.07 Blood Donation Appointment

To encourage support of the Canadian Blood Services program, the Employer will allow employees to schedule a maximum of two (2) hour appointment to donate blood without loss of regular-time pay or benefits. Proof of donation will be required.

20.08 Emergent Leave

Employees shall be granted up to two (2) regularly scheduled workdays per calendar year, taken as paid leave from their accumulated sick leave bank, to address unforeseen personal emergencies.

Emergencies are defined as unforeseen and unavoidable situations that require immediate attention, including, but not limited to:

- i) Transportation issues such as car trouble, road closures, or other travel disruptions
- ii) Weather-related events that prevent safe travel to work
- iii) Home emergencies such as burst water tanks, plumbing failures, heating outages, or urgent repairs
- iv) Personal crises requiring immediate resolution to prevent further harm or distress

Emergent leave may be taken in full days, half days, or hourly increments, as required. Employees must notify their direct supervisor or designate as soon as reasonably possible.

20.09 Sick Leave – Loss of a Pet

In the event of the loss of a pet, an employee shall be granted one regularly scheduled workday of leave, to be taken from the employee's accumulated sick leave. This leave is intended to allow the employee time to grieve and manage any related responsibilities.

ARTICLE 21 LEAVES OF ABSENCE

21.01 Union Leave

- a) The District agrees that where permission has been granted to representatives of the Union to leave their employment temporarily in order to handle a grievance or meet with the Employer they shall suffer no loss of pay for the time so spent.
- b) Union leaves shall be granted insofar as essential operational needs can be maintained. Notwithstanding article 21.01(a) Union leave shall be otherwise without pay. The Union shall reimburse the Employer the cost of the employees' wages plus an additional twenty-one (21%) percent for benefit costs.
- c) Such requests shall be in writing and whenever possible presented forty-eight (48) hours prior to such leave and shall not be unreasonably denied.

21.02 General Leave

The District may grant leave of absence without pay and without loss of seniority to any employee requesting such leave in writing. Such leave shall not be unreasonably denied.

Benefits will be available to the Employee at their expense, in accordance with the District's *Leave Policy*, if compliance with the insurance carrier's conditions for continued coverage are met.

21.03 Jury or Court Witness Leave

The District shall pay an employee who is required to serve as a juror or crown court witness his or her regular wage for those days lost. In return the employee shall remit to the Employer such payments as he or she may receive for such services. Employees shall return to work if dismissed by the court before twelve o'clock (12:00) noon.

21.04 Bereavement Leave

Regular employees shall be granted leave as follows:

- a) An employee shall be granted leave with pay, to a maximum of three (3) days, in the event of a death in the employee's family. Family shall include: spouse, child, step-child, parents, sibling, grandparents, grandchild, step-parent, foster child, foster parent, parent's sibling, siblings child, fiancée, child in-law, sibling in-law and parents-in-law or others as approved by the District.
The above leave will apply to an employee's miscarriage or an employee's partners miscarriage.
At the employee's option, this leave, in whole or in part, may be made available for a final visit to a terminally ill family member.
- b) A maximum of two (2) additional days leave without loss of pay or benefits will be granted in the event of the death of an employee's spouse (including common law spouse or fiancée), child (including step-child or foster child), parents (including step-parents or foster parents).
- c) Should an employee require additional time they may access their sick or overtime bank.

21.05 Pregnancy Leave

Pregnancy Leave will be in accordance with the provisions of the *Employment Standards Act of British Columbia*.

21.06 Parental Leave

Parental Leave will be in accordance with the provisions of the *Employment Standards Act of British Columbia*.

21.07 Family Responsibility Leave

Family Responsibility Leave will be in accordance with the provisions of the *Employment Standards Act of British Columbia*.

21.08 Compassionate Leave

An employee shall receive compassionate leave for reasonable and just cause to a maximum of three (3) days without pay, subject to the approval of the District.

These days may be used in circumstances involving serious personal or family matters and are not limited to end-of-life situations. Additional compassionate care leave will be provided as per the BC Employment Standards Act.

21.09 Domestic or Sexual Violence Leave

The employer recognizes that employees sometimes face situations of violence or abuse in their personal lives that may affect their attendance or performance at work. For that reason, the employer agrees that an employee who is the victim in an abusive or violent situation will not be subject to discipline if the absence or performance issue can be linked to the abusive or violent situation directly affecting them or their immediate family living in their household.

An employee who is the victim of domestic violence or abuse will be granted up to five (5) days of paid leave per year. This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day. Employees are also entitled to up to sixteen (16) additional weeks without pay.

All personal information concerning domestic violence will be kept confidential in line with relevant legislation. No information will be kept on an employee's personnel file without their express written permission. The parties understand domestic violence can affect all workers in a workplace and will work together to ensure all workers safety should such a disclosure occur. The parties agree to meet to discuss safety planning at the workplace for the individual and for the staff as a whole. The parties agree a support or resource person may

be present at such meetings. All information will be treated as confidential and shall only be shared as agreed.

21.10 Education Leave

- a) Where an employee is required to hold and maintain any qualification tickets to comply with the standards required he/she shall be paid for lost time at his/her regular rate of pay while attending such examination.
- b) The District shall compensate employees for the fees expended in maintaining their certificates and licences where such certificates/licenses are required by the District.

- c) The District recognizes the value of the Employees and promotes training of those individuals interested in advancing their knowledge and skill levels in the related areas of work. The District will pay for courses in Operator Training, Supervisory skills, Administrative skills, and those deemed necessary by the District for professional operation of the District.
- d) The District shall sign off for hours worked as part of employee certification within five (5) days of being requested to do so.
- e) Employees may request course approval from the District in advance by providing a written rationale for such. Course approval will not be unreasonably denied.
- f) Approval of education and training courses does not bind the Employer to any automatic increase in wages should an employee achieve a higher level of certification. The procedure for posting of available positions will be followed.

ARTICLE 22 PAYMENT OF WAGES AND ALLOWANCES

22.01 Wages

The regular rate of wages shall be set out in Schedule "A" attached hereto and forming part of this Agreement.

22.02 Pay Days

The Employer shall pay salaries and wages on alternate Thursdays.

22.03 Stand-by

See Schedule "C" (Standby Duties).

22.04 Travel Expenses

Where an employee is required to use their personal vehicle for the Employer's business, the employee shall be reimbursed at the BC Government rate per kilometre of travel.

22.05 Per Diem Rates

Employees required to be away from home in the performance of their duties, including attendance at meetings, seminars or lectures, shall be reimbursed at the BC Government rate for meals and expenses unless otherwise provided. Requests for reimbursement must be accompanied by receipts.

22.06 BMID Expenses

Employees are not required to pay for any District purchases. In accordance to the District's *Purchasing Policy*, when an employee chooses to pay for a purchase, any amount under twenty-five dollars (\$25.00) will be paid immediately from petty cash. Any amount over twenty-five dollars (\$25.00) will be issued to the Employee in the next weekly cheque run.

ARTICLE 23 BENEFITS AND PENSION

23.01 Extended Health & Dental Benefits Plan

The Union and the Employer have agreed upon benefit coverage in accordance with the Schedule of Benefits "Schedule B", attached hereto and forming part of this Agreement.

All benefit premiums are one hundred percent (100%) District paid and, with the exception of Long Term Disability Premiums, which are one-hundred (100%) percent paid by the employee. MSP benefit premiums are one hundred (100%) percent District paid.

Additionally, for employees who have an active Long Term Disability claim, the District will continue to pay their Benefit Premiums for a period of one year maximum, from the last date they were actively at work. After that point, if the Employee chooses to continue their benefits, they shall pay the full cost of the benefits.

The onus is on the employee to keep their personal information up to date (i.e. addresses, changes to dependents) with the Ministry of Health.

23.02

Wellness Allowance

The Employer recognizes that a wide range of activities contribute to Improved physical and mental wellness. To support employee well-being, the Employer agrees to reimburse employees for eligible wellness-related expenses that promote an active lifestyle and outdoor activity, up to a maximum of seven hundred dollars (\$700) per calendar year, per full-time employee. Part-time employees shall be eligible for a prorated amount. Reimbursement will be provided upon submission of valid receipts. In accordance with Canada Revenue Agency guidelines, this allowance is considered a taxable benefit.

Eligible expenses may include, but are not limited to:

Access to Nature - e.g. national park passes, backcountry access permits, botanical garden memberships, and gardening equipment or supplies that encourage time spent outdoors.

Fitness and Structured Physical Activity - e.g. gym memberships, yoga or cardio classes, pool passes.

Team or Individual Sports - e.g. hockey league fees, ski passes, recreational sports equipment.

The list above provides examples only. The Employer will not unreasonably deny reimbursement for any expense that directly supports an employee's active lifestyle or outdoor activity.

23.03

Municipal Pension Plan (MPP)

The Public Sector Pension Plans Act applies to the Employer and its Employees. The Employer shall deduct from the wages or salary of each employee, as a condition of his/her continued employment, the contribution required under the MPP provisions. The Employer will make its own contributions as required in accordance with the MPP provisions.

For any Casual part-time employees who may qualify to participate and elect to enrol in the MPP (if deemed eligible by MPP Administrators), the Employer will deduct the Employer Rate of contribution from the employee's percentage in lieu in order to cover the cost of MPP premiums. The remaining percentage in lieu will be paid to the employee.

ARTICLE 24 HEALTH AND SAFETY

The Union and the Employer shall co-operate in continuing and perfecting the safety measures in effect.

24.01

Safety Committee

A Safety Committee shall be set up as required by the provisions of WorkSafeBC. The Employer and the Union shall each appoint one (1) member to this committee. Meetings shall be held each month during working hours.

24.02 Payment Upon Injury

An employee who is injured during working hours and is required to leave for treatment or is sent home for such injury shall receive payment for the remainder of the shift at his regular rate of pay, provided that a duly qualified practitioner states that the employee is unfit for further work on that shift.

24.03 WorkSafeBC Benefits

Where an employee is absent from work as a result of a compensable injury sustained in discharging duties on behalf of the District, the employee shall:

- a) For the first three (3) months of compensation, receive full pay, benefits and sick leave/vacation accruals from the District. The employee will turn over to the District all wage loss compensation received from WorkSafeBC during this time (i.e. no double dipping). No sick leave accruals will be deducted.
- b) After three (3) months, full wages paid by the District will cease, but the employee may elect to access days from their sick bank, vacation or banked time to top-up wages provided by WorkSafeBC.
- c) Once all banked accruals are exhausted, thereafter the employee will continue to receive wages only from WorkSafeBC.
- d) Extended Health and Dental Benefit premiums will be covered by the Employer for a period not exceeding two (2) years. Thereafter the employee will receive benefits directly from WorkSafeBC and may elect to continue the Extended Health and Dental Benefit programs so long as the Employee pays 100% of the cost of the benefits. Vacation accruals and Sick Leave accruals will be credited for a period not exceeding two (2) years.

24.04 Safety Equipment

Where the following articles of equipment are required to be used by the District or by WorkSafeBC, the District shall, at no cost to the employee:

- a) Supply new employees with the articles of equipment as required;
- b) Supply employees moving to another department with the articles of equipment they require and that they do not have at the time of the move; and
- c) Replace articles of equipment when those articles are presented worn or damaged beyond repair; including:
 - i) hard hats
 - ii) eye, ear, and nose protective equipment
 - iii) gloves
 - iv) rain gear (as purchased)
 - v) high visibility coveralls
 - vi) rubber boots
 - vii) work boots (See Schedule "B")

Article 24 only applies to outside staff who require the equipment in order to perform their duties of employment. The District has the right request that the employee provide worn or damaged articles of equipment or clothing to the District, for which the employee is seeking replacement

24.05 Pandemic Provision

In the event of a future pandemic, public health crisis, or national/provincial medical emergency as declared by a government health authority, the Employer and the Union shall meet within five (5) business days to discuss the reintroduction of emergency-related paid sick leave provisions.

ARTICLE 25 TECHNOLOGICAL CHANGE

25.01 Notice of Change

The District recognises that it has a responsibility to advise its employees before the introduction of any technological changes or methods of operation which may adversely affect the continued employment of regular employees; conditions of employment, wage rates or workloads. In this respect the District shall notify the Union of the job description and wage of each position affected which shall be reviewed by the Labour Management Committee prior to any changes being made.

The District shall discuss proposed technological change with the Union and will give as much notice as possible to employees affected to give them an opportunity to train to operate the new machinery or to seek other employment. No regular employee shall be displaced because of technological change without having received a minimum of sixty (60) days' notice in compliance with the *Labour Relations Code*, during which time the Parties shall meet to develop an adjustment plan. Any affected employee shall be allowed reasonable time with pay for the purpose of making reasonable efforts to secure alternative employment.

The District further recognises that regular employees so affected will be given all available opportunities commensurate with seniority and abilities to acquire the necessary knowledge and skills required for retention of their employment.

ARTICLE 26 JOB SECURITY

26.01 Contracting Out

The Union recognizes that the District engages sufficient staff and purchases sufficient equipment to maintain year round maintenance and operations. The District does not have staffing for capital projects, system improvement and significant upgrades. Accordingly, at times the District will require the use of contractors provided it does not directly result in the layoff of an employee.

ARTICLE 27 PRESENT CONDITIONS AND BENEFITS

All health and welfare benefits which employees now enjoy, receive or possess as employees shall continue to be enjoyed and possessed insofar as they are consistent with this Agreement but may be modified by mutual agreement between the Employer and the Union. Any waiver of contract may not be construed as a continuation of waiver.

ARTICLE 28 TERM OF AGREEMENT

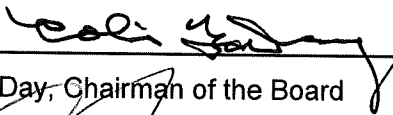
The term and conditions of this Agreement shall be binding and remain in full force and effect from January 1, 2026 to December 31, 2028 and shall continue from year to year hereafter until a new Agreement is reached as provided for in the Statutes of the Province of British

Columbia. However, any changes deemed necessary in the Agreement may be made by mutual agreement at any time during the existence of the Agreement.

Either party wishing to negotiate changes, additions or amendments to this Collective Agreement, at renewal time, shall give the other party at least sixty (60) days' notice of such intent.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 9 day of January, 2026


ON BEHALF OF:
BLACK MOUNTAIN IRRIGATION DISTRICT



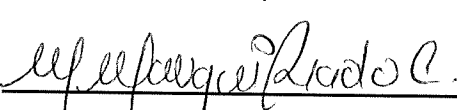
Colin Day, Chairman of the Board



Gerry Zimmermann, Board Trustee

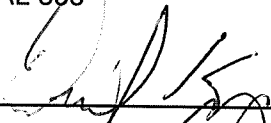


Bryan Vig, Works Superintendent




Margarita Prado, Administrative Treasurer

ON BEHALF OF:
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 338



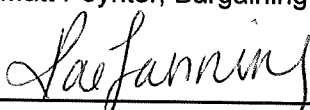
Daniel King, Acting President CUPE Local 338



Scott Alexander, Vice-Pres. CUPE Local 338



Matt Poynter, Bargaining Committee Member



Rae Fanning, Bargaining Committee Member

SCHEDULE "A"

Pay Grid

CLASSIFICATION	Jul 1 2024	Jan 1 2025	Jul 1 2025	Jan 1 2026	Jan 1 2026	Jan 1 2027	Jan 1 2028
	2.25%	2.25%	5.00%	MWA	5.00%	4.00%	4.00%
Foreman - Level 4	\$ 48.02	\$ 49.10	\$ 51.56		\$ 54.14	\$ 56.31	\$ 58.57
Foreman - Level 3	\$ 46.25	\$ 47.29	\$ 49.66		\$ 52.15	\$ 54.24	\$ 56.41
Foreman – Level 2	n/a	n/a	\$ 47.66		\$ 50.05	\$ 52.06	\$ 54.15
Water Treatment Plant Chief Operator - Level 4	\$ 43.81	\$ 44.80	\$ 47.04		\$ 49.40	\$ 51.38	\$ 53.44
Water Treatment Plant Chief Operator - Level 3	\$ 42.04	\$ 42.99	\$ 45.14		\$ 47.40	\$ 49.30	\$ 51.28
Stations Lead Operator – Level 4	\$ 43.81	\$ 44.80	\$ 47.04		\$ 49.40	\$ 51.38	\$ 53.44
Stations Lead Operator – Level 3	\$ 42.04	\$ 42.99	\$ 45.14		\$ 47.40	\$ 49.30	\$ 51.28
Stations Lead Operator – Level 2	n/a	\$ 40.04	\$ 42.05		\$ 44.16	\$ 45.93	\$ 47.77
Water Dist & Treatment Technician – Level 4	n/a	\$ 43.80	\$ 45.99		\$ 48.29	\$ 50.23	\$ 52.24
Water Dist & Treatment Technician – Level 3	n/a	\$ 41.86	\$ 43.96		\$ 46.16	\$ 48.01	\$ 49.94
Lead Hand - Level 3	\$ 40.94	\$ 41.86	\$ 43.96		\$ 46.16	\$ 48.01	\$ 49.94
Lead Hand - Level 2	\$ 39.16	\$ 40.04	\$ 42.05		\$ 44.16	\$ 45.93	\$ 47.77
Senior Operator – Level 3	n/a	\$ 41.86	\$ 43.96		\$ 46.16	\$ 48.01	\$ 49.94
Senior Operator – Level 2	n/a	\$ 40.04	\$ 42.05		\$ 44.16	\$ 45.93	\$ 47.77
Operator – Level 4	\$ 41.33	\$ 42.26	\$ 44.38		\$ 46.60	\$ 48.47	\$ 50.41
Operator – Level 3	\$ 39.56	\$ 40.45	\$ 42.48		\$ 44.61	\$ 46.40	\$ 48.26
Operator – Level 2	\$ 37.77	\$ 38.62	\$ 40.56		\$ 42.59	\$ 44.30	\$ 46.08
Operator – Level 1	\$ 35.56	\$ 36.36	\$ 38.18		\$ 40.09	\$ 41.70	\$ 43.37
Equipment Operator 2	\$ 39.56	\$ 40.45	\$ 42.48		\$ 44.61	\$ 46.40	\$ 48.26
Equipment Operator I	\$ 37.31	\$ 38.15	\$ 40.06		\$ 42.07	\$ 43.76	\$ 45.52
Fabricator	\$ 37.77	\$ 38.62	\$ 40.56		\$ 42.59	\$ 44.30	\$ 46.08
General Maintenance	\$ 28.65	\$ 29.29	\$ 30.76	\$ 35.17	\$ 36.93	\$ 38.41	\$ 39.95
Labourer	\$ 23.35	\$ 23.88	\$ 25.07	\$ 32.17	\$ 33.78	\$ 35.14	\$ 36.55
Engineer-in-training - Year 4	\$ 39.93	\$ 40.82	\$ 42.87		\$ 45.02	\$ 46.83	\$ 48.71
Engineer-in-training – Year 3	\$ 37.84	\$ 38.70	\$ 40.64		\$ 42.68	\$ 44.39	\$ 46.17
Engineer-in-training – Year 2	\$ 36.16	\$ 36.97	\$ 38.83		\$ 40.78	\$ 42.42	\$ 44.12
Engineer-in-training – Year 1	\$ 35.56	\$ 36.36	\$ 38.18		\$ 40.09	\$ 41.70	\$ 43.37
Accounting & Payroll Technician	n/a	\$ 41.50	\$ 43.58		\$ 45.76	\$ 47.60	\$ 49.51

Office Clerk	\$ 35.40	\$ 36.20	\$ 38.01		\$ 39.92	\$ 41.52	\$ 43.19
Reception	\$ 27.70	\$ 28.33	\$ 29.75		\$ 31.24	\$ 32.49	\$ 33.79

Market Wage Adjustment will be applied on January 1st, 2026, prior to the 5% General Wage Increase for the following positions:

Note: The agreed to Market Wage Adjustment before the General Wage Increase is as follows

- General Maintenance: \$35.17
- Labourer: \$32.17

SCHEDULE "B"

Health and Welfare and Other Benefits

- 1) Employee Group Benefit Plan: The details of the Extended Health & Dental benefit program are listed under "Benefits at a Glance", currently provided by RWAM Group Administration (attached to this Schedule). All employees must participate in the Group Benefit Plan as per the Benefit Provider's administration requirements. Payments that are made to employees under this program will be in accordance with the benefit plan provisions and as explained in the Group Benefit Booklet (available on the provider's website).

Benefits Include:

- Basic Life and AD&D
- Dependent Life
- Extended Health Care (includes Prescription Drugs, Practitioners, Vision, Medical Equipment and Out-of-Province/Canada Emergency Care)
- Psychologist/Psychotherapist/Social Worker (MSW)/Registered Clinical Counsellor
- Dental (Basic, Preventative and Major Restorative)
- Critical Illness
- Long Term Disability

The Employer reserves the right to change Benefit Providers if services or pricing becomes unacceptable. The Employer will notify the Union in advance of any changes. No net loss of Benefits will be incurred during the change of administration.

- 2) Cell Phone Allowance: Staff who have access to and are required to use their personal cell phones for District purposes, will be reimbursed by the Employer at the following rates:
- a) Outside staff, excluding the Foreman, - \$35.00/month
 - b) Foreman – full monthly cost of cell phone plan

Reimbursement will be paid by cheque on a semi-annual basis in June and December each year.

Note: The District has various tablets and laptops assigned for use by Staff in performance of their duties. These devices will be purchased by the District, including payment of the monthly data required for each device. No data allowance will be provided to employees.

- 3) One pair of Safety Boots or work clothing, up to a maximum of \$200/year, will be permitted for all staff. An employee's annual clothing/boot purchase may be deferred for one year and a reimbursement to a maximum of \$400 will be allowed bi-annually. Costs will be reimbursed upon submission of a receipt.

SUMMARY OF BENEFITS – JANUARY 2026

CLASS A: ALL ELIGIBLE EMPLOYEES

LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT

- 2 X annual earnings to a maximum of \$200,000
- No evidence of insurability is required
- Reduces by 50% at age 65, terminates at age 71

DEPENDENT LIFE

- Spouse - \$5,000
- Child - \$2,500
- Terminates at age 71

CRITICAL ILLNESS

- Flat \$10,000
- Terminates at age 70

LONG TERM DISABILITY

- 66.67% of monthly earnings to a maximum of \$10,000
- Non-evidence maximum is \$5,300
- 112 day elimination period
- Payable to age 65
- 2 year own occupation
- Non-taxable benefit
- Terminates at age 65

EXTENDED HEALTH

- \$25 deductible (n/a to Hospital & Vision)
- 100% pay-direct (generic substitution) drugs
- 100% Hospital (Semi-private room)
- 100% other health benefits
- \$500 per standard practitioner; \$1000 for all mental health practitioners combined, per calendar year
 - **Standard practitioners:** Acupuncturist, Audiologist, Chiropractor, Dietician/ Nutritionist, Homeopath, Massage Therapist/ Orthotherapist/ Kinesiotherapist/ Kinotherapist, Naturopath, Occupational Therapist, Osteopath, Physiotherapist/ Athletic Therapist/ Kinesiologist, Podiatrist/ Chiropodist
 - **Mental Health Practitioners:** Psychologist/Social Worker/Guidance Counsellor/ Psychotherapist/ Psychoeducator/ RCC/ CCC/ Marriage Counsellor
- Emergency travel coverage (180 day trip duration, \$5,000,000 lifetime)
- Vision care:
 - \$500 per 24 months for adults, 12 months for children under 18
- Eye exams:
 - 1 exam per 24 months for adults, 12 months for children under 18
- 24 month survivor benefits
- Terminates at retirement

DENTAL

- No deductible
- 100% Basic; 50% Major Restorative
 - \$3,000 combined annual maximum
- 6 month recall
- 24 month survivor benefits
- Terminates at retirement

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- 24/7 Service Centres
- Specialized Counsellors
- In-Person Counselling

SCHEDULE "C"

Standby Duties and Banked Hours

Water Distribution System and Water Treatment Plant Staff

- 1) Each regular outside employee may be required to perform onsite standby duties, either in Distribution or Treatment on weekends (both Saturday and Sunday) and on statutory holidays. It is at the discretion of the District to manage the number of operators in the standby rotation.
- 2) It is understood that employees on standby duties are not required to have District authorization to work overtime (Article 17.08) in the event of a call out. It is also understood that the employee will use their discretion to try to minimize call outs where possible.
- 3) The employee who has been assigned weekend duties will also be required on standby for emergency calls during the preceding week.
- 4) Remuneration for distribution system and water treatment plant standby duties will be as follows:
 - a) Standby for the water treatment plant shall only apply when the plant is operating.
 - b) Two hours regular wages each day for seven days at regular time (100%) Monday to Sunday. These wages are compensation for both being available for emergency call outs as well as regular and periodic monitoring of the SCADA system.
 - c) Regular callouts for Standby employees to be paid at double (200%) time over and above the two (2) hour minimum.
 - d) Five (5) hours wages for each day at one and a half (150%) time for weekend days. These wages are compensation for regular onsite requirements for both Distribution and Treatment. Should an employee's regular onsite duties take more than five (5) hours on a weekend day they are entitled to the hours worked beyond five (5) hours, to be paid at double (200%) time. Additionally, if they receive a call out while performing their onsite duties, the call out will be included in the five hours of wages. If the time spent on the call out results in working more than five (5) hours, they will be paid for the time in excess of five (5) hours at double (200%) time.
 - e) Five hours wages for each day at double (200%) time for statutory holidays, in addition to their regular wages for the Statutory Holiday. Double-time Statutory Holiday Standby wages are paid to the employee who works the actual day, and due to weekly shift changes, if applicable, when a different operator works an observed day for the same holiday. No individual employee shall be paid twice for the same holiday.
 - f) Should an employee get called out after 7:00 am and before they have chosen to start their weekend duties, this callout will commence their onsite requirements and be included in their regular compensation.
- 5) Safety Check-In (applies to both WTP and Distribution system staff).

For after hours emergency site visits, employees must follow procedures laid out in the District's "*Working Alone*" Policy.

LETTER OF UNDERSTANDING #1

BETWEEN

THE BLACK MOUNTAIN IRRIGATION DISTRICT

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 338

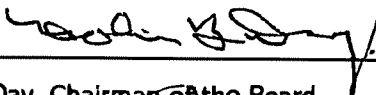
RE: GPS

The District agrees it must meet the Provincial Privacy Commissioners standards for all matters related to the collection, use, distribution and protection of personal information. It is recognised this includes the use of GPS on District vehicles.

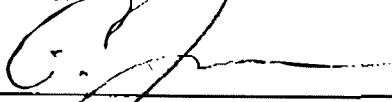
To that end the District will provide the Union with a written policy related to the use of GPS within six (6) months of ratification of the Collective Agreement.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 07 day of April, 2021.

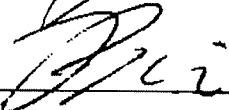
ON BEHALF OF:
BLACK MOUNTAIN IRRIGATION DISTRICT




Colin Day, Chairman of the Board



Gerry Zimmermann, Board Trustee



Bryan Vig, Works Superintendent

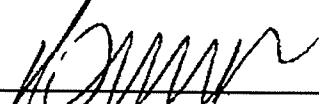


Linda O'Neil, Administrative Treasurer

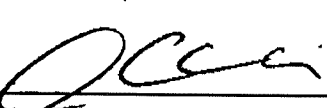
ON BEHALF OF:
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 338



Rachel Champagne, CUPE National Rep



Ken Pommler, President CUPE Local 338



Jeff Clark, Vice-President CUPE Local 338

LETTER OF UNDERSTANDING #3

BETWEEN

THE BLACK MOUNTAIN IRRIGATION DISTRICT

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 338

RE: EARNED DAY OFF (EDO) PROGRAM

The District is committed to providing an opportunity for office employees to better manage work/life challenges through an Earned Day Off (EDO) Schedule.

The District has approved a Policy for "Banked Time Earned and Taken by Office Staff". The spirit of the Policy is one of cooperation and trust between the parties.

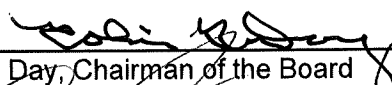
The program allows the employee to work an additional 1 hour per day beyond the regular work day of 7.5 hours, to a maximum of 4 hours banked per week. Time banked in conjunction with the EDO program is to be used for paid time off, not paid out.

The maximum allowable banked time is 40.0 hours, after which, they must revert to a regular schedule and may not accumulate any more banked time until time off is taken. The maximum number of EDO leave days per calendar year is 25 days. The limit must not be exceeded.

The program only applies to full time permanent CUPE Inside employees. EDO leave is subject to the approval of the Administrative Treasurer or Administrator.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 9 day of January, 2026.

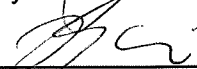
ON BEHALF OF:
BLACK MOUNTAIN
IRRIGATION DISTRICT



Colin Day, Chairman of the Board



Gerry Zimmermann, Board Trustee



Bryan Vig, Works Superintendent



Margarita Prado, Administrative Treasurer

ON BEHALF OF:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 338



Daniel King, Acting President



Scott Alexander, Vice-President



Matt Poynter, Bargaining Committee Member



Rae Fanning, Bargaining Committee Member

LETTER OF UNDERSTANDING # 6

BETWEEN
THE BLACK MOUNTAIN IRRIGATION DISTRICT
AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 338

RE: 9-DAY FORTNIGHT

This Letter of Understanding is intended to outline the mutual agreement regarding an opportunity for outside employees to modify their current work schedule.

Both parties agree to give all outside employees the choice to opt in or out of a **9-day fortnight** schedule on a strict **trial basis**. This trial is intended to assess the feasibility and potential benefits of an alternative work schedule while maintaining operational efficiency and employee well-being. The terms of this trial period are defined in further detail below.

1. Schedule:

- Week 1: Monday to Friday, 6:30 AM – 3:30 PM
- Week 2: Monday to Wednesday, 6:30 AM – 3:30 PM, Thursday, 6:30AM – 2:30PM,
- Friday – Off
- This includes 30 minutes paid lunch; equal to two 15- minute breaks combined.

2. Standby:

- Standby rotation switch happens from Tuesday to Tuesday.
- The standby operator must work the Friday they are on standby for Week 2. If the standby operator's rotation falls in week 2, the operator must take Monday of week 2 off and work the Friday of week 2.

3. Compensation & Financial Impact:

- The 9-day fortnight is not expected to create any negative financial impact for the employer.
- Employees will **not receive overtime** for the ninth hour of their 9-hour workdays.
- Regular rates apply for the adjusted hours. The first two (2) hours after 9 hours is time and a half; anything after is double time.
- Article 17 applies to the eight-hour workday. (Thursday of week 2)

4. Statutory Holidays:

- All statutory holidays will be paid at 8 hours.
- The remaining hour may be covered using vacation or banked time, or employees have the option to extend Thursday of Week 2 to 9 hours to balance hours in the pay period.
- When a statutory holiday falls on an employee's regular day off not covered by Article 18.04, they shall be granted a day off in lieu of the statutory holiday at a future time agreed upon by the employee and the employee's direct supervisor. The lieu day shall be taken within six (6) calendar months of the statutory holiday.

5. Trial Period & Review:

- The trial period will run for one year.
- The 9-day fortnight will be a standing item on the Labour Management Meeting agenda throughout the trial to proactively address any concerns.
- **The employer reserves the right to extend the trial or make the schedule permanent.**
- The employer may cancel the trial at any time if there are issues that cannot be rectified or if there is a measurable decrease in customer services due to the 9-day fortnight schedule.

6. Participation Guidelines:

- Employees may opt in to the program at any time before December 1. Participation will take effect on January 1 of the following year.
- Employees who choose to opt in will give the employer as much notice as possible if they intend to opt out, including providing the reason in writing. The request to opt out will not be unreasonably denied.

7. Initial Trial Program:

- The program will begin on July 7, 2025.
- The opt-in/out deadline for the initial program is June 13, 2025, by 3:30 PM.
- While the employer retains the right to extend the trial period beyond one year, it is agreed that a final decision regarding permanency will be made by July 7, 2027.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 2 day of June, 2025.

ON BEHALF OF:
CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 338



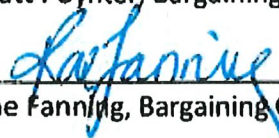
Lee Ewen, President Local 338



Scott Alexander, Vice-President Local 338



Matt Poynter, Bargaining Committee Member



Rae Fanning, Bargaining Committee Member


ON BEHALF OF:
BLACK MOUNTAIN IRRIGATION
DISTRICT




Colin Day, Chairman of the Board



Gerry Zimmerman, Board Trustee



Bryan Vig, Works Superintendent



Lynette McDonald, Administrative Treasurer

