

**COLLECTIVE AGREEMENT**

**BETWEEN**

**THE CITY OF SASKATOON**

**AND**

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**UNION LOCAL NO. 319**

**COVERING THE PERIOD FROM JANUARY 1, 2019 TO DECEMBER 31, 2023**

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 319**

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**COLLECTIVE AGREEMENT**

**BETWEEN:**

**THE CITY OF SASKATOON  
hereinafter called the City**

**OF THE FIRST PART**

**- and -**

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,  
UNION LOCAL NO. 319  
hereinafter called the Union**

**OF THE SECOND PART**

**ARTICLE 1. TERM OF AGREEMENT**

Revised

This Agreement shall be effective from **January 1, 2019**, and shall continue in effect until **December 31, 2023**, and from year to year thereafter in accordance with the provisions of *The Saskatchewan Employment Act*.

**ARTICLE 2. COVERAGE**

This Agreement shall constitute the wages and working conditions of all employees of the City within the collective bargaining unit represented by the Union.

"He", "His" or "Him" includes a reference to persons of the feminine gender whenever the facts or context so requires.

**ARTICLE 3. UNION RECOGNITION**

The City agrees to recognize the Union as the sole collective bargaining agency for the employees covered by this Agreement and hereby consents and agrees to negotiate with the Union or its representatives in any and all matters affecting the relationship between the City and its employees. The City also agrees that the Union may have the assistance of representatives of the International Brotherhood of Electrical Workers (IBEW) in any negotiations or discussions between representatives of the parties hereto.

#### **ARTICLE 4. UNION SECURITY**

The City agrees that those employees who are, at present, members of the Union shall maintain their membership in the Union as a condition of employment and further, that all new employees employed during the term of this Agreement shall, as a condition of employment, within thirty (30) days after the date of employment, apply for and maintain membership in the Union during the term of this Agreement.

Revised

The provisions of **Section 6-42(1) of the *Saskatchewan Employment Act*** shall apply to this Collective Agreement.

#### **ARTICLE 5. UNION PLEDGE**

The Union agrees, both for itself and its members, that it will loyally promote the business interests and welfare of the City, that it will cooperate with the City in the development, extension and improvement of the business, and will do everything possible to improve the services to the citizens of Saskatoon, in order that a maximum of harmony may exist in the community.

#### **ARTICLE 6. CHECK-OFF**

The City agrees that, upon written request by the Union accompanied by signed authorization cards, all monthly dues shall be deducted for, and on behalf of, all employees who are members of the Union.

#### **ARTICLE 7. RESOLUTIONS OF COUNCIL**

All resolutions of City Council will be made available to the Union.

#### **ARTICLE 8. RATES OF PAY**

The wages and salaries of the employees to whom this Agreement applies shall be in accordance with the rates set out in Schedule "1" hereunto attached.

New

**Employees commencing employment, who have previous related experience acceptable to the Employer, shall be placed on the salary range in accordance with the previous experience.**

**Previous related experience means related experience acquired in the three (3) years immediately preceding the date of employment.**

#### **ARTICLE 9. PUBLIC HOLIDAYS**

a) Public holidays shall be: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day,

Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day proclaimed a civic holiday and any other day on which the City is required by law to pay its employees without work.

- b) Each employee who does not work on a public holiday shall be paid on the basis of one hundred percent (100%) of the sum to which the employee would be entitled as wages, exclusive of overtime, for that day were that day not a holiday. Pay for all public holidays will be based on eight point three (8.3) hour days (including Trouble Shift).
- c) When a public holiday falls on a Saturday, Sunday or the employee's Friday Off, those employees shall receive a day off in lieu. A schedule of such lieu days shall be posted by December 1 of each year, for the following year.

Where the lieu day cannot be scheduled in conjunction with the Saturday, Sunday or employee's Friday Off, such day shall be scheduled in conjunction with annual vacation and shall be used during the period December 1 to November 30.

- d) When a public holiday falls on a second Friday Off, employees may take a day off in lieu as in Article 9 c), or choose not to take a day off in lieu without pay.

For the purpose of ***the Saskatchewan Employment Act***, the hours of work will be deemed to average over a four (4) week period. The four (4) week averaging period will be adjusted as required to ensure that only one (1) public holiday, as listed in ***the Saskatchewan Employment Act***, will occur within any four (4) week period.

Revised

## **ARTICLE 10. VACATION**

- a)
  - i) After one (1) year's completed service, employees shall be entitled to vacation at the rate of 120 working hours' vacation per year.
  - ii) After eight (8) years' completed service, employees shall be entitled to 160 working hours' vacation per year.
  - iii) After sixteen (16) years' completed service, employees shall be entitled to 200 working hours' vacation per year.
  - iv) After twenty-four (24) years' completed service, employees shall be entitled to 240 working hours' vacation per year.
- b) The vacation year is April 1 to the following March 31. The employee's anniversary date will be used for the purpose of establishing vacation credits as in (a) above. When an employee's vacation entitlement changes in a

given year, these additional credits may be carried forward to the following vacation year upon written request, with the approval of the Director or designate.

- c) In the event of an employee leaving the service prior to taking all of his vacation, he shall be entitled to a proportionate payment of wages in lieu of vacation.
- d) Under normal circumstances, all vacation credits should be used within the vacation year. Vacation credits from one year may be carried forward to the following year upon written request, with the approval of the Director or designate. Such approval will be based on meeting operational requirements in the opinion of the Director or designate.
- e) Under normal circumstances, the employees in bid positions and their relief shall take vacations at different times (no overlaps). Where special circumstances exist, consideration shall be given to allow overlap for short periods, staffing levels permitting.
- f) Under normal circumstances, employees are encouraged to take vacation credits in one week blocks. However, employees may take shorter vacation allotments (down to one hour blocks) where the need arises, with the approval of the Director or designate. Such approval will be based on meeting operational requirements in the opinion of the Director or designate.
- g) A one (1) week notice period will normally be required for booking a normal working Friday; however, some accommodations will be considered for individual circumstances. This one (1) week notice will be defined as: a request being submitted prior to the end of the normal lunch break on the Thursday the week before the requested Friday.
- h) Fractional hours, less than one (1) normal working day, may be carried over, or paid out at the employee's option at the end of the vacation year.

## **ARTICLE 11. SICK LEAVE**

For the purpose of this article, sick leave refers to any time an employee is unable to work due to: illness; non-occupational injury; quarantine orders by the Medical Health Officer; and, Employee and Family Assistance Program requirements.

- a) Sick leave shall be granted in accordance with the current STD and LTD plans as described below:
  - i) Short Term Disability
    1. Waiting period: three (3) months - new employees.

2. Application to permanent employees only; temporary employees will remain on accumulated plan as per Article 23 g).
3. Disability - state of incapacity that prevents an employee from doing the job due to illness or bodily injury.
4. Coverage - six (6) months at one hundred percent (100%) of salary.
5. Benefits
  - i) Benefits are payable from first day of disability up to six (6) months. If an employee is disabled, but returns to work, the employee must work full shifts for thirty (30) consecutive calendar days to reinstate the full six (6) months; otherwise, the disability is deemed to have continued.
  - ii) To reinstate eligibility for one hundred percent (100%) of benefits, the employee must return to work full shifts for thirty (30) consecutive calendar days.
  - iii) Where an employee has a right to automobile insurance, Canada Pension Plan or any like benefit, the short-term coverage shall be reduced by that benefit received.
  - iv) Maternity leave is not covered.
  - v) Employees on disability and/or Workers' Compensation (Article 16) are not covered by this plan.
- ii) Severance Pay
  1. All sick leave credits are frozen at the date of introduction of the new plan: March 1, 1983.
  2. For severance purposes only, service and salary shall escalate.
  3. If transferred to a position with no severance pay, amount payable shall be reimbursed after one (1) year.
- iii) Long-Term Disability
  1. Payable at seventy percent (70%) of salary at time of disability after expiration of the six (6) months short-term disability.
  2. Cost-of-living adjustment (COLA) to be maximum at five percent (5%) of CPI increase.
  3. Maximum benefit **five thousand dollars (\$5,000.00)** per month.
  4. Terminates on death, recovery or normal retirement date.
  5. Premium is cost shared equally.
  6. While on LTD, service is considered pensionable.
  7. E.I. premium reduction is to be shared with the Union.
- b) If an employee is terminated from the job, either voluntarily or otherwise, the City's obligation in granting sick leave shall cease immediately.
- c) Effective January 1, 1998, the following shall replace Article 11 b). In the event that the Federal Employment Insurance Plan (E.I.) does not grant the Employer a premium reduction under the E.I. Premium Reduction Program, then Article 11 b) Sick Leave shall apply forthwith and Article 11 c) shall

Revised



cease to apply.

Where an employee is disabled prior to notice of a layoff or termination, benefits are payable until the earliest of:

- the period of disability, or
- the exhaustion of accumulated sick leave credits, or
- the end of 75 work days, or
- the employee's retirement, or
- the date of separation for any reason other than illness or injury where notice of separation was given before the onset of the illness or injury.

Where the employee continues to be disabled after layoff or termination, the City and the Union shall pay jointly such sick leave claim in the ratio of 7/12 by the City and 5/12 by the Union until a sum equivalent to the total reduction in E.I. premiums with respect to the Union under the E.I. Premium Reduction Program of record for the preceding calendar year has been expended. Thereafter the City and the Union shall pay jointly such sick leave claim in an equal ratio.

- d) A joint Employee Assistance Committee (EAC), composed of two members from Management and two members from the Union, will meet on a regular basis (four times per year) to review employee absentee records and make recommendations to the Director.
- e) At the discretion of the Director, a medical certificate may be required for any occasion of sick leave. Its purpose is to determine the longevity or likelihood of recurrence of the illness and/or to confirm that the employee is fit to return to work.
- f) If an order of the Medical Health Officer requires an employee to remain at home on account of the quarantine illness of a member of the employee's family, the employee is to be paid for time lost at his regular rate of pay.

The foregoing is conditional upon all members of the employee's family have taken advantage of all free vaccination and immunization services supplied by the Medical Health Department.

- g) Employees on approved sick leave with pay, shall continue to accumulate vacation and seniority credits.

New

**Employees on approved unpaid sick leave, shall continue to accumulate unpaid vacation credits and seniority credits.**

- h) An employee taking sick leave when temporarily filling a position with a higher rate of pay shall receive sick pay at the higher rate providing such employee

has filled the temporary position for a minimum period of five (5) consecutive days immediately prior to taking sick leave. The higher rate of pay shall cease when the regular assigned employee returns to work or after ten (10) days' sick leave, whichever occurs first.

- i) In consultation with the Director, an employee, who is hospitalized or suffers an illness or accident of an extremely serious nature, which is confirmed by a medical certificate, shall be allowed to substitute sick leave in lieu of vacation credits for the period of disability.

#### **ARTICLE 12. LEAVE OF ABSENCE WITHOUT PAY**

- a) Leave of absence for cause may be granted for a period not exceeding ten (10) months, provided that no leave be granted for any parts of the months of July and August in each year, [not applicable to Article 14 c) ii)]. If a leave is granted during July and August, the leave period may extend to a total of twelve (12) months under exceptional circumstances. All leaves not in excess of five (5) working days shall be approved by the General Manager. Leave of absence beyond five (5) working days shall be approved by the Director of Human Resources.
- b) Employees applying for leave of absence without pay shall not accumulate vacation credits after thirty (30) days of such absence. They shall not accumulate seniority credits after ninety (90) days of such absence.
- c) Upon written request from the Union (with thirty (30) days' notice) leave of absence without pay will be granted to two (2) members of I.B.E.W. Local No. 319 for a maximum of three (3) years to become Business Manager or Assistant Business Manager with the Union. Seniority shall be accumulated for that period of time.
- d) Any employee, who at any time is delegated to represent the Union at a convention; providing reasonable notice is given, shall be granted time off without pay to attend such convention.

#### **ARTICLE 13. BEREAVEMENT LEAVE**

Revised

- a) When a death occurs in an employee's immediate family, i.e. spouse (including common-law spouse), brother, sister, mother, father, son, daughter, **step-father, step-mother**, step-son, step-daughter, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, compassionate leave with pay shall be granted for **up to four (4)** working days.
- b) Up to one (1) working day with pay shall be granted to attend the funeral of a relative not specified in clause a).

- c) One-half (½) day with pay shall be granted for pallbearer duty at the funeral of a person other than those specified in a) and b). However, where need can be shown, up to one (1) day may be granted for pallbearer duty.
- d) One (1) additional day of leave with pay will be granted where travel beyond a 300 km radius from Saskatoon is required.
- e) Additional leave without pay may be granted upon request.

**ARTICLE 14. PARENTING LEAVES**

a) Maternity Leave

Revised

- i) An employee:
  - 1) who has completed at least **thirty (13)** ~~twenty (20)~~ weeks in fifty-two (52) weeks of employment with the City immediately preceding the day on which the requested leave is to commence, and
  - 2) who provides to **the Employer** as soon as possible, but no later than (4) weeks prior to the day on which **the employee** intends to commence their request for maternity leave, which must include:
    - a medical certificate from a qualified medical practitioner certifying that **the employee** is pregnant and estimating the date of birth, and
    - advice of the day **the employee** intends to commence maternity leave, and
    - advice of the day **the employee** intends to end maternity leave.

will be entitled, upon written request, to maternity leave without regular pay.

- ii) Maternity leave may be for a period of up to **nineteen (19)** consecutive weeks.

New

- iii) **Maternity leave must commence anytime during the period of thirteen (13) weeks before the estimated day of birth and no later than nineteen (19) weeks after the date of birth. The portion of leave prior to the estimated date of confinement can be extended provided the employee provides a certificate from a qualified medical practitioner specifying the estimated date of birth and stating that there are bona fide medical reasons requiring that the employee cease work immediately.**

New

- iv) **Where the employee and the Employer agree that the portion of the leave following the date of birth, should be less than six (6) weeks, the Employer may permit the Employee to resume their employment at the time agreed provided that at or before the time the employee resumes employment, the employee provides the Employer with a certificate from a qualified medical practitioner, clearing the employee to return to work.**

New

- v) **Where the pregnancy of an employee would reasonably interfere with the performance of their duties, the Employer may require the employee to take a maximum of thirteen (13) weeks leave prior to the estimated date of birth.**

The onus lies with the City to establish:

- 1) that the pregnancy would reasonably interfere with duties, and
  - 2) that no opportunity exists:
    - to modify the employee's duties, or
    - to reassign the employee to another job.
- vi) 1) The City will pay a benefit to an employee:
- who is on maternity leave, and
  - who is eligible for maternity benefits under *The Employment Insurance Act (Canada)*, and
  - who is not on layoff, and
  - who is not a temporary employee
- ninety-five percent (95%) of the employee's regular salary for the first one (1) week period; and**
- the difference between the Employment Insurance benefits and ninety-five percent (95%) of her regular salary for fourteen (14) additional weeks.**
- 2) Any permanent employee who works less than full-time shall receive benefits on a prorated basis.
  - 3) Employees subject to layoff shall only receive this benefit for the duration of their work period.

Revised

b) Adoption Leave

- i) An employee:
  - who has completed at least **thirteen (13)** weeks in fifty-two (52)

weeks of employment with the City immediately preceding the day on which the requested leave is to commence, and

Revised

- who provides to the **Employer** as soon as possible, but no later than (4) weeks prior to the day on which the employee intends to commence the leave, the employee's request for adoption leave, which must include:
  - 1) confirmation of being the primary caregiver of the newly adopted child during the period of leave, and
  - 2) advice of the day the employee will commence adoption leave, and
  - 3) advice of the day the employee intends to end adoption leave, will be entitled, upon written request, to adoption leave without pay.
- ii) Adoption leave consists of a period of not more than **nineteen (19)** weeks commencing on the day the child becomes available for adoption.

c) Parental Leave

i) An employee:

Revised

- who is taking maternity leave or adoption leave, and
- who as soon as possible but no later than four (4) weeks prior to the day on which the employee is scheduled to return from maternity leave or adoption leave, which is considered to be the day on which the employee intends to commence parental leave, provides to the **Employer** the employee's request for parental leave, which must include advice of the day the employee intends to end parental leave,

or

Revised

- who has completed at least thirteen (13) weeks in fifty-two (52) weeks of employment with the City immediately preceding the day on which the requested leave is to commence, and
- who provides to the **Employer** as soon as possible, but no later than (4) weeks prior to the day on which the employee intends to commence the leave, the employee's request for parental leave, which must include advice of:
  - 1) the date of birth or the day on which the child comes into the employee's care, and
  - 2) the day the employee will commence parental leave, and
  - 3) the day the employee intends to end parental leave.

- will be entitled, upon written request, to parental leave without pay.

Revised

- ii) Parental leave will be for a period of up to
  - 1) **fifty-nine (59)** consecutive weeks if the employee is entitled to maternity leave or adoption leave, or
  - 2) **sixty-three (63)** consecutive weeks if the employee is not entitled to maternity leave or adoption leave

New

- iii) **Parental leave must be taken during the period that begins thirteen (13) weeks before the estimated day of birth or begins the day the child comes into the employee's care and ends seventy eight (78) weeks after the actual day of birth or the actual day on which the child comes into the employee's care.**

**Notwithstanding Article 14 c) ii), *The Saskatchewan Employment Act* was amended effective March 27, 2020, to provide for an extended parental leave benefit for parents who share the Employment Insurance parental benefit. Where the conditions contained within Article 14 c) ii) of the Collective Agreement and *The Saskatchewan Employment Act* are met, the employee will be approved for the extended leave.**

d) General

- i) The employee will give a minimum of four (4) weeks' notice of the employee's intent to return to work either from maternity leave, adoption leave or parental leave.
- ii) An employee who takes parental leave in conjunction with either maternity leave or adoption leave must take the parental leave consecutive to either leave.
- iii) The employee will not lose the benefits the employee accrued up to the commencement of a leave.

New

**Notwithstanding provisions contained elsewhere in this Agreement, an employee taking a maternity, adoption or parenting leave will not accumulate sick credits or accrue paid vacation time nor will the employee be entitled to paid sick leave or public or special holidays.**

- iv) **An employee taking maternity, adoption and/or parental leaves will accumulate seniority, unpaid vacation credits, credit towards salary increments and rights of recall. The annual salary increment(s) shall not be retroactive to the commencement of the employee's leave.**

Revised

- v) The parties hereto acknowledge that individual circumstances may justify a variance of the time limits as set out above.
- vi) Employees returning from parenting leave shall return to their former position **or a comparable position** and be paid at the same step of the same salary range as in effect at the time of proceeding on said leave.
- vii) For employees on maternity, adoption or parental leave the following are available:
  - 1) Group Health Benefits - coverage extended throughout leave period.
  - 2) Group Life Plan (Optional) - employee must pay both the employee and employer share of the applicable Group Life Premium prior to commencing leave or provide post dated cheques.
- viii) An employee who does not return to work following a parenting leave will be considered to have terminated employment.

#### **ARTICLE 15. GROUP INSURANCE**

- a) Participation in the Group Life Plan, in accordance with its provisions shall be a condition of employment for all employees appointed to permanent full-time positions.
- b) The following coverage shall apply to employees enrolled in the group insurance program:
  - i) Basic Coverage - Two times (2X) annual salary for all employees, the cost of such insurance shall be shared equally by the employee and Employer.
  - ii) Optional Coverage - Three times (3X) annual salary, the cost of such insurance shall be shared equally by the employee and the Employer.
  - iii) Optional Coverage - Four times (4X) annual salary, the cost of such insurance shall be shared equally by the employee and the Employer.
  - iv) Optional Dependent Coverage - Coverage of three thousand dollars (\$3,000) for the employee's spouse, and coverage of fifteen hundred dollars (\$1,500) for each dependent shall be shared equally by the employee and the Employer.
- c) Optional Retirement Coverage
  - i) For employees who retire on or after January 1, 1998, coverage of

\$50,000 shall be available to the retiree up to the age of 65. The cost of such insurance will be fully paid for by the retiree at group rates and application must be made at the time of retirement. At age 65, the retiree may convert said policy within thirty (30) days.

- ii) At retirement, an additional fifty thousand dollar (\$50,000) life insurance policy in optional units each of ten thousand dollars (\$10,000) shall be available to retirees, subject to evidence of insurability and will be fully paid for by the retiree at rates prescribed by the insurance carrier for the period from retirement to age 65. At age 65, the retiree may convert said policy within thirty (30) days.

#### **ARTICLE 16. WORKERS' COMPENSATION**

- a) When an employee has been in the service for three (3) consecutive months, is injured in the performance of his duties during working hours, the City shall pay to such employee for all periods of absence resulting from the injury (not exceeding a total of twelve (12) months) an amount which, when combined with Workers' Compensation Board payments, shall ensure to such employee the maintenance of his regular basic wage rate less normal income tax deductions. In the event the Workers' Compensation Board payments are reduced, the City's payment shall be proportionately reduced.

Any salary increments to which the employee would normally be entitled, or any increases that may be negotiated for his classification, shall be included as part of his basic wage rate.

Workers' Compensation Board payments, as referred to herein, shall not be considered as including "pension payments" or "cash settlement payments."

- b) Employees on Workers' Compensation shall continue to accumulate vacation and seniority credits.

#### **ARTICLE 17. DEATH AND DISABILITY BENEFITS**

- a) In this part:
  - i) "Salary" shall mean the basic rates of pay as from time to time set forth in the monthly schedule of pay contained in Schedule "1" of this Agreement.
  - ii) "Dependent Child" of an employee means the child of an employee who is:
    1. an unmarried person under the age of eighteen (18) years;
    2. an unmarried person over the age of eighteen (18) years but less than twenty-five (25) years of age and is in full-time attendance at a



- school; or,
3. a person over the age of eighteen (18) years who, prior to the death of the employee, was, by reason of mental or physical disability, unable to earn a livelihood.
- b) If a member of I.B.E.W. Local No. 319 is killed or totally disabled as a direct result of the performance of their duties, the following shall apply:

Death Benefits

- i) In the event of the death of an employee, the City shall guarantee to the spouse or dependent children an amount equal to the amount of the monthly salary such employee would have received if living and continued in the employ of the City in the same or equivalent position in which such employee was employed at the time of death.
- ii) In the event of the subsequent death of the spouse, the benefit shall continue to be payable, effective the first (1st) day of the month following the death of the spouse, at the rate of twenty percent (20%) of the gross applicable monthly salary for each dependent child with the maximum benefit payable under this provision not to exceed eighty percent (80%) of the gross of the applicable monthly salary.
- iii) In calculating the amount to be paid by the City in any month, the following items shall be deducted from the salary from time to time in effect:
  1. Any taxes and statutory reductions required by law.
  2. The amount of any pension, annuity or insurance settlement not personally contracted for by such deceased employee, his widow or dependent children otherwise than by virtue of the employment of such employee. Deductions specifically included in this clause shall be any benefits paid by the Workers' Compensation Board, the Canada Pension Plan, the Criminal Injuries Compensation Board or a claim or suit in tort made against any person in respect of the death of such employee. In the event of the foregoing benefits taking the form of a lump sum settlement rather than a monthly allowance, such amounts shall be spread over a ten (10) year period to determine the month amount deductible. It shall be the responsibility of the employee's estate to apply for every benefit available before taking advantage of the provisions of the clause.
- iv) The City's liability hereunder shall continue:
  1. In the event of the death of an employee leaving a spouse.

2. In the event of the death of an employee leaving a spouse and dependent child or children.
3. In the event of the death of an employee leaving no spouse but a dependent child or children until they cease to be considered dependants under the definition set forth in this clause.
4. In no event shall payments be continued beyond the earliest date at which such deceased employee would have been eligible for retirement superannuation benefits from the City had the employee's death not occurred.
5. In the event a spouse abandons or deserts any dependent children, the City shall have the right to direct that any payment forthcoming, by virtue of these provisions, shall be paid to the benefit of such children following application by the Official Guardian to the Court pursuant to the provision of *The Infants Act*, R.S.S., Chapter 342.

#### Disablement Benefits

- i) In the event an employee becomes disabled and is unable to perform assigned duties, within I.B.E.W. Local No. 319 jurisdiction, the City shall guarantee to the employee an amount equal to the amount of monthly salary such employee would have received in the same or equivalent position in which employed at the time the disability occurred.
- ii) Disability benefits payable herein shall be subject to the provisions of Article 16, Workers' Compensation, of this Agreement.
- iii) In calculating the amount to be paid by the City in any month, the provisions of Article 17 b) 3) respecting deductions shall apply with the necessary changes, including contributions for payment to, and in accordance with the General Superannuation Pension Plan, and other deductions that may be required of the City.
- iv) In no event shall payments be continued beyond the earliest date at which such disabled employee would have been eligible for retirement within I.B.E.W. Local No. 319 jurisdiction had disablement not occurred.
- v) Reduction by City of Amount Payable
  1. In the event that an employee recovers from a disability to the extent of being capable of gainful employment, becomes so employed, and received remuneration there from which is less than the entitlement under this Agreement, such amount shall be paid, assigned or

delivered to the City by the employee, or such other equivalent arrangements as shall be determined by the City.

2. In the event that an employee recovers from the disability and becomes gainfully employed and receives remuneration there from which is in excess of what the employee would have been entitled to have been paid under this Agreement, the responsibility of the City for further payments shall cease.
3. In the event that the City is satisfied that the employee is unreasonably refusing to accept gainful employment which the employee is capable of performing, the City may reduce or discontinue any payments subject to Clause 4. i).
4. i) In the event of a dispute arising from medical grounds as to the validity of a claim for disability benefits, then, upon the application of either the city or the employee concerned, the matter shall be referred to an independent medical practitioner, whose findings shall be final and binding upon both the City and the employee.
- ii) The practitioner so referred to shall be appointed by the Dean of Medicine, University of Saskatchewan - or his designate - and shall be a specialist in the field of medicine relating to the disability suffered by the employee. The expenses incurred shall be borne by the City.

**ARTICLE 18. HOURS OF WORK**

Revised a) Typical Working Hours

| <u>Staff</u>             | <u>Day</u>                                 | <u>Time</u>                     | <u>Hours/Day</u> |
|--------------------------|--|---------------------------------|------------------|
| Normal                   | Every Mon-Thurs.<br>& Every Other Friday   | 08:00 – 12:00;<br>12:42 – 17:00 | 8.3              |
| Utility<br>Worker II     | Every Mon – Thurs.<br>& Every Other Friday | 07:00 – 11:00;<br>11:42 – 16:00 | 8.3              |
| Shift Meter<br>Installer | Every Mon – Thurs.<br>& Every Other Friday | 12:12 – 20:30                   | 8.3              |

Trouble Shift:  
Refer to Article 24.

NOTE: **Records Management Technician**, Clerks and Clerk-Stenos will be scheduled on a rotational basis to ensure continuous coverage for regular office hours from 08:00 to 17:00, which includes the lunch hour.

b) Lunch Break Flexibility

i) Employees will have the option of:

1. Working through their entire lunch break and taking a corresponding amount of time off at the end of the day.
2. Taking their lunch break on site (or nearby) and arriving back at the work site at the end of the lunch break; or,
3. Returning to their respective shops for lunch arriving back at the work site at the end of the lunch break.

ii) Crews or employees, whichever is applicable, must have the approval of their Foreman/Supervisor on which option they are taking, at the start of the day.

iii) When this option has been agreed to, the Foreman/Supervisor will communicate this information to the Operations Superintendent/Section Manager for approval. The approval will be based on operational requirements.

c) Staff Coverage on Fridays

Through a joint process, staff coverage will be determined within each working section. Normally this will be approximately a 50/50 split.

d) Coverage For Leave Requests

In order to provide flexibility to accommodate leave requests, employees may be requested to work their normal Friday Off.

i) If an employee is requested to work and is provided with a minimum of one (1) week notice, then the employee shall receive a day in lieu, that may be scheduled and approved through the normal process. This one (1) week notice will be defined as: notice being given prior to the end of the normal working day on the Thursday the week before the requested Friday.

ii) If an employee is requested to work and is provided with less than one (1) week notice, then double (2X) the regular rate of pay will be paid for those hours worked on that day. This one (1) week notice will be defined as: notice being given prior to the end of the normal working

day on the Thursday the week before the requested Friday.

- iii) Attempts will be made to minimize the number of times employees are requested to work on their normal Friday Off. These requests will be rotated as much as possible to qualified employees within the working groups.

e) Trading Fridays Off

In order to provide the opportunity for employees to trade Fridays Off, the following conditions will apply:

- i) Employees must complete and sign the required form identifying who is trading and what dates are being traded. (Copies to: Employees; Foreman/Supervisor; Section Supervisor/Manager).
- ii) Only qualified employees within the same bid position or relief position and working section are eligible to trade. Any request for trading among others will be considered, and must be approved by the Section Supervisor/Manager.
- iii) If there is only one employee in a bid position, that employee may request to move the Friday off to an alternate Friday. The approval will be based on operational requirements.
- iv) Pay will be based on "actual" hours worked in the pay period (for hourly staff).
- v) No premium pay will be considered during regular working hours for employees trading their Friday's off except as per Article 19 a), e), and f).

f) Other Staff Absences

This will include all unplanned absences where a leave request is not submitted in advance of the absence on a Friday (sick leave, bereavement leave, etc.)

- i) Coverage will normally be done by staff present on that Friday.
- ii) If a staff absence creates a vacant position that is of promotional nature (other than the Trouble Shift), and filling that position by the staff present as in i) will leave staffing levels below operational requirements, qualified staff will be called back in the following order:

1. The employee holding that Relief Bid Position (where applicable).

2. A qualified employee holding that Bid Position according to the Overtime Report.
  3. The senior qualified employee with no Bid Position.
  4. The senior qualified employee holding any Relief Bid Position.
  5. The senior qualified employee with any Bid Position.
- iii) The vacant positions of a promotional nature referred to in ii) may be temporarily filled, if required, by staff present on that Friday until a replacement arrives to assume the position.
- iv) If replacement staff are required to be called back to provide for operational requirements, and the required staff positions are not of a promotional nature, then qualified staff will be called back according to the Overtime Report.
- v) Employees called back will be paid double (2X) the applicable rates of pay for those hours worked on that day.
- g) Transition to A Different Friday Off
- i) Short Term (Leave of Absences, Temporary Appointments)
- When employees shift between crews or assume a new temporary position that has a different Friday Off schedule, they will maintain their current Friday Off schedule.
- ii) Long Term (Annual Crew changes, Underground Residential Distribution (URD) changes, New Permanent Positions)
- When employees shift between crews or assume a new position that has a different Friday Off schedule, they will assume the new Friday Off schedule.
1. Attempts will be made to schedule shift changes following an employee's normal working Friday.
  2. Employees will work two (2) Fridays in a row, and will have the option of taking a day off in lieu (through normal procedures), or pay at straight time for that extra Friday worked.
  3. If the shift occurs immediately following the employee's working Friday, then the employee will immediately assume the new

schedule.

4. If the shift occurs immediately following the employee's Friday Off, then the employee will work the following Friday, and then assume the new schedule.
- h) All employees shall be at their respective worksite ready to commence work at their regular starting times.
  - i) All employees shall be entitled to two (2) fifteen (15) minute rest periods per eight point three (8.3) hour shift. Whenever possible these rest periods are to be split into the morning and afternoon or whatever is applicable to the shift. These rest periods are to be taken at the job site at the discretion of the Foreman.
  - j) The work week shall be defined as Saturday midnight to Saturday midnight.

#### **ARTICLE 19. PREMIUM PAY**

Employees shall be paid the following overtime rates or premium rates:

- a) On Regular Working Days
  - i) Double (2X) regular rate of pay shall be paid for all hours after regular working hours until relieved.
  - ii) For work commencing within six (6) hours before regular starting time, double time (2X) for all such hours worked before regular starting time, reverting to straight time for work during regular working hours.
  - iii) In addition to ii) above, all time worked beyond twelve (12) continuous hours shall be paid at double time (2X). Continuous hours shall refer to those starting work within six (6) hours of their regular starting time, and working through their lunch break.
  - iv) For work commencing prior to six (6) hours before regular starting time, a "break" of four (4) continuous hours from duty shall constitute "relief" as referred to in i) above.
  - v) Employees shall be entitled to one (1) fifteen (15) minute paid rest period for each four (4) hours of overtime worked.
- b) Work on a Public or Proclaimed Holiday

Employees required to work on a public or proclaimed holiday shall receive

eight point three (8.3) hours' pay at straight time, and in addition, shall be paid double (2X) the regular rate of pay for all hours worked.

c) Work on Regular Off-Days

When an Employee is required to work on any day which is not normally a working day for him, he shall be paid double time (2X) for all hours worked. Should the off day also be a public holiday, the employee shall also receive a normal day's pay.

d) Callback Premium

Overtime arising out of:

- i) A callback without prior notice;
- ii) A callback with prior notice but an isolated time neither immediately before or after regular working hours, shall qualify for a minimum two (2) hours at double time (2X), provided that none of the preceding premium pay clauses provide for a better condition;  
A call out shall not be considered an extension of regular hours of work for overtime purposes.

e) Work During Noon Lunch Period

Any employee called back to work during the noon lunch period shall be paid double (2X) his regular rate for time worked during the lunch period. Any subsequent time taken off for lunch shall be deducted at straight time from the premium payment made for work during the regular lunch period.

f) Danger Pay

Employees working at a height over sixty-nine (69) feet from the point where the pole, timber, bridge, tower or fixture rests upon, is affixed to, or inserted in the ground, shall be paid at the rate of two times (2X) regular rate for all time actually worked above a height of sixty-nine (69) feet.

g) Except in cases of emergencies, the following shall apply (an emergency shall be defined as per ***the Saskatchewan Employment Act***):

- i) Notice of overtime or cancellation shall be given as far in advance as is practical.
- ii) An employee who demonstrates reasonable personal needs shall not be required to work overtime.

Revised



- iii) Overtime shall, to the extent possible, be distributed equally to the employees who normally perform the work or who hold the bid position. Guidelines will be used as a reference to aid in the selection of personnel for overtime situations.
- h) Where practical for planned overtime when three (3) or more employees are required on the same project, a Foreman shall be called out.
- i) Standby Pay

The following outlines the standby procedure for the Electronics Shop:

- i) Term of Duty - One (1) Traffic Signals Technician/Electronic Technician and one (1) Electronic Communications Technician/Electronic Technician shall be on standby duty for the following hours:
  - Term to commence Wednesday at 5:00 p.m.;
  - Term to end Wednesday at 8:00 a.m. of the following week.

The standby schedule only covers the time outside normal working hours (Mon. - Fri. 8:00 to 17:00), except public holidays.

- ii) Responsibilities - While a Technician is on standby duty he shall be available to carry out emergency repairs to radio, traffic signal and fire alarm systems.

To be available shall mean to be able to be contacted by cellular telephone, or by telephone at home.

While on standby, the employee shall be supplied with a cellular telephone and a vehicle.

- iii) Rotation - Each Technician shall take their regular term at standby duty on a rotating basis by schedule in consultation between the Management and the Shop Steward except in the following cases:

1. Week assigned is their regular Friday off,
2. Scheduled annual vacation,
3. Sickness, or
4. For compassionate reasons due to demonstrated family or health problems.

In the event an employee is not able to perform the duties required for any of the above reasons, he shall inform the Foreman, who will in turn arrange for a replacement.

If a term of standby duty is postponed, due to any of the above, the

employee shall take his term beginning at the start of the next term of duty.

iv) Standby Pay - While on standby duty, a Technician shall be paid at an hourly rate of one-eighth (1/8) his normal hourly pay. In addition, he will be paid for the following:

1. Regular days pay on public holidays as per Article 9 of the Agreement.
2. Premium pay as per Article 19 of the Agreement.

j) Banking of Overtime

i) During each vacation year (April 01 to March 31) permanent employees (other than 12-hour shift employees) may elect to bank any portion of overtime hours worked (one (1) overtime hour = two (2) banked hours) up to a maximum of eight (8) working days, to be taken at a future date as leave with pay.

ii) Under normal circumstances, employees are encouraged to take banked overtime leave in one day blocks. However, employees may take shorter banked overtime allotments (down to one hour blocks) where the need arises, with the approval of the Director or designate. Such approval will be based on meeting operational requirements in the opinion of the Director or designate.

iii) Banked overtime leave will be paid at the employee's current wage rate. Banked overtime may be paid out upon written request by the employee.

iv) All banked overtime not taken by the end of the vacation year it was earned, will be paid to the employee.

## **ARTICLE 20. PAY DAYS**

Revised

Hourly employees shall be paid on the seventh (7th) and twenty-second (22nd) days of each month and monthly employees on the fifteenth (15th) and last day of each month, or when any of these days fall on a Saturday, Sunday or **public** holiday, on the previous working day.

The parties will continue to work toward bi-weekly pay days during the life of this agreement.

New

**Notwithstanding the above paragraphs, pay dates may be changed to maximize systems or technologies introduced by the City. The City agrees to provide reasonable notice to employees and consult with the union in**

**relation to the new pay period structure and the applicable dates in advance of the change being implemented.**

**ARTICLE 21. PROMOTIONS, VACANCIES AND TRANSFERS**

- a) All new permanent positions and vacancies to be filled within the scope of this Agreement shall be bulletined. Such bulletins shall indicate the nature of the vacancy and the closing date and hour for bidding. Bulletins shall be posted for a period of seven (7) days prior to an appointment being made.
- b) A copy of all position vacancy bulletins will be sent to the Union Secretary.
- c) When the City creates a new position not listed in Article 25 h) within the scope of this Agreement, the job description for such new positions shall be created in accordance with Article 27 a), and the wages shall be determined in accordance with Article 27 d).
- d) Applications from members of Local No. 319 shall receive first consideration when filling vacancies for new positions not listed in Article 25 h) and, providing these applicants have the qualifications to perform the duties, they shall be given preference.
- e) Upon appointment to another position, an employee shall be allowed a trial period of six (6) calendar months. If not considered capable within this period, or if he so requests, he shall be returned to the position formerly held without loss of seniority. An employee may not revert more than once in a three (3) year period.
- f) All new employees appointed to permanent positions shall be on probation for a six (6) month working period. The probationary period may be extended by the length of any absence from work with notification to the Union.
- g) Foremen, Relief Foremen and Trouble Shift employees who have passed their six month probation period and wish to revert back to their respective trade position or a Groundman position and rate of pay, may do so upon written request to the Director with 30 days notice.
- h) Employees, during their trial period under Article 21 e), or during their probationary period under Article 21 f), may not exercise any bidding rights, except for positions which may affect the time required to serve in an apprenticeship or positions with a higher salary.
- i) Where there are no qualified applicants with classification seniority in accordance with Article 25 a) for a bulletined position, a qualified candidate with seniority of service within Local No. 319 shall have preference.

## **ARTICLE 22. TEMPORARY APPOINTMENTS AND POSITIONS**

Subject to the following conditions, all employees - if assigned to another position with a higher rate of pay - shall be paid at the higher rate of pay:

- a) During the absence of a Foreman on vacation or sickness, the tradesman who takes over the full duties of a Foreman's position shall be paid at the Foreman's rate.
- b) Where a qualified tradesman or relief foreman is supervising three (3) or more tradesmen, he shall, while so employed, be known as a Foreman and shall not normally engage in any of the duties of the men under his supervision.
- c) Where a qualified tradesman is supervising three (3) or more other employees, at least one (1) being a tradesman, he shall be known as a Foreman and paid at the Foreman's rate. He shall normally use the tools of his trade, subject to (b) above.
- d)
  - i) Charge Hand
    - 1. Where two (2) or three (3) tradesmen only are working together without the direct supervision of the Foreman, the senior tradesman shall be known as Charge Hand.
    - 2. Where one (1) tradesman and three (3) or more non-trades are working together without the direct supervision of the Foreman, the tradesman shall be known as Charge Hand.
    - 3. A Charge Hand shall be paid a premium of one dollar (\$1.00) per hour, while so designated.
  - ii) Designated Tradesman U.R.D. and Power Electrician's Section
    - 1. Where four (4) or more employees are working together, at least two (2) being tradesmen, and the U.R.D. Foreman or Power Electrician Foreman is not in direct supervision, the Foreman shall designate the senior tradesman to supervise during his absence from the work site.
    - 2. The "Designated Tradesman" shall be considered as the "second tradesman" for safety purposes.
    - 3. Effective June 26, 2007, the "Designated Tradesman" shall be paid a premium of one dollar and fifty cents (\$1.50) per hour, while so

designated.

- e) i) If the Foreman is absent from his duties for:
- medical appointments;
  - dental appointments;
  - sick leave;
  - vacation leave;
  - leave of absence;
  - banked overtime leave;
  - Workers' Compensation;
  - required training seminars or conferences away from the normal work location;

he shall designate the Senior Tradesman (in the absence of the Relief Foreman) to take his place, and that employee shall be paid in accordance with (b), (c), or (d) above.

- f) i) When there are fewer than two (2) Technologist II's for one (1) or more days due to being absent on approved leave, or required training, seminars, or conferences away from the Saskatoon Light & Power, a Technologist I who is qualified to perform Technologist II duties shall assume the duties of the Technologist II and shall receive the following premium pay:

1. A Technologist I in the maximum step of his salary range shall receive the fourth step of the Technologist II range.
2. A Technologist I, in steps one (1) through five (5) of the Technologist I salary range, shall receive fifty-two dollars (\$52.00) per month.

- g) When the shift meter installer is absent on approved leave for one or more days and management elects to fill that vacancy, a meter installer will be selected to fill the vacancy in order of seniority. On the first day of relief, the employee filling the vacancy will work the regular meter installer shift and will continue to work until 8:30 p.m. Applicable overtime rates will apply after regular working hours.

The relief employee will not have the option of leaving forty-two (42) minutes early if required to work through the lunch break. Effective the second day of relief, the employee will assume the shift meter installer hours of work for the duration of the vacancy.

- h) All temporary promotions of a duration of three (3) days or less except for scheduled vacations, normally shall be made from within the working

sections which are: Line, Electricians, Electronics, Meter, Stores, Technical and Clerical.

i) In the event a temporary vacancy occurs that is of a promotional nature and management elects to fill that vacancy, personnel will be selected in the following sequence subject to h), j), and k):

i) The employee holding the relief bid position for that classification in which the vacancy exists;

ii) The senior qualified employee with no bid position;

iii) The senior qualified employee with any relief bid position;

iv) The senior qualified employee with any bid position.

j) For application to Article 22 h), bid positions are defined as:

|                                      |                          |
|--------------------------------------|--------------------------|
| Foreman's Positions                  | Equipment Operator       |
| Patrolman/Service Operator           | Machine Operator         |
| Trouble/Service Powerline Technician | Bucket Truck Operator II |
| Relief Electronics Foreman           | Relief URD Foreman       |
| Relief Line Foreman                  |                          |

k) Employees holding bid positions or relief bid positions shall at all times fill their respective positions first.

l) In the event that a position must be filled temporarily for a period in excess of three (3) months, the position will be posted.

i) The position will be filled by the senior qualified applicant within the applicable classification.

ii) If there are no qualified applicants within the applicable classification, preference will be given to the senior qualified applicant within Local No. 319.

Where there are no qualified applicants within Local No. 319, consideration will be given to Local No. 319 applicants who have the majority of the qualifications. Discussion will be undertaken with Local No. 319 to determine the suitability of these applicants.

iii) Upon expiration of the temporary appointment, a permanent employee who filled the position will revert to his previous position without loss of seniority or permanent status.

**ARTICLE 23. TEMPORARY EMPLOYEES**

- a) A temporary employee shall be defined as a person holding a position of limited duration of less than **eighteen (18)** months. This period shall only be extended beyond **eighteen (18)** months with consultation and agreement with the Union.
- b) Temporary employees shall not be able to exercise seniority rights during this period.
- c) Temporary employees appointed to permanent positions shall be credited with seniority retroactively for all accumulated service, providing that employee has worked for any period of time during consecutive calendar years.
- d) For the purpose of salary increments, time worked shall be accumulated providing an employee works for any period of time during consecutive calendar years.
- e) Notwithstanding the foregoing, temporary employees shall receive consideration for permanent positions, providing they possess the required qualifications, and providing no qualified permanent candidate has applied.

When considering temporary employees for appointment to permanent positions, the length of previous service time the employee has shall be a consideration.

- f) Temporary employees shall not be eligible for temporary promotions or overtime (except for continuation of the normal working day), except when permanent employees are not available, within the Department or a temporary employee is filling a vacancy of a permanent position for a limited time.
- g) Temporary employees will require **three (3)** months of service to be eligible for sick leave credits that will accumulate at the rate of one and one-quarter (1¼) days per month. For the purpose of sick leave credits, time worked shall be accumulated providing an employee has less than 182 days break in service.

Revised

**ARTICLE 24. TROUBLE SHIFT**

- a) Definitions
  - i) Shift - means 8:00 a.m. to 8:00 p.m. designated as Shift "A" on the work schedule, or 8:00 p.m. to 8:00 a.m. designated as Shift "B" on the work schedule.

- ii) Work Schedule - means the master schedule of all crews on all shifts for the period January 1, to December 31, in each project year.
  - iii) Crew - means one (1) of four (4) groups of employees designated on the Work Schedule as 1, 2, 3, or 4.
  - iv) Day - means a twenty-four (24) hour period from midnight to midnight or a calendar day or an employee's work day or a shift, as required by the context.
  - v) Block - means a complete shift cycle including two (2) "A" shifts, two (2) "B" shifts, followed by four (4) days off.
- b) Hours of Work
- i) Employees shall be entitled to two (2) half ( $\frac{1}{2}$ ) hour lunch breaks during each shift. Lunch breaks shall be flexible such that no additional premium shall be paid for a call out during lunch breaks.
  - ii) Under normal circumstances, Trouble Shift employees will work all shifts as scheduled. However, where the need arises, employees may exchange shifts as required and must notify the Operations Superintendent and document the change.
- c) Vacations
- i) Vacations shall be calculated by converting the provisions in Article 10(a) to hours by dividing by twelve (12) as follows:
 

|                              |                       |
|------------------------------|-----------------------|
| After one (1) year           | 120 / 12 = 10 days    |
| After eight (8) years        | 160 / 12 = 13.33 days |
| After sixteen (16) years     | 200 / 12 = 16.66 days |
| After twenty-four (24) years | 240 / 12 = 20 days    |
  - ii) Fractional vacation days may be accumulated until they equal one (1) full day or may be paid out, at the employee's option.
  - iii) No more than two (2) Powerline Technicians and two (2) Patrolmen may be on vacation from all of the crews at any one time, except during July and August, when vacation leave shall be subject to operational requirements, and approval will be required for more than one (1) Powerline Technician and one (1) Patrolman.
  - iv) Vacations shall be taken in blocks wherever possible. However, one block may be taken as four (4) individual days.



d) Relief Work will be drawn from:

- i) When notification of absence is received after regular working hours on a Friday, or a Saturday, Sunday, or public holiday for relief on those days, eligible 12-hour shift employees shall be called first in order of seniority.
- ii) If a vacancy on the 12 hour Shift A occurs on a Friday (other than as per Article 9 a) Public Holidays) then the first to be selected to relieve will be drawn from those employees working on that Friday followed by the rest of the eight point three (8.3) hour employees.

All relief shall be drawn from the eight point three (8.3) hour employees as per the following:

- 1. The senior qualified employee with no bid position [Article 22 i)]. (For the Patrolman/Service Truck Operator position, selection will be made from the Groundman positions before utilizing the Electrician Helper positions.)
  - 2. The senior qualified employee with any relief bid position.
  - 3. The senior qualified employee with any bid position.
- iii) Employees on twelve (12) hour shifts shall be 'eligible' for relief work subject to d) iv).
  - iv) No employee shall work two (2) consecutive twelve (12) hour shifts.
  - v) Employees on twelve (12) hour shifts shall not be called to relieve for scheduled vacations.
  - vi) An eight point three (8.3) hour shift employee who accepts relief work during the same day as his 8:00 a.m. to 5:00 p.m. shift shall not work beyond 1:00 a.m. the following morning.
  - vii) An eight point three (8.3) hour shift employee who accepts relief work shall be paid appropriate overtime rates on the first (1st) and second (2nd) relief shift if applicable and thereafter shall be paid the same as a twelve (12) hour shift employee.
  - viii) An eight point three (8.3) hour employee who has commenced to relieve for the twelve (12) hour shift cannot be bumped out by anyone for five (5) consecutive blocks, after which he may be bumped by a senior eight point three (8.3) hour shift employee.

- ix) When an eight point three (8.3) hour employee provides relief for a twelve (12) hour shift he assumes the hours of work and schedule for that shift. The first (1st) and second (2nd) day of relief will be paid as follows:
  1. If the day is one which is normally worked under his eight point three (8.3) hour schedule, and the employee works the twelve (12) hour shift, he will be paid eight point three (8.3) hours' regular pay plus three point seven (3.7) hours' premium pay.
  2. If the day is one which is normally not worked under his eight point three (8.3) hour schedule and the employee works the twelve (12) hour shift, he will be paid twelve (12) hours at premium pay.
- x) Beyond the first (1st) and second (2nd) days of relief, the eight point three (8.3) hour employee on the twelve (12) hour shift schedule will be paid the same as a twelve (12) hour shift employee.
- xi) Employee seniority will be used as the basis for selecting twelve (12) hour shift employees to relieve for vacancies in the twelve (12) hour shift schedule, provided that the employees are eligible subject to d) i), ii), iii) and v).

e) Public Holidays

- i) An employee who works on a public holiday shall receive:
  - Shift A: Eight point three (8.3) hours' pay for the holiday plus double time (2X) for all hours worked.
  - Shift B: (holiday began at midnight)  
Eight point three (8.3) hours' pay for the holiday plus four (4) hours' pay at double time (2X) plus eight (8) hours' pay at straight time from midnight to 8:00 a.m.
  - Shift B: (holiday begins at midnight)  
Eight point three (8.3) hours' pay for the holiday plus four (4) hours at straight time, plus eight (8) hours at double time (2X) from midnight to 8:00 a.m.
- ii) An employee who does not work on a public holiday shall receive eight point three (8.3) hours' pay at straight time.
- iii) No employee shall be paid twice for the same hours.

f) Other Benefits

- i) Shift differential shall be paid for all hours worked between 4:00 p.m. and 8:00 a.m.
- ii) All other contractual benefits shall be calculated on an hour for hour basis.
- iii) Charge Hand as per Article 22 d) i) 1. does not apply to Trouble Shift

g) Filling of New Positions

- i) All twelve (12) hour shift positions shall be filled in accordance with Article 21.
- ii) During the probationary period an employee may revert back to an eight point three (8.3) hour shift in accordance with Article 21 e), however, if his formerly held position no longer exists he shall be offered a Powerline Technician or Groundman position.

**ARTICLE 25. SENIORITY - PERMANENT EMPLOYEES**

Seniority of service shall be determined by the length of continuous employment within Local No. 319's jurisdiction.

a) Filling Vacant Positions in the Following Groups

i) Trade Group

Qualifications and ability being sufficient, seniority within the applicable trade classification shall be given preference.

Seniority of a tradesman is the period of time spent within that trade classification (including apprenticeship) while employed with the City under Local No. 319.

ii) Non-Trade Group

Qualifications and ability being sufficient, seniority of employees with ten (10) years' or more service within the non-trades group shall be given preference.

In the event the vacancy is not filled by the above-mentioned preferred group, seniority of service (as defined) shall prevail.

iii) Clerical Group

Qualifications and ability being sufficient, seniority within the clerical group shall be given preference.

b) Apprentices Retaining Non-trade or Clerical Seniority

An apprentice, while serving his apprenticeship, shall continue to accumulate his seniority within the non-trades or clerical group until completion of his apprenticeship. The foregoing to be applied in the case of inability to complete his apprenticeship, or because of illness, and to be in effect only after expiration of Article 21 e) and h).

c) Layoff

Management agrees to inform the Union of any probable forthcoming layoffs as far in advance as is possible.

When reducing permanent staff, employees with the least seniority in affected position(s) will be given layoff notice.

If an employee is absent from work, the layoff notice will be delivered to the employee by double registered mail.

Upon receiving written notification of layoff, the affected employee(s) will have the option to displace an employee with less seniority of service as follows:

- i) Laid-off trades group employees may displace a less senior person in any trade position, providing they are qualified to do so and have trade classification seniority, or they may displace a less senior person in either the non-trades or clerical group, provided they are qualified to do so.
- ii) Laid-off non-trades or clerical group employees may displace a less senior person in the non-trades or clerical groups, provided they are qualified to do so.
  1. In all cases of layoff, employees may displace a less senior employee in positions at the same or lower salary range.
  2. Where qualifications or certification can be obtained during the layoff notice period, laid-off employees shall be considered qualified under i) and ii) above.
  3. If, due to his seniority, the laid-off employee has no position to bump to at the same or lower salary range (as per NOTE 1. above)

discussions will be undertaken between the parties with a view to providing accommodation. The employee so affected could displace the least senior employee in a higher salary range provided he is qualified to do so. The employee's salary would be frozen at its current rate. This provision is only to be applied as a final step before layoff.

d) Layoff Notice

The notice of layoff shall be issued as far in advance as is (reasonably) possible.

Permanent employees shall receive the following minimum notice of layoff:

- i) less than 10 years          6 weeks
- ii) 10 or more years          8 weeks

e) Displacement

Management agrees to work together with the Union on any displacement process.

- i) Where notice of layoff is issued the affected employee will have the right to accept layoff or to displace another employee as in Article 25 c). The Director or designate, must be informed by the employee of the decision to displace not less than five (5) working days prior to the intended layoff date.
  - ii) The affected employee will forfeit the right to displace if the above notification is not received by the Director.
  - iii) Upon receiving written notification of displacement the affected employee will receive five (5) working days to either accept layoff or to displace another employee as per Article 25 c). If layoff is chosen, the five working days will form part of the minimum notice of layoff.
  - iv) The last employee affected by the displacement process shall receive the minimum notice of layoff where Article 25 c) cannot be used.
  - v) Employees will not be entitled to change their decision of displacement.
  - vi) Where multiple notices of layoff are issued, the Union and management will work together to facilitate the layoff/displacement process.
- f) Where no permanent displacement is possible, temporary employees will normally be terminated (end of temporary assignment) before permanent

employees are laid off, as long as the laid-off permanent employees are qualified for the available work.

- g) Employees who are laid off have the right to be recalled to positions for which they are qualified and shall be considered for vacancies in keeping with Article 25 a). Employees who remain on layoff for a period of twenty-four (24) months shall be considered terminated.

h) Employee Groups, Classifications and Positions

| Group  | CLASSIFICATION               | POSITION   |
|--------|------------------------------|--|
| Trades | Powerline Trade              | Powerline Foreman<br>URD Foreman<br>Relief Powerline Foreman<br>Relief URD Foreman<br>Trouble/Service Powerline Technician<br>Powerline Technician<br>Apprentice Powerline Technician  |
|        | Power Electrician Trade      | Power Electrician Foreman<br>Power Electrician<br>Apprentice Power Electrician   |
|        | Meter Repair Trade           | Metering Foreman<br>Quality Assurance Technologist<br>Metering Technologist  |
|        | Electronic Trade             | Electronic Foreman<br>Relief Electronic Foreman<br>Electronic Technician<br>Traffic Signal Technician<br>Apprentice Traffic Signal Technician<br>Electronic Communications Technician<br>Apprentice Electronic Communications Technician<br>Senior Electronics Communications Technician |
|        | Engineering Technology Trade | Electrical Engineering Technologist II<br>Electrical Engineering Technologist I<br>System Operator<br>Communications Technologist<br>Traffic Signals Technologist II   |
|        | Drafting Technology Trade    | GIS Analyst<br><b>GIS Technologist</b><br>Drafting Technologist  |

| Group      | CLASSIFICATION | POSITION  |
|------------|----------------|---|
| Non-Trades |                | Meter Installer<br>Meter Installer (Shift)<br>Bucket Truck Operator II<br>Patrolman/Service Truck Operator<br>Machine Operator<br>Equipment Operator<br>Groundman<br>Electrician Helper<br>Storekeeper<br>Buyer<br>Utilityworker II<br>Utilityworker I<br>Labourer<br>Electronics Storekeeper<br>Electronics Helper<br>System Administrator |
| Clerical   |                | Senior Clerk<br>Clerk<br>Records Management Technician<br>Clerk-Steno   |

**ARTICLE 26. JURISDICTION OF LOCAL NO. 319**

- a) Journeymen Powerline Technicians shall have jurisdiction over the following work within the City of Saskatoon-owned Electrical Utility System:
  - i) Framing, erecting, stringing overhead wires, hanging of all transformers, multiple street lamps and fixtures, stringing of all aerial cables, all ornamental street lighting, the lighting of subways and bridges, splicing of overhead wires and all temporary decorative streamers and the construction and maintenance of all overhead lines.
- b) In addition to the above, Powerline Technicians' jurisdiction will be extended to include underground distribution in all voltages of 25,000 and under.

Notwithstanding the foregoing, it is understood that, in the event of Linemen not being available for this work, the Electrician staff may be used on any underground system.

- c) Members of Local No. 319 shall continue to be employed in stringing cables and guys to the extent they may be required to do so in connection with the traffic light system.



- d) Journeyman Metering Technicians of Local No. 319 shall have jurisdiction over:
  - i) The maintenance and calibration of all electrical meters;
  - ii) Installation and wiring of all instrument transformers for electrical utility revenue metering of the City of Saskatoon Utility Services Department, Saskatoon Light & Power.
  - iii) The certifying of Electric revenue meters, subject to Saskatoon Light & Power Meter Shop accreditation through Measurement Canada.
- e) Journeymen Electronics Technicians shall have jurisdiction over the following work:
  - i) Installation, maintenance and removal of mobile radio equipment in use in all City Departments, except for the following:
    - 1. Removal and replacement of bus radio units and installation of bus antennas at the Transit Services Branch.
  - ii) Installation, maintenance and removal of base station equipment in use in all City Departments.
  - iii) Installation, maintenance and removal of radio control centre and remote control equipment in use in all City Departments.
  - iv) Installation, maintenance and removal of traffic signals and associated equipment.
  - v) Inspection and assistance for the purpose of familiarization on the installation of fire alarm dispatch, radio communication and traffic signal equipment where such installation is being done under contract.
  - vi) Inspection of the installation of underground facilities for traffic signals where such work is being done by contract.
  - vii) It is agreed that when and if a Journeyman Electronic Technician is employed for maintenance purposes at the Waterworks Plant and/or the Pollution Control Plant, Local No. 319 shall have jurisdiction over such work provided a suitable accommodation has been reached with C.U.P.E. Local No. 47.
- f) Journeyman Traffic Signal Technicians shall have jurisdiction over the following work:

- i) Installation, maintenance and removal of traffic signals and associated equipment.
  - ii) Inspection and assistance for the purpose of familiarization on the installation of traffic signal equipment where such installation is being done under contract.
  - iii) Inspection of the installation of underground facilities for traffic signals where such work is being done by contract.
- g) Journeymen Electronic Communications Technicians shall have jurisdiction over the following work:
- i) Installation, maintenance, and removal of mobile radio equipment in use in all City Departments (with the exception of Transit radios and antennas.)
  - ii) Installation, maintenance and removal of base stations equipment in use in all City Departments.
  - iii) Installation, maintenance and removal of radio control centre and remote control equipment used in all City Departments.
  - iv) Inspection and assistance for the purpose of familiarization on the installation of fire alarm dispatch and radio communication equipment where such installation is being done under contract.
- h) Journeymen Power Electricians shall have jurisdiction over the following work within the City of Saskatoon-owned Electrical Utility System:
- i) All high voltage underground subtransmission cables in duct banks directly linking substation to substation.
  - ii) Installation and repair of all electrical substation equipment including underground feeder and associated secondary conductors. Effective January 1, 1998, feeder cables coming out of the substation will be the Power Electrician's jurisdiction to whichever comes first: the first manhole out of the substation or the first termination/splice point. The installation of these feeder cables can be extended beyond the first manhole with agreement between Union and Management. Where the line section is installing feeder cables, they may install the cables beyond the first manhole into the substation with agreement between Union and Management. Terminations/splices will be done by the applicable trade groups.

Feeder cables that were installed previous to this date in duct banks

beyond the first manhole or termination/splice point by the Power Electricians will remain within their jurisdiction.

- iii) Installation, splicing and maintenance of:
  - 1. lead covered high voltage cables.
  - 2. metal covered high voltage cables and conductors used in Article 26 h) i), ii) and vi).
- iv) The wiring of subway and bridges in conduit and ducts.
- v) The maintenance of conduit and duct systems installed under Article 26 h) i), ii), iv) and vi).
- vi) Electrical construction and maintenance of underground network systems.
- vii) Installation and maintenance of building or structural wiring and fixtures in electrical utility buildings.
- viii) Normal maintenance, repair and testing of distribution and power transformers and street light fixtures, street light relays and similar devices.
- ix) Testing and purification of transformer oils.
- x) Periodic testing of safety equipment.
- xi) All underground street light systems on highways, freeways and throughways. Where a Line crew is repairing streetlights, they are permitted to complete the work, after consulting with the Power Electrician Foreman.
- xii) Notwithstanding the foregoing, it is understood that, in the event of Power Electrician staff not being available for this work, the Line staff may be used for substation work involving overhead lines and towers as well as underground street light systems on highways, freeways and throughways.
- i) It is further agreed that general electrical maintenance requirements in various City facilities and buildings shall be discharged by appropriate trade staff from the Saskatoon Light & Power when other utility employment demands permit.
- j) When Electricians are performing duties within the Powerline Technician URD area of jurisdiction, the URD Foreman will supervise. Where the

Powerline staff are performing duties within the Power Electrician area of jurisdiction, the Power Electrician Foreman will supervise.

Staff belonging to their respective sections (jurisdictions) will be called first for any planned overtime occurrences. Where the extension of the day is required, staff will continue working.

New

- k) **The City agrees that direct buried underground installation shall be made under the supervision of a competent Journeyman Tradesman.**

## **ARTICLE 27. JOB DESCRIPTIONS**

Management agrees to maintain appropriate job descriptions for all positions within the scope of this Agreement.

a) New or Revised Job Descriptions

New job descriptions or changes to existing job descriptions will be discussed prior to implementation. Management recognizes the value of consulting the Union in jointly developing or revising job descriptions.

b) Changes to Qualifications

When the qualifications of an existing position require change, the Union shall be given a minimum of six (6) months' notice of such change. Where six (6) months' notice is not given, applicants with the existing qualifications will qualify for postings within the notice period.

c) Changes to Duties and Responsibilities

- i) If there is a significant change in duties and responsibilities of a permanent filled position either on an identifiable date or gradually over a period of time, a review of the position(s) may be requested by the Union or by Management, as represented by the Human Resources Department.
- ii) The party initiating the review request shall submit a Position Analysis Questionnaire (P.A.Q.) completed in full to the Human Resources Department. The P.A.Q. will be accompanied by a memorandum indicating the reasons for the request for a change in classification. A copy shall be forwarded to the Secretary of I.B.E.W. Local No. 319.
- iii) Subsequent to the receipt of the P.A.Q. and memorandum above, the Human Resources Department will initiate the review of the position. Such review will be concluded within three (3) months of the request. The Human Resources Department shall conclude:

1. confirmation of the current position; or,
  2. upgrading of the current position; or,
  3. downgrading of the current position and initiate appropriate action to effect the decision and to inform the parties to this agreement in writing.
- iv) Should the Union disagree with the decision, it may appeal such within fifteen (15) calendar days of receipt of written notification, referred to in c) iii) above, to the Position Appeals Committee.
- v) The Position Appeals Committee shall consist of one member appointed by the Union, one member appointed by the City, and a Chairperson mutually acceptable to both parties. The committee shall hear evidence and shall consider only the duties and responsibilities of the position as of the date of the request for review.
- vi) The Position Appeals Committee shall be authorized to direct:
1. that the decision be confirmed and the appeal denied; or,
  2. that the appealed position be reallocated to an established position and/or classification; and,
- shall make one of such directions in respect of each appeal.
- vii) Decision of the Committee shall be binding upon the parties to this agreement and upon the appellant. The Committee may recommend that a new position be established.
- viii) The City shall authorize leave of absence with pay to Union representatives, providing they are in the employ of the City. The Chairperson, if in the employ of the City, shall be granted leave of absence with pay. If the Chairperson is not a City employee, the remuneration shall be as determined between the parties to this agreement and him/herself and shall be shared equally by the principals.
- ix) Position adjustments shall be effective retroactively to the start date of the next pay period following the date of the initial request for review as specified in c) ii). Incumbents who requested the review shall be retroactively compensated provided the position was upgraded and they still hold the position in question.
- x) If the position is upgraded to a higher level the incumbent shall receive the greater of:

1. the minimum for the adjusted position;
- OR
2. the applicable salary level which is equal to or greater than their previous salary level.

Adjustments to this practice shall be made for any intervening increments that may have come due during the appeal process.

- xi) If the position is adjusted to a lower level, the incumbent shall not be affected and will proceed through the existing salary range and receive any general economic increases agreed to in collective bargaining. Upon vacating the position, the down-graded position will be effected.

d) Wages

The wages for new job descriptions shall be the subject of negotiations with the Union. If agreement cannot be reached on wages, the matter may be referred to the grievance procedure.

- e) All Foremen shall first and foremost be engaged in their role as supervisors and responsible for their crews. However, where safety and training requirements permit, these foremen may use the tools of the trade. A Foreman may be considered the second qualified tradesman, if that Foreman and the Operations Superintendent agree that the job assignments permit.

**ARTICLE 28. APPRENTICESHIP**

Union and Management recognize the value of a continuing Joint Apprenticeship Program. It is important that employees with seniority and qualifications be given an opportunity to obtain a trade through the Joint Apprenticeship Program.

- a) Management and Union will be equally represented on the Joint Apprenticeship Training committee (J.A.T.C.), Union representatives to come from the respective trades. The committee will meet four (4) times each year.
- b) If an apprentice in Electronic Trade classification has had one (1) year's previous experience in a related trade, he may receive credit for up to one (1) year as determined by the Joint Apprenticeship Training Committee.

Electrician and Powerline Technician apprentices may receive credit for pre-apprenticeship experience as governed by the Saskatchewan Apprenticeship and Trade Certification Commission.

- c) i) Pay increases in accordance with k) ii) below will be effective the date of the apprentice successfully completing the final exam for that level.

Apprentices are required to submit a copy of their Saskatchewan Apprenticeship and Trade Certification Commission card after each level completed.

In the event an employee is unable to complete an examination level as a result of actions taken or not taken by management the employee may, subject to J.A.T.C. recommendation, be compensated retroactively upon successful completion of the apprenticeship level at the next available opportunity. The J.A.T.C. voting on this must have a majority vote of equally represented union and management.

ii) The effective date of receiving the journeyman pay increase will be the date of successfully completing the final exam upon confirmation of a Journeyman Certificate.

ii) Notwithstanding c) i) above The J.A.T.C. shall be allowed to recommend an extension to the apprenticeship period. Where an apprenticeship is extended, the employee is to remain at the present percentage of the journeyman's rate.

- d) Existing and new apprentices in the trades shall be considered journeymen only after having completed both the following:

- i) Four (4) years' experience in the trade within Local No. 319 or as mutually agreed to by the Union and the City.
- ii) Successful completion of the appropriate government training and exams or successful completion of a mutually-agreed course of study between Management and Union if government training courses are unavailable.

- e) i) There shall be no more than one (1) apprentice to every one (1) Journeyman Power Electrician and one (1) apprentice to every two (2) Journeymen Powerline Technicians. For all other trades there shall be no more than one (1) apprentice to every one (1) journeyman.

- ii) **No apprentice shall be allowed to work on power circuit voltage exceeding 300 volts to ground until six months after completing Level 2 training. For Powerline Technician and Electrician apprentices, Class One (1) and/or Class Two (2), rubber gloves will be issued six months after completing Level 2 training. Level 4 training must be completed for all Powerline Technician apprentices to be issued Class Three (3) rubber gloves.**

New

- iii) Apprentices shall not be considered as qualified tradesmen unless working with a journeyman.
- f) Travel and sustenance for apprentices will be paid at rates set out by City policy.
- g) Registration fees will be paid by the City and reimbursement for tuition fees are subject to City Policy.
- h) Apprentices will receive their negotiated wage rate while on course. Additional payments from any other sources will be forwarded to the City.
- i) Tradesmen shall not be considered for an apprenticeship without having worked for five (5) years as a journeyman in I.B.E.W. Local No. 319 in the first trade.
- j) Tradesmen with less than five (5) years in the first trade, who are no longer capable of performing their duties, shall be given consideration for an apprenticeship, providing seniority and qualifications are met.
- k) i) Apprentice rates for, Meter and Electronics shall be calculated as follows:

|                |                  |
|----------------|------------------|
| 1st 6 months   | Trade Rate X 67% |
| 2nd 6 months   | Trade Rate X 76% |
| Next 12 months | Trade Rate X 84% |
| Next 12 months | Trade Rate X 90% |
| Next 12 months | Trade Rate X 95% |

Effective January 1, 2015, apprentice rates for Power Electrician shall be calculated based on the Trade Rate minus \$3.00 multiplied by the percentage as identified above.

New

- ii) **Effective January 1, 2015, apprentice rates for Powerline Technician shall be calculated as follows:**

|                       |                           |
|-----------------------|---------------------------|
| <b>1st 6 months</b>   | <b>Trade Rate X 67%</b>   |
| <b>2nd 6 months</b>   | <b>Trade Rate X 76%</b>   |
| <b>Next 12 months</b> | <b>Trade Rate X 84%</b>   |
| <b>Next 12 months</b> | <b>Trade Rate X 90%</b>   |
| <b>Next 6 months</b>  | <b>Trade Rate X 92.8%</b> |
| <b>Next 6 months</b>  | <b>Trade Rate X 97.2%</b> |

**Apprentice rates for Powerline Technician shall be calculated based on the Trade Rate minus \$3.00 multiplied by the percentage**



as identified above.

**The above apprentice rates Power Electrician and Powerline Technician are in effect for the period January 1, 2015 to June 25, 2019.**

- ii) Effective June 26, 2019, apprentice rates for Powerline Technician shall be calculated as follows:

Level 1 – 60.0% of Journeyperson Powerline Technician rate  
Level 2 – 67.4% of Journeyperson Powerline Technician rate  
Level 3 – 82.0% of Journeyperson Powerline Technician rate  
Level 4 – 90.0% of Journeyperson Powerline Technician rate

Effective June 26, 2019, apprentice rates for Power Electrician shall be calculated as follows:

Level 1 – 64.2% of Journeyperson Power Electrician rate  
Level 2 – 75.3% of Journeyperson Power Electrician rate  
Level 3 – 80.8% of Journeyperson Power Electrician rate  
Level 4 – 85.4% of Journeyperson Power Electrician rate

## **ARTICLE 29. DISCIPLINE**

- a) The City agrees that, in the event of the Union desiring to investigate the grounds for the dismissal of an employee, it shall do everything that it reasonably can to acquaint the Union with the grounds for dismissal.
- b) The City agrees that, in the event that it is found necessary to reprimand an employee, the Union shall be notified and be given an opportunity to be present and make representations on the employee's behalf.
- c) All letters of discipline shall be copied to the Union. Failure to provide a copy of the disciplinary letter does not void or modify the discipline. If a copy has not been provided, the Employer shall forward a copy of the letter upon request from the Union.
- d) After two (2) years of subsequent employment following a minimum reprimand (written warning), during which no disciplinary action is taken, an employee may apply to the Employer to have the written warning removed from his personnel record.
- e) Upon request, an employee shall have access to view his personnel file at Human Resources, City Hall, in the presence of an authorized representative of Human Resources.

**ARTICLE 30. GRIEVANCE PROCEDURE**

a) Settlement Through Discussion

Whenever possible, the Union will discuss complaints with Management prior to filing a formal grievance. If a matter cannot be resolved through discussion, the grievance procedure shall be as follows:

Step One The grievance shall be referred, in writing, stating the general nature of the grievance, signed by the Union, to the Director within fifteen (15) calendar days of its occurrence in order to be considered as such. The Director shall render his written decision within seven (7) calendar days of the hearing.

Step Two A grievance that is unresolved at the Director level may be referred, in writing, to the General Manager. The General Manager shall hear the Grievance within thirty (30) calendar days and shall render his decision, in writing, within seven (7) calendar days of the hearing.

Step Three A grievance that is unresolved at the General Manager's level may be referred, in writing, to the City Manager who shall render a written decision within thirty (30) calendar days from the date of referral.

Step Four A grievance that is unresolved at the City Manager's level may be referred to arbitration by notifying the City of Saskatoon in writing. Such referral must be made within forty-five (45) calendar days of the City Manager's written decision.

b) The above time limits may be changed by mutual agreement between the parties.

**ARTICLE 31. COMMUNICATION REQUESTS**

Any written requests, of the Union or representative of the Union shall be accorded a prompt hearing by the Director, the General Manager, the City Manager, or City Council in their respective order. Any written communication or request forwarded to the Union by Heads of Departments, the City Manager or City Council shall be dealt with by the Union with promptness and dispatch.

**ARTICLE 32. HEALTH BENEFITS**

a) Group Health and Vision Care Plan

A capped benefit of one per cent (1.0%) of total payroll as per attached Memorandum of Agreement dated October 8, 1997, resolving grievance 97-03 shall be provided. Any amount less than 1.0% required to fund the plan shall be kept in reserve to be applied to future plan development and/or deficits.

b) Group Dental Plan

A capped benefit of decimal eight seven five of one per cent (0.875%) of total payroll as per attached Memorandum of Agreement dated October 8, 1997 resolving Grievance 97-03 shall be provided effective July 01, 1997. Any amount less than 0.875% required to fund the plan shall be kept in reserve to be applied to future plan development and/or deficits.

**ARTICLE 33. SAFETY**

The provisions of the Safety Manual, as adopted by mutual consent, shall be deemed to form part of this agreement.

The City and the Union agree to take all reasonable steps to ensure the provisions of necessary safety measures and safe working practices of employees.

**ARTICLE 34. SUPERANNUATION**

Negotiations for the **General** Superannuation Plan shall take place through the Pension Benefits Committee.

**ARTICLE 35. CLOTHING**

- New
- a) Arc flash resistant clothing will be issued as per the respective division's Safe Work Policy 4.1.1 - Personal Protective Equipment.
  - b) Where Article A above does not apply, employees, except the Clerical and Drafting Sections, shall receive:
    - 2 - pair of gloves (short or long)
    - 1 - pair of mitts
    - 1 - suit of rain gear
    - 1 - pair of safety rubber boots
    - 1 - pair of coveralls/overalls.

Articles listed in b) will be replaced as required. All employees are required to return their previous issue for replacement if possible.

- c) Allowance:
  - i) All permanent employees, except the Clerical Section, shall receive an allowance of one hundred and fifty dollars (\$150.00) per year to use towards the purchase of either safety footwear, including laces and insoles, as specified in the respective division's Safety Manual or items as specified in Article a).
  - ii) All permanent employees of the Clerical Section shall receive forty-eight dollars (\$48.00) per year to be used in the repair and maintenance/replacement of clothing. Effective January 1, 2023, permanent clerical staff will be entitled to a one-time \$150.00 safety boot allowance.
  - iii) These credits are accumulative and any unused portions of the credit will be carried forward to following years. These credits may also be used to repair footwear. Employees must provide proof of purchase or repair for reimbursement.
- h) Powerline Technician Boot Replacement - Effective January 1, 2001, each employee in the Powerline Trade Classification will be entitled to the difference between the price of Powerline Technician boots and the employee's clothing credit, as per clause i), up to a maximum of one hundred dollars (\$100) every four (4) years.

**ARTICLE 36. SEVERANCE PAY**

- a) All employees employed after August 31, 1976, having completed fifteen (15) years of service will be eligible for one (1) day severance pay, at the current rate of pay, for every year of service upon normal retirement.

**ARTICLE 37. SHIFT DIFFERENTIAL**

- a) Employees working regularly-scheduled shifts, including:
  - i) Meter Installer (shift) working 12:12 to 20:30;
  - ii) Trouble Shift as per Article 24 f).

Effective January 1, 2012, shall be paid a shift differential of one dollar (\$1.00) per hour above their regular rate.

New **Effective January 1, 2023, shall be paid a shift differential of one dollar and fifty (\$1.50) per hour above their regular rate.**

- b) Shift differential only applies for hours worked and is not to be applied when an employee works at overtime rates.

**ARTICLE 38. PRODUCTIVITY**

The Union and the City agree to continue on a formal basis the Productivity Committee, whose membership will include representatives from the Union and the City. The Union and City accept a responsibility to pursue, discuss and implement methods and procedures that will improve the efficiency of the operation through: elimination of restrictive work practices, decreasing of waste and better allocation of duties. The objective is to achieve a higher level of productivity in the Saskatoon Light & Power and the Electronics Shop.

**ARTICLE 39. SPECIAL RETIREMENT LEAVE**

Five (5) days' retirement leave to be granted for each of five (5) twelve (12) month periods prior to the normal retirement date of the employee, provided the employee has a minimum of fifteen (15) years' service. This leave shall not be considered as forming a part of the normal vacation allowance, and no pay in lieu of carryover will be permitted. If an employee is eligible for thirty (30) days' vacation, no benefits under this Article are allowed.

## ARTICLE 40. NO STRIKE, NO LOCKOUT

The Union agrees that it will not recommend, cause, nor support a strike by any or all of its members during the term of the Agreement. Management agrees that it will not initiate a lockout of any or all of the members of I.B.E.W. Local No. 319 during the term of the Agreement.

## WAGES

New The wage increases for the term of the 2019 – 2023 collective agreement are effective on the following dates:

July 1, 2019 – Employees shall receive a 1.75% wage increase.  
April 1, 2020 – Employees shall receive a 1.60% wage increase.  
January 1, 2021 – Employees shall receive a 1.60% wage increase.  
January 1, 2022 – Employees shall receive a 1.95% wage increase.  
There are no wage increases in 2023.

## WAGE INCREASE

New Effective the start of the first pay period following January 1, 2021 the following positions will be increased by \$3.00 per hour:

- Metering Foreman
- Metering Technologist
- Quality Assurance Technologist

The adjustment for the above positions will be applied prior to the January 1, 2021 General Economic Increase being applied.

## WAGE STUDY

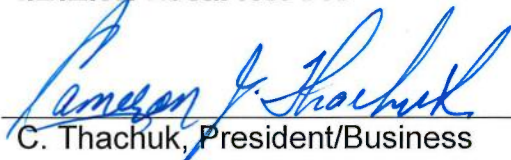
New The employer agrees to conduct a wage study on the following positions and provide a report to the parties prior to the expiration of the 2019-2023 collective agreement:

- Clerk Steno
- Electronic Communication Technician
- Senior Electronic Communication Technician
- Traffic Signal Technologist II

 C.T.

Dated this 26 day of May, 2021 in the City of Saskatoon in the Province of Saskatchewan.

**On Behalf of City of Saskatoon  
I.B.E.W. Local No. 319**



C. Thachuk, President/Business  
Manager



V. Chan, Vice President

**On Behalf of  
City of Saskatoon**



C. Clark, Mayor



A. Tittlemore, City Clerk

## Job Classification

| Classification                                  | Rate |
|---|------|
| Apprentice Electronic Communications Technician | 5    |
| Apprentice Metering Technician                  | 5    |
| Apprentice Power Electrician                    | 6    |
| Apprentice Powerline Technician                 | 7    |
| Apprentice Traffic Signal Technician            | 5    |
| Assistant Storekeeper                           | 17   |
| Bucket Truck Operator I                         | 16   |
| Bucket Truck Operator II                        | 17   |
| Buyer   | 19   |
| Clerk   | 8    |
| Clerk-Steno                                     | 1    |
| Communications Technologist                     | 18   |
| Crane Operator                                  | 19   |
| Drafting Student                                | 2    |
| Drafting Technologist                           | 11   |
| Electrical Engineering Technologist I           | 18   |
| Electrical Engineering Technologist II          | 26   |
| Electrician Helper                              | 3    |
| Electronic Communications Technician            | 25   |
| Electronic Foreman                              | 28   |
| Electronic Technician                           | 25   |
| Electronics Helper                              | 3    |
| Electronics Storekeeper                         | 17   |
| Equipment Operator                              | 14   |
| GIS Analyst                                     | 22   |
| GIS Technologist                                | 12   |
| Groundman                                       | 3    |

| Classification  | Rate      |
|---|-----------|
| Labourer  | 2         |
| Machine Operator  | 19        |
| Meter Installer   | 15        |
| Meter Installer (Shift)   | 16        |
| Meter Installer II  | 16        |
| Metering Foreman  | 36        |
| Metering Technologist   | 10        |
| Patrolman / Service Truck Operator                                | 20        |
| Power Electrician   | 29        |
| Power Electrician Foreman   | 32        |
| Powerline Foreman   | 33        |
| Powerline Technician  | 30        |
| <b>Quality Assurance Technologist</b>                             | <b>24</b> |
| <b>Quality Assurance Technologist (effective January 1, 2021)</b> | <b>35</b> |
| Records Management Technician                                     | 4         |
| Senior Clerk  | 21        |
| Senior Electronic Communications Technician                       | 27        |
| Storekeeper   | 19        |
| System Operator   | 23        |
| Systems Administrator   | 22        |
| Technology Student  | 2         |
| Traffic Signal Technician   | 25        |
| Traffic Signals Technologist II                                   | 24        |
| Trouble/Service Powerline Technician                              | 31        |
| URD Foreman   | 33        |
| Utility Worker I  | 3         |
| Utility Worker II   | 9         |



IBEW 319  
 January 1, 2019 to June 25, 2019  
 0.00%

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 1     | 1    | 1st 6 mo.   | \$21.6683 | \$1,752.53 | \$3,505.06 | \$42,060.72 |
| 1     | 2    | 2nd 6 mo.   | \$22.1910 | \$1,794.81 | \$3,589.62 | \$43,075.44 |
| 1     | 3    | 2nd 12 mo.  | \$22.9354 | \$1,855.02 | \$3,710.04 | \$44,520.48 |
| 1     | 4    | 3rd 12 mo.  | \$23.8226 | \$1,926.77 | \$3,853.54 | \$46,242.48 |
| 1     | 5    | Maximum     | \$24.5828 | \$1,988.26 | \$3,976.52 | \$47,718.24 |
| 2     | 1    | Maximum     | \$22.7770 | \$1,842.20 | \$3,684.40 | \$44,212.80 |
| 3     | 1    | 1st 6 mo.   | \$24.7728 | \$2,003.62 | \$4,007.24 | \$48,086.88 |
| 3     | 2    | 2nd 6 mo.   | \$25.8341 | \$2,089.46 | \$4,178.92 | \$50,147.04 |
| 3     | 3    | 3rd 6 mo.   | \$26.2932 | \$2,126.59 | \$4,253.18 | \$51,038.16 |
| 3     | 4    | 4th 6 mo.   | \$27.4182 | \$2,217.58 | \$4,435.16 | \$53,221.92 |
| 3     | 5    | 5th 6 mo.   | \$27.9249 | \$2,258.57 | \$4,517.14 | \$54,205.68 |
| 3     | 6    | 6th 6 mo.   | \$28.4634 | \$2,302.12 | \$4,604.24 | \$55,250.88 |
| 3     | 7    | Maximum     | \$28.9702 | \$2,343.11 | \$4,686.22 | \$56,234.64 |
| 4     | 1    | 1st 12 mo.  | \$25.4135 | \$2,055.44 | \$4,110.88 | \$49,330.56 |
| 4     | 2    | 2nd 12 mo.  | \$26.2391 | \$2,122.22 | \$4,244.44 | \$50,933.28 |
| 4     | 3    | 3rd 12 mo.  | \$27.0919 | \$2,191.19 | \$4,382.38 | \$52,588.56 |
| 4     | 4    | Maximum     | \$27.9725 | \$2,262.42 | \$4,524.84 | \$54,298.08 |
| 5     | 1    | 1st 6 mo.   | \$26.2763 | \$2,125.23 | \$4,250.46 | \$51,005.52 |
| 5     | 2    | 2nd 6 mo.   | \$29.8060 | \$2,410.71 | \$4,821.42 | \$57,857.04 |
| 5     | 3    | 2nd 12 mo.  | \$32.9437 | \$2,664.49 | \$5,328.98 | \$63,947.76 |
| 5     | 4    | 3rd 12 mo.  | \$35.2965 | \$2,854.78 | \$5,709.56 | \$68,514.72 |
| 5     | 5    | Maximum     | \$37.2574 | \$3,013.38 | \$6,026.76 | \$72,321.12 |
| 6     | 1    | 1st 6 mo.   | \$26.3863 | \$2,134.12 | \$4,268.24 | \$51,218.88 |
| 6     | 2    | 2nd 6 mo.   | \$29.9308 | \$2,420.80 | \$4,841.60 | \$58,099.20 |
| 6     | 3    | 2nd 12 mo.  | \$33.0815 | \$2,675.63 | \$5,351.26 | \$64,215.12 |
| 6     | 4    | 3rd 12 mo.  | \$35.4443 | \$2,866.73 | \$5,733.46 | \$68,801.52 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 6     | 5    | 4th 12 mo.  | \$37.4135 | \$3,026.00 | \$6,052.00 | \$72,624.00 |
| 7     | 1    | 1st 6 mo.   | \$26.3863 | \$2,134.12 | \$4,268.24 | \$51,218.88 |
| 7     | 2    | 2nd 6 mo.   | \$29.9308 | \$2,420.80 | \$4,841.60 | \$58,099.20 |
| 7     | 3    | 2nd 12 mo.  | \$33.0815 | \$2,675.63 | \$5,351.26 | \$64,215.12 |
| 7     | 4    | 3rd 12 mo.  | \$35.4443 | \$2,866.73 | \$5,733.46 | \$68,801.52 |
| 7     | 5    | Next 6 mos. | \$36.5471 | \$2,955.93 | \$5,911.86 | \$70,942.32 |
| 7     | 6    | Next 6 mos. | \$38.2799 | \$3,096.08 | \$6,192.16 | \$74,305.92 |
| 8     | 1    | 1st 12 mo.  | \$27.1803 | \$2,198.34 | \$4,396.68 | \$52,760.16 |
| 8     | 2    | 2nd 12 mo.  | \$27.9725 | \$2,262.42 | \$4,524.84 | \$54,298.08 |
| 8     | 3    | 3rd 12 mo.  | \$28.6694 | \$2,318.78 | \$4,637.56 | \$55,650.72 |
| 8     | 4    | Maximum     | \$29.4296 | \$2,380.27 | \$4,760.54 | \$57,126.48 |
| 9     | 1    | 1st 12 mo.  | \$27.4182 | \$2,217.58 | \$4,435.16 | \$53,221.92 |
| 9     | 2    | 2nd 12 mo.  | \$28.3841 | \$2,295.71 | \$4,591.42 | \$55,097.04 |
| 9     | 3    | Maximum     | \$29.3345 | \$2,372.57 | \$4,745.14 | \$56,941.68 |
| 10    | 1    | 1st 12 mo.  | \$28.4475 | \$2,300.83 | \$4,601.66 | \$55,219.92 |
| 10    | 2    | 2nd 12 mo.  | \$29.8256 | \$2,412.29 | \$4,824.58 | \$57,894.96 |
| 10    | 3    | 3rd 12 mo.  | \$31.5837 | \$2,554.49 | \$5,108.98 | \$61,307.76 |
| 10    | 4    | 4th 12 mo.  | \$33.8329 | \$2,736.40 | \$5,472.80 | \$65,673.60 |
| 10    | 5    | 5th 12 mo.  | \$36.7161 | \$2,969.60 | \$5,939.20 | \$71,270.40 |
| 10    | 6    | Maximum     | \$39.2183 | \$3,171.98 | \$6,343.96 | \$76,127.52 |
| 11    | 1    | 1st 12 mo.  | \$28.6060 | \$2,313.65 | \$4,627.30 | \$55,527.60 |
| 11    | 2    | 2nd 12 mo.  | \$29.5359 | \$2,388.86 | \$4,777.72 | \$57,332.64 |
| 11    | 3    | 3rd 12 mo.  | \$30.4957 | \$2,466.49 | \$4,932.98 | \$59,195.76 |
| 11    | 4    | 4th 12 mo.  | \$31.4866 | \$2,546.64 | \$5,093.28 | \$61,119.36 |
| 11    | 5    | Maximum     | \$32.5100 | \$2,629.41 | \$5,258.82 | \$63,105.84 |
| 12    | 1    | 1st 12 mo.  | \$32.5914 | \$2,635.99 | \$5,271.98 | \$63,263.76 |
| 12    | 2    | 2nd 12 mo.  | \$34.4036 | \$2,782.56 | \$5,565.12 | \$66,781.44 |
| 12    | 3    | 3rd 12 mo.  | \$36.2104 | \$2,928.70 | \$5,857.40 | \$70,288.80 |
| 12    | 4    | 4th 12 mo.  | \$0.0000  | \$0.0000   | \$0.0000   | \$0.0000    |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 12    | 5    | Maximum     | \$0.0000  | \$0.0000   | \$0.0000   | \$0.0000    |
| 13    | 1    | 1st 12 mo.  | \$29.4138 | \$2,378.99 | \$4,757.98 | \$57,095.76 |
| 13    | 2    | 2nd 12 mo.  | \$29.9839 | \$2,425.10 | \$4,850.20 | \$58,202.40 |
| 13    | 3    | Maximum     | \$30.5861 | \$2,473.80 | \$4,947.60 | \$59,371.20 |
| 14    | 1    | Maximum     | \$29.6513 | \$2,398.20 | \$4,796.40 | \$57,556.80 |
| 15    | 1    | 1st 24 mo.  | \$29.7148 | \$2,403.33 | \$4,806.66 | \$57,679.92 |
| 15    | 2    | Maximum     | \$30.4908 | \$2,466.10 | \$4,932.20 | \$59,186.40 |
| 16    | 1    | Maximum     | \$30.4908 | \$2,466.10 | \$4,932.20 | \$59,186.40 |
| 17    | 1    | Maximum     | \$31.1559 | \$2,519.89 | \$5,039.78 | \$60,477.36 |
| 18    | 1    | 1st 12 mo.  | \$31.6722 | \$2,561.65 | \$5,123.30 | \$61,479.60 |
| 18    | 2    | 2nd 12 mo.  | \$33.0501 | \$2,673.09 | \$5,346.18 | \$64,154.16 |
| 18    | 3    | 3rd 12 mo.  | \$34.8082 | \$2,815.29 | \$5,630.58 | \$67,566.96 |
| 18    | 4    | 4th 12 mo.  | \$37.0574 | \$2,997.20 | \$5,994.40 | \$71,932.80 |
| 18    | 5    | 5th 12 mo.  | \$39.9407 | \$3,230.40 | \$6,460.80 | \$77,529.60 |
| 18    | 6    | Maximum     | \$42.4428 | \$3,432.77 | \$6,865.54 | \$82,386.48 |
| 19    | 1    | Maximum     | \$32.5186 | \$2,630.10 | \$5,260.20 | \$63,122.40 |
| 20    | 1    | Maximum     | \$33.0886 | \$3,019.33 | \$6,038.66 | \$72,463.92 |
| 21    | 1    | Maximum     | \$33.3894 | \$2,700.53 | \$5,401.06 | \$64,812.72 |
| 22    | 1    | 1st 12 mo.  | \$35.7872 | \$2,894.47 | \$5,788.94 | \$69,467.28 |
| 22    | 2    | 2nd 12 mo.  | \$37.7553 | \$3,053.65 | \$6,107.30 | \$73,287.60 |
| 22    | 3    | Maximum     | \$39.8319 | \$3,221.60 | \$6,443.20 | \$77,318.40 |
| 23    | 1    | 1st 12 mo.  | \$36.3447 | \$2,939.56 | \$5,879.12 | \$70,549.44 |
| 23    | 2    | 2nd 12 mo.  | \$38.7206 | \$3,131.72 | \$6,263.44 | \$75,161.28 |
| 23    | 3    | 3rd 12 mo.  | \$41.0967 | \$3,323.90 | \$6,647.80 | \$79,773.60 |
| 23    | 4    | Maximum     | \$42.4113 | \$3,430.23 | \$6,860.46 | \$82,325.52 |
| 24    | 1    | 1st 12 mo.  | \$36.7951 | \$2,975.99 | \$5,951.98 | \$71,423.76 |
| 24    | 2    | 2nd 12 mo.  | \$38.1255 | \$3,083.59 | \$6,167.18 | \$74,006.16 |
| 24    | 3    | 3rd 12 mo.  | \$39.1867 | \$3,169.42 | \$6,338.84 | \$76,066.08 |
| 24    | 4    | 4th 12 mo.  | \$40.2479 | \$3,255.25 | \$6,510.50 | \$78,126.00 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual       |
|-------|------|-------------|-----------|------------|------------|--------------|
| 24    | 5    | Maximum     | \$41.3407 | \$3,343.64 | \$6,687.28 | \$80,247.36  |
| 25    | 1    | Maximum     | \$39.2183 | \$3,171.98 | \$6,343.96 | \$76,127.52  |
| 26    | 1    | 1st 12 mo.  | \$40.0196 | \$3,236.79 | \$6,473.58 | \$77,682.96  |
| 26    | 2    | 2nd 12 mo.  | \$41.3501 | \$3,344.40 | \$6,688.80 | \$80,265.60  |
| 26    | 3    | 3rd 12 mo.  | \$42.4113 | \$3,430.23 | \$6,860.46 | \$82,325.52  |
| 26    | 4    | 4th 12 mo.  | \$43.4725 | \$3,516.06 | \$7,032.12 | \$84,385.44  |
| 26    | 5    | Maximum     | \$44.5654 | \$3,604.45 | \$7,208.90 | \$86,506.80  |
| 27    | 1    | Maximum     | \$40.9533 | \$3,312.30 | \$6,624.60 | \$79,495.20  |
| 28    | 1    | Maximum     | \$42.8066 | \$3,462.20 | \$6,924.40 | \$83,092.80  |
| 29*   | 1    | Maximum     | \$43.8428 | \$3,546.01 | \$7,092.02 | \$85,104.24  |
| 30*   | 1    | Maximum     | \$44.7428 | \$3,618.80 | \$7,237.60 | \$86,851.20  |
| 31    | 1    | Maximum     | \$46.9880 | \$4,287.66 | \$8,575.32 | \$102,903.84 |
| 32*   | 1    | Maximum     | \$47.4313 | \$3,836.24 | \$7,672.48 | \$92,069.76  |
| 33*   | 1    | Maximum     | \$48.3313 | \$3,909.04 | \$7,818.08 | \$93,816.96  |
| 34    | 1    | 1st 12 mo.  | \$36.7227 | \$2,970.13 | \$5,940.26 | \$71,283.12  |
| 34    | 2    | 2nd 12 mo.  | \$38.2503 | \$3,093.68 | \$6,187.36 | \$74,248.32  |
| 34    | 3    | Maximum     | \$39.8314 | \$3,221.56 | \$6,443.12 | \$77,317.44  |

IBEW 319  
 June 26, 2019 to June 30, 2019  
 0.00%

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 1     | 1    | 1st 6 mo.   | \$21.6683 | \$1,752.53 | \$3,505.06 | \$42,060.72 |
| 1     | 2    | 2nd 6 mo.   | \$22.1910 | \$1,794.81 | \$3,589.62 | \$43,075.44 |
| 1     | 3    | 2nd 12 mo.  | \$22.9354 | \$1,855.02 | \$3,710.04 | \$44,520.48 |
| 1     | 4    | 3rd 12 mo.  | \$23.8226 | \$1,926.77 | \$3,853.54 | \$46,242.48 |
| 1     | 5    | Maximum     | \$24.5828 | \$1,988.26 | \$3,976.52 | \$47,718.24 |
| 2     | 1    | Maximum     | \$22.7770 | \$1,842.20 | \$3,684.40 | \$44,212.80 |
| 3     | 1    | 1st 6 mo.   | \$24.7728 | \$2,003.62 | \$4,007.24 | \$48,086.88 |
| 3     | 2    | 2nd 6 mo.   | \$25.8341 | \$2,089.46 | \$4,178.92 | \$50,147.04 |
| 3     | 3    | 3rd 6 mo.   | \$26.2932 | \$2,126.59 | \$4,253.18 | \$51,038.16 |
| 3     | 4    | 4th 6 mo.   | \$27.4182 | \$2,217.58 | \$4,435.16 | \$53,221.92 |
| 3     | 5    | 5th 6 mo.   | \$27.9249 | \$2,258.57 | \$4,517.14 | \$54,205.68 |
| 3     | 6    | 6th 6 mo.   | \$28.4634 | \$2,302.12 | \$4,604.24 | \$55,250.88 |
| 3     | 7    | Maximum     | \$28.9702 | \$2,343.11 | \$4,686.22 | \$56,234.64 |
| 4     | 1    | 1st 12 mo.  | \$25.4135 | \$2,055.44 | \$4,110.88 | \$49,330.56 |
| 4     | 2    | 2nd 12 mo.  | \$26.2391 | \$2,122.22 | \$4,244.44 | \$50,933.28 |
| 4     | 3    | 3rd 12 mo.  | \$27.0919 | \$2,191.19 | \$4,382.38 | \$52,588.56 |
| 4     | 4    | Maximum     | \$27.9725 | \$2,262.42 | \$4,524.84 | \$54,298.08 |
| 5     | 1    | 1st 6 mo.   | \$26.2763 | \$2,125.23 | \$4,250.46 | \$51,005.52 |
| 5     | 2    | 2nd 6 mo.   | \$29.8060 | \$2,410.71 | \$4,821.42 | \$57,857.04 |
| 5     | 3    | 2nd 12 mo.  | \$32.9437 | \$2,664.49 | \$5,328.98 | \$63,947.76 |
| 5     | 4    | 3rd 12 mo.  | \$35.2965 | \$2,854.78 | \$5,709.56 | \$68,514.72 |
| 5     | 5    | Maximum     | \$37.2574 | \$3,013.38 | \$6,026.76 | \$72,321.12 |
| 6*    | 1    | Level 1     | \$28.1471 | \$2,276.54 | \$4,553.08 | \$54,636.96 |
| 6*    | 2    | Level 2     | \$33.0136 | \$2,420.80 | \$4,841.60 | \$58,099.20 |
| 6*    | 3    | Level 3     | \$35.4250 | \$2,675.63 | \$5,351.26 | \$64,215.12 |
| 6*    | 4    | Level 4     | \$37.4418 | \$2,866.73 | \$5,733.46 | \$68,801.52 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 7*    | 1    | Level 1     | \$26.8457 | \$2,171.28 | \$4,342.56 | \$52,110.72 |
| 7*    | 2    | Level 2     | \$30.1566 | \$2,439.07 | \$4,878.14 | \$58,537.68 |
| 7*    | 3    | Level 3     | \$36.6891 | \$2,967.41 | \$5,934.82 | \$71,217.84 |
| 7*    | 4    | Level 4     | \$40.2685 | \$3,256.92 | \$6,513.84 | \$78,166.08 |
| 8     | 1    | 1st 12 mo.  | \$27.1803 | \$2,198.34 | \$4,396.68 | \$52,760.16 |
| 8     | 2    | 2nd 12 mo.  | \$27.9725 | \$2,262.42 | \$4,524.84 | \$54,298.08 |
| 8     | 3    | 3rd 12 mo.  | \$28.6694 | \$2,318.78 | \$4,637.56 | \$55,650.72 |
| 8     | 4    | Maximum     | \$29.4296 | \$2,380.27 | \$4,760.54 | \$57,126.48 |
| 9     | 1    | 1st 12 mo.  | \$27.4182 | \$2,217.58 | \$4,435.16 | \$53,221.92 |
| 9     | 2    | 2nd 12 mo.  | \$28.3841 | \$2,295.71 | \$4,591.42 | \$55,097.04 |
| 9     | 3    | Maximum     | \$29.3345 | \$2,372.57 | \$4,745.14 | \$56,941.68 |
| 10    | 1    | 1st 12 mo.  | \$28.4475 | \$2,300.83 | \$4,601.66 | \$55,219.92 |
| 10    | 2    | 2nd 12 mo.  | \$29.8256 | \$2,412.29 | \$4,824.58 | \$57,894.96 |
| 10    | 3    | 3rd 12 mo.  | \$31.5837 | \$2,554.49 | \$5,108.98 | \$61,307.76 |
| 10    | 4    | 4th 12 mo.  | \$33.8329 | \$2,736.40 | \$5,472.80 | \$65,673.60 |
| 10    | 5    | 5th 12 mo.  | \$36.7161 | \$2,969.60 | \$5,939.20 | \$71,270.40 |
| 10    | 6    | Maximum     | \$39.2183 | \$3,171.98 | \$6,343.96 | \$76,127.52 |
| 11    | 1    | 1st 12 mo.  | \$28.6060 | \$2,313.65 | \$4,627.30 | \$55,527.60 |
| 11    | 2    | 2nd 12 mo.  | \$29.5359 | \$2,388.86 | \$4,777.72 | \$57,332.64 |
| 11    | 3    | 3rd 12 mo.  | \$30.4957 | \$2,466.49 | \$4,932.98 | \$59,195.76 |
| 11    | 4    | 4th 12 mo.  | \$31.4866 | \$2,546.64 | \$5,093.28 | \$61,119.36 |
| 11    | 5    | Maximum     | \$32.5100 | \$2,629.41 | \$5,258.82 | \$63,105.84 |
| 12    | 1    | 1st 12 mo.  | \$32.5914 | \$2,635.99 | \$5,271.98 | \$63,263.76 |
| 12    | 2    | 2nd 12 mo.  | \$34.4036 | \$2,782.56 | \$5,565.12 | \$66,781.44 |
| 12    | 3    | 3rd 12 mo.  | \$36.2104 | \$2,928.70 | \$5,857.40 | \$70,288.80 |
| 12    | 4    | 4th 12 mo.  | \$0.0000  | \$0.0000   | \$0.0000   | \$0.0000    |
| 12    | 5    | Maximum     | \$0.0000  | \$0.0000   | \$0.0000   | \$0.0000    |
| 13    | 1    | 1st 12 mo.  | \$29.4138 | \$2,378.99 | \$4,757.98 | \$57,095.76 |
| 13    | 2    | 2nd 12 mo.  | \$29.9839 | \$2,425.10 | \$4,850.20 | \$58,202.40 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 13    | 3    | Maximum     | \$30.5861 | \$2,473.80 | \$4,947.60 | \$59,371.20 |
| 14    | 1    | Maximum     | \$29.6513 | \$2,398.20 | \$4,796.40 | \$57,556.80 |
| 15    | 1    | 1st 24 mo.  | \$29.7148 | \$2,403.33 | \$4,806.66 | \$57,679.92 |
| 15    | 2    | Maximum     | \$30.4908 | \$2,466.10 | \$4,932.20 | \$59,186.40 |
| 16    | 1    | Maximum     | \$30.4908 | \$2,466.10 | \$4,932.20 | \$59,186.40 |
| 17    | 1    | Maximum     | \$31.1559 | \$2,519.89 | \$5,039.78 | \$60,477.36 |
| 18    | 1    | 1st 12 mo.  | \$31.6722 | \$2,561.65 | \$5,123.30 | \$61,479.60 |
| 18    | 2    | 2nd 12 mo.  | \$33.0501 | \$2,673.09 | \$5,346.18 | \$64,154.16 |
| 18    | 3    | 3rd 12 mo.  | \$34.8082 | \$2,815.29 | \$5,630.58 | \$67,566.96 |
| 18    | 4    | 4th 12 mo.  | \$37.0574 | \$2,997.20 | \$5,994.40 | \$71,932.80 |
| 18    | 5    | 5th 12 mo.  | \$39.9407 | \$3,230.40 | \$6,460.80 | \$77,529.60 |
| 18    | 6    | Maximum     | \$42.4428 | \$3,432.77 | \$6,865.54 | \$82,386.48 |
| 19    | 1    | Maximum     | \$32.5186 | \$2,630.10 | \$5,260.20 | \$63,122.40 |
| 20    | 1    | Maximum     | \$33.0886 | \$3,019.33 | \$6,038.66 | \$72,463.92 |
| 21    | 1    | Maximum     | \$33.3894 | \$2,700.53 | \$5,401.06 | \$64,812.72 |
| 22    | 1    | 1st 12 mo.  | \$35.7872 | \$2,894.47 | \$5,788.94 | \$69,467.28 |
| 22    | 2    | 2nd 12 mo.  | \$37.7553 | \$3,053.65 | \$6,107.30 | \$73,287.60 |
| 22    | 3    | Maximum     | \$39.8319 | \$3,221.60 | \$6,443.20 | \$77,318.40 |
| 23    | 1    | 1st 12 mo.  | \$36.3447 | \$2,939.56 | \$5,879.12 | \$70,549.44 |
| 23    | 2    | 2nd 12 mo.  | \$38.7206 | \$3,131.72 | \$6,263.44 | \$75,161.28 |
| 23    | 3    | 3rd 12 mo.  | \$41.0967 | \$3,323.90 | \$6,647.80 | \$79,773.60 |
| 23    | 4    | Maximum     | \$42.4113 | \$3,430.23 | \$6,860.46 | \$82,325.52 |
| 24    | 1    | 1st 12 mo.  | \$36.7951 | \$2,975.99 | \$5,951.98 | \$71,423.76 |
| 24    | 2    | 2nd 12 mo.  | \$38.1255 | \$3,083.59 | \$6,167.18 | \$74,006.16 |
| 24    | 3    | 3rd 12 mo.  | \$39.1867 | \$3,169.42 | \$6,338.84 | \$76,066.08 |
| 24    | 4    | 4th 12 mo.  | \$40.2479 | \$3,255.25 | \$6,510.50 | \$78,126.00 |
| 24    | 5    | Maximum     | \$41.3407 | \$3,343.64 | \$6,687.28 | \$80,247.36 |
| 25    | 1    | Maximum     | \$39.2183 | \$3,171.98 | \$6,343.96 | \$76,127.52 |
| 26    | 1    | 1st 12 mo.  | \$40.0196 | \$3,236.79 | \$6,473.58 | \$77,682.96 |

| <b>Grade</b> | <b>Step</b> | <b>Description</b> | <b>Hourly</b> | <b>Pay Period</b> | <b>Monthly</b> | <b>Annual</b> |
|--------------|-------------|--------------------|---------------|-------------------|----------------|---------------|
| 26           | 2           | 2nd 12 mo.         | \$41.3501     | \$3,344.40        | \$6,688.80     | \$80,265.60   |
| 26           | 3           | 3rd 12 mo.         | \$42.4113     | \$3,430.23        | \$6,860.46     | \$82,325.52   |
| 26           | 4           | 4th 12 mo.         | \$43.4725     | \$3,516.06        | \$7,032.12     | \$84,385.44   |
| 26           | 5           | Maximum            | \$44.5654     | \$3,604.45        | \$7,208.90     | \$86,506.80   |
| 27           | 1           | Maximum            | \$40.9533     | \$3,312.30        | \$6,624.60     | \$79,495.20   |
| 28           | 1           | Maximum            | \$42.8066     | \$3,462.20        | \$6,924.40     | \$83,092.80   |
| 29*          | 1           | Maximum            | \$43.8428     | \$3,546.01        | \$7,092.02     | \$85,104.24   |
| 30*          | 1           | Maximum            | \$44.7428     | \$3,618.80        | \$7,237.60     | \$86,851.20   |
| 31           | 1           | Maximum            | \$46.9880     | \$4,287.66        | \$8,575.32     | \$102,903.84  |
| 32*          | 1           | Maximum            | \$47.4313     | \$3,836.24        | \$7,672.48     | \$92,069.76   |
| 33*          | 1           | Maximum            | \$48.3313     | \$3,909.04        | \$7,818.08     | \$93,816.96   |
| 34           | 1           | 1st 12 mo.         | \$36.7227     | \$2,970.13        | \$5,940.26     | \$71,283.12   |
| 34           | 2           | 2nd 12 mo.         | \$38.2503     | \$3,093.68        | \$6,187.36     | \$74,248.32   |
| 34           | 3           | Maximum            | \$39.8314     | \$3,221.56        | \$6,443.12     | \$77,317.44   |



IBEW 319  
 July 1, 2019 to March 31, 2020  
 1.75%

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 1     | 1    | 1st 6 mo.   | \$22.0475 | \$1,783.20 | \$3,566.40 | \$42,796.80 |
| 1     | 2    | 2nd 6 mo.   | \$22.5793 | \$1,826.21 | \$3,652.42 | \$43,829.04 |
| 1     | 3    | 2nd 12 mo.  | \$23.3368 | \$1,887.48 | \$3,774.96 | \$45,299.52 |
| 1     | 4    | 3rd 12 mo.  | \$24.2395 | \$1,960.49 | \$3,920.98 | \$47,051.76 |
| 1     | 5    | Maximum     | \$25.0130 | \$2,023.05 | \$4,046.10 | \$48,553.20 |
| 2     | 1    | Maximum     | \$23.1756 | \$1,874.44 | \$3,748.88 | \$44,986.56 |
| 3     | 1    | 1st 6 mo.   | \$25.2063 | \$2,038.69 | \$4,077.38 | \$48,928.56 |
| 3     | 2    | 2nd 6 mo.   | \$26.2862 | \$2,126.03 | \$4,252.06 | \$51,024.72 |
| 3     | 3    | 3rd 6 mo.   | \$26.7533 | \$2,163.81 | \$4,327.62 | \$51,931.44 |
| 3     | 4    | 4th 6 mo.   | \$27.8980 | \$2,256.39 | \$4,512.78 | \$54,153.36 |
| 3     | 5    | 5th 6 mo.   | \$28.4136 | \$2,298.09 | \$4,596.18 | \$55,154.16 |
| 3     | 6    | 6th 6 mo.   | \$28.9615 | \$2,342.41 | \$4,684.82 | \$56,217.84 |
| 3     | 7    | Maximum     | \$29.4772 | \$2,384.12 | \$4,768.24 | \$57,218.88 |
| 4     | 1    | 1st 12 mo.  | \$25.8582 | \$2,091.41 | \$4,182.82 | \$50,193.84 |
| 4     | 2    | 2nd 12 mo.  | \$26.6983 | \$2,159.36 | \$4,318.72 | \$51,824.64 |
| 4     | 3    | 3rd 12 mo.  | \$27.5660 | \$2,229.54 | \$4,459.08 | \$53,508.96 |
| 4     | 4    | Maximum     | \$28.4620 | \$2,302.01 | \$4,604.02 | \$55,248.24 |
| 5     | 1    | 1st 6 mo.   | \$26.7361 | \$2,162.42 | \$4,324.84 | \$51,898.08 |
| 5     | 2    | 2nd 6 mo.   | \$30.3276 | \$2,452.90 | \$4,905.80 | \$58,869.60 |
| 5     | 3    | 2nd 12 mo.  | \$33.5202 | \$2,711.11 | \$5,422.22 | \$65,066.64 |
| 5     | 4    | 3rd 12 mo.  | \$35.9142 | \$2,904.74 | \$5,809.48 | \$69,713.76 |
| 5     | 5    | Maximum     | \$37.9094 | \$3,066.11 | \$6,132.22 | \$73,586.64 |
| 6     | 1    | Level 1     | \$28.6397 | \$2,316.38 | \$4,632.76 | \$55,593.12 |
| 6     | 2    | Level 2     | \$33.5913 | \$2,716.86 | \$5,433.72 | \$65,204.64 |
| 6     | 3    | Level 3     | \$36.0449 | \$2,915.31 | \$5,830.62 | \$69,967.44 |
| 6     | 4    | Level 4     | \$38.0970 | \$3,081.29 | \$6,162.58 | \$73,950.96 |
|       |      |             |           |            |            |             |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 7     | 1    | Level 1     | \$27.3155 | \$2,209.28 | \$4,418.56 | \$53,022.72 |
| 7     | 2    | Level 2     | \$30.6843 | \$2,481.75 | \$4,963.50 | \$59,562.00 |
| 7     | 3    | Level 3     | \$37.3312 | \$3,019.35 | \$6,038.70 | \$72,464.40 |
| 7     | 4    | Level 4     | \$40.9732 | \$3,313.91 | \$6,627.82 | \$79,533.84 |
| 8     | 1    | 1st 12 mo.  | \$27.6560 | \$2,236.82 | \$4,473.64 | \$53,683.68 |
| 8     | 2    | 2nd 12 mo.  | \$28.4620 | \$2,302.01 | \$4,604.02 | \$55,248.24 |
| 8     | 3    | 3rd 12 mo.  | \$29.1711 | \$2,359.36 | \$4,718.72 | \$56,624.64 |
| 8     | 4    | Maximum     | \$29.9446 | \$2,421.92 | \$4,843.84 | \$58,126.08 |
| 9     | 1    | 1st 12 mo.  | \$27.8980 | \$2,256.39 | \$4,512.78 | \$54,153.36 |
| 9     | 2    | 2nd 12 mo.  | \$28.8808 | \$2,335.88 | \$4,671.76 | \$56,061.12 |
| 9     | 3    | Maximum     | \$29.8479 | \$2,414.10 | \$4,828.20 | \$57,938.40 |
| 10    | 1    | 1st 12 mo.  | \$28.9453 | \$2,341.10 | \$4,682.20 | \$56,186.40 |
| 10    | 2    | 2nd 12 mo.  | \$30.3475 | \$2,454.51 | \$4,909.02 | \$58,908.24 |
| 10    | 3    | 3rd 12 mo.  | \$32.1364 | \$2,599.19 | \$5,198.38 | \$62,380.56 |
| 10    | 4    | 4th 12 mo.  | \$34.4250 | \$2,784.29 | \$5,568.58 | \$66,822.96 |
| 10    | 5    | 5th 12 mo.  | \$37.3586 | \$3,021.56 | \$6,043.12 | \$72,517.44 |
| 10    | 6    | Maximum     | \$39.9046 | \$3,227.48 | \$6,454.96 | \$77,459.52 |
| 11    | 1    | 1st 12 mo.  | \$29.1066 | \$2,354.14 | \$4,708.28 | \$56,499.36 |
| 11    | 2    | 2nd 12 mo.  | \$30.0528 | \$2,430.67 | \$4,861.34 | \$58,336.08 |
| 11    | 3    | 3rd 12 mo.  | \$31.0294 | \$2,509.66 | \$5,019.32 | \$60,231.84 |
| 11    | 4    | 4th 12 mo.  | \$32.0376 | \$2,591.20 | \$5,182.40 | \$62,188.80 |
| 11    | 5    | Maximum     | \$33.0789 | \$2,675.42 | \$5,350.84 | \$64,210.08 |
| 12    | 1    | 1st 12 mo.  | \$33.1617 | \$2,682.12 | \$5,364.24 | \$64,370.88 |
| 12    | 2    | 2nd 12 mo.  | \$35.0057 | \$2,831.26 | \$5,662.52 | \$67,950.24 |
| 12    | 3    | 3rd 12 mo.  | \$36.8441 | \$2,979.95 | \$5,959.90 | \$71,518.80 |
| 13    | 1    | 1st 12 mo.  | \$29.9285 | \$2,420.62 | \$4,841.24 | \$58,094.88 |
| 13    | 2    | 2nd 12 mo.  | \$30.5086 | \$2,467.54 | \$4,935.08 | \$59,220.96 |
| 13    | 3    | Maximum     | \$31.1214 | \$2,517.10 | \$5,034.20 | \$60,410.40 |
| 14    | 1    | Maximum     | \$30.1702 | \$2,440.17 | \$4,880.34 | \$58,564.08 |
| 15    | 1    | 1st 24 mo.  | \$30.2348 | \$2,445.39 | \$4,890.78 | \$58,689.36 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 15    | 2    | Maximum     | \$31.0244 | \$2,509.25 | \$5,018.50 | \$60,222.00 |
| 16    | 1    | Maximum     | \$31.0244 | \$2,509.25 | \$5,018.50 | \$60,222.00 |
| 17    | 1    | Maximum     | \$31.7011 | \$2,563.98 | \$5,127.96 | \$61,535.52 |
| 18    | 1    | 1st 12 mo.  | \$32.2265 | \$2,606.48 | \$5,212.96 | \$62,555.52 |
| 18    | 2    | 2nd 12 mo.  | \$33.6285 | \$2,719.87 | \$5,439.74 | \$65,276.88 |
| 18    | 3    | 3rd 12 mo.  | \$35.4173 | \$2,864.55 | \$5,729.10 | \$68,749.20 |
| 18    | 4    | 4th 12 mo.  | \$37.7059 | \$3,049.65 | \$6,099.30 | \$73,191.60 |
| 18    | 5    | 5th 12 mo.  | \$40.6397 | \$3,286.94 | \$6,573.88 | \$78,886.56 |
| 18    | 6    | Maximum     | \$43.1855 | \$3,492.84 | \$6,985.68 | \$83,828.16 |
| 19    | 1    | Maximum     | \$33.0877 | \$2,676.13 | \$5,352.26 | \$64,227.12 |
| 20    | 1    | Maximum     | \$33.6677 | \$3,072.18 | \$6,144.36 | \$73,732.32 |
| 21    | 1    | Maximum     | \$33.9737 | \$2,747.79 | \$5,495.58 | \$65,946.96 |
| 22    | 1    | 1st 12 mo.  | \$36.4135 | \$2,945.12 | \$5,890.24 | \$70,682.88 |
| 22    | 2    | 2nd 12 mo.  | \$38.4160 | \$3,107.09 | \$6,214.18 | \$74,570.16 |
| 22    | 3    | Maximum     | \$40.5290 | \$3,277.99 | \$6,555.98 | \$78,671.76 |
| 23    | 1    | 1st 12 mo.  | \$36.9807 | \$2,991.00 | \$5,982.00 | \$71,784.00 |
| 23    | 2    | 2nd 12 mo.  | \$39.3982 | \$3,186.53 | \$6,373.06 | \$76,476.72 |
| 23    | 3    | 3rd 12 mo.  | \$41.8159 | \$3,382.07 | \$6,764.14 | \$81,169.68 |
| 23    | 4    | Maximum     | \$43.1535 | \$3,490.26 | \$6,980.52 | \$83,766.24 |
| 24    | 1    | 1st 12 mo.  | \$37.4390 | \$3,028.07 | \$6,056.14 | \$72,673.68 |
| 24    | 2    | 2nd 12 mo.  | \$38.7927 | \$3,137.55 | \$6,275.10 | \$75,301.20 |
| 24    | 3    | 3rd 12 mo.  | \$39.8725 | \$3,224.89 | \$6,449.78 | \$77,397.36 |
| 24    | 4    | 4th 12 mo.  | \$40.9522 | \$3,312.21 | \$6,624.42 | \$79,493.04 |
| 24    | 5    | Maximum     | \$42.0642 | \$3,402.15 | \$6,804.30 | \$81,651.60 |
| 25    | 1    | Maximum     | \$39.9046 | \$3,227.48 | \$6,454.96 | \$77,459.52 |
| 26    | 1    | 1st 12 mo.  | \$40.7199 | \$3,293.43 | \$6,586.86 | \$79,042.32 |
| 26    | 2    | 2nd 12 mo.  | \$42.0737 | \$3,402.92 | \$6,805.84 | \$81,670.08 |
| 26    | 3    | 3rd 12 mo.  | \$43.1535 | \$3,490.26 | \$6,980.52 | \$83,766.24 |
| 26    | 4    | 4th 12 mo.  | \$44.2333 | \$3,577.59 | \$7,155.18 | \$85,862.16 |
| 26    | 5    | Maximum     | \$45.3453 | \$3,667.53 | \$7,335.06 | \$88,020.72 |

| <b>Grade</b> | <b>Step</b> | <b>Description</b> | <b>Hourly</b> | <b>Pay Period</b> | <b>Monthly</b> | <b>Annual</b> |
|--------------|-------------|--------------------|---------------|-------------------|----------------|---------------|
| 27           | 1           | Maximum            | \$41.6700     | \$3,370.27        | \$6,740.54     | \$80,886.48   |
| 28           | 1           | Maximum            | \$43.5557     | \$3,522.79        | \$7,045.58     | \$84,546.96   |
| 29           | 1           | Maximum            | \$44.6100     | \$3,608.06        | \$7,216.12     | \$86,593.44   |
| 30           | 1           | Maximum            | \$45.5258     | \$3,682.13        | \$7,364.26     | \$88,371.12   |
| 31           | 1           | Maximum            | \$47.8103     | \$4,362.69        | \$8,725.38     | \$104,704.56  |
| 32           | 1           | Maximum            | \$48.2613     | \$3,903.37        | \$7,806.74     | \$93,680.88   |
| 33           | 1           | Maximum            | \$49.1771     | \$3,977.44        | \$7,954.88     | \$95,458.56   |
| 34           | 1           | 1st 12 mo.         | \$37.3653     | \$3,022.11        | \$6,044.22     | \$72,530.64   |
| 34           | 2           | 2nd 12 mo.         | \$38.9197     | \$3,147.83        | \$6,295.66     | \$75,547.92   |
| 34           | 3           | Maximum            | \$40.5284     | \$3,277.94        | \$6,555.88     | \$78,670.56   |

IBEW 319  
 April 1, 2020 to December 31, 2020  
 1.60%

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 1     | 1    | 1st 6 mo.   | \$22.4003 | \$1,811.74 | \$3,623.48 | \$43,481.76 |
| 1     | 2    | 2nd 6 mo.   | \$22.9406 | \$1,855.44 | \$3,710.88 | \$44,530.56 |
| 1     | 3    | 2nd 12 mo.  | \$23.7102 | \$1,917.68 | \$3,835.36 | \$46,024.32 |
| 1     | 4    | 3rd 12 mo.  | \$24.6273 | \$1,991.86 | \$3,983.72 | \$47,804.64 |
| 1     | 5    | Maximum     | \$25.4132 | \$2,055.42 | \$4,110.84 | \$49,330.08 |
| 2     | 1    | Maximum     | \$23.5464 | \$1,904.43 | \$3,808.86 | \$45,706.32 |
| 3     | 1    | 1st 6 mo.   | \$25.6096 | \$2,071.30 | \$4,142.60 | \$49,711.20 |
| 3     | 2    | 2nd 6 mo.   | \$26.7068 | \$2,160.05 | \$4,320.10 | \$51,841.20 |
| 3     | 3    | 3rd 6 mo.   | \$27.1814 | \$2,198.43 | \$4,396.86 | \$52,762.32 |
| 3     | 4    | 4th 6 mo.   | \$28.3444 | \$2,292.50 | \$4,585.00 | \$55,020.00 |
| 3     | 5    | 5th 6 mo.   | \$28.8682 | \$2,334.86 | \$4,669.72 | \$56,036.64 |
| 3     | 6    | 6th 6 mo.   | \$29.4249 | \$2,379.89 | \$4,759.78 | \$57,117.36 |
| 3     | 7    | Maximum     | \$29.9488 | \$2,422.26 | \$4,844.52 | \$58,134.24 |
| 4     | 1    | 1st 12 mo.  | \$26.2719 | \$2,124.87 | \$4,249.74 | \$50,996.88 |
| 4     | 2    | 2nd 12 mo.  | \$27.1255 | \$2,193.91 | \$4,387.82 | \$52,653.84 |
| 4     | 3    | 3rd 12 mo.  | \$28.0071 | \$2,265.21 | \$4,530.42 | \$54,365.04 |
| 4     | 4    | Maximum     | \$28.9174 | \$2,338.84 | \$4,677.68 | \$56,132.16 |
| 5     | 1    | 1st 6 mo.   | \$27.1639 | \$2,197.02 | \$4,394.04 | \$52,728.48 |
| 5     | 2    | 2nd 6 mo.   | \$30.8128 | \$2,492.14 | \$4,984.28 | \$59,811.36 |
| 5     | 3    | 2nd 12 mo.  | \$34.0565 | \$2,754.49 | \$5,508.98 | \$66,107.76 |
| 5     | 4    | 3rd 12 mo.  | \$36.4888 | \$2,951.21 | \$5,902.42 | \$70,829.04 |
| 5     | 5    | Maximum     | \$38.5160 | \$3,115.17 | \$6,230.34 | \$74,764.08 |
| 6     | 1    | Level 1     | \$29.0979 | \$2,353.44 | \$4,706.88 | \$56,482.56 |
| 6     | 2    | Level 2     | \$34.1288 | \$2,760.34 | \$5,520.68 | \$66,248.16 |
| 6     | 3    | Level 3     | \$36.6216 | \$2,961.96 | \$5,923.92 | \$71,087.04 |
| 6     | 4    | Level 4     | \$38.7066 | \$3,130.59 | \$6,261.18 | \$75,134.16 |
| 7     | 1    | Level 1     | \$27.7525 | \$2,244.62 | \$4,489.24 | \$53,870.88 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 7     | 2    | Level 2     | \$31.1752 | \$2,521.45 | \$5,042.90 | \$60,514.80 |
| 7     | 3    | Level 3     | \$37.9285 | \$3,067.66 | \$6,135.32 | \$73,623.84 |
| 7     | 4    | Level 4     | \$41.6288 | \$3,366.94 | \$6,733.88 | \$80,806.56 |
| 8     | 1    | 1st 12 mo.  | \$28.0985 | \$2,272.61 | \$4,545.22 | \$54,542.64 |
| 8     | 2    | 2nd 12 mo.  | \$28.9174 | \$2,338.84 | \$4,677.68 | \$56,132.16 |
| 8     | 3    | 3rd 12 mo.  | \$29.6378 | \$2,397.11 | \$4,794.22 | \$57,530.64 |
| 8     | 4    | Maximum     | \$30.4237 | \$2,460.67 | \$4,921.34 | \$59,056.08 |
| 9     | 1    | 1st 12 mo.  | \$28.3444 | \$2,292.50 | \$4,585.00 | \$55,020.00 |
| 9     | 2    | 2nd 12 mo.  | \$29.3429 | \$2,373.25 | \$4,746.50 | \$56,958.00 |
| 9     | 3    | Maximum     | \$30.3255 | \$2,452.73 | \$4,905.46 | \$58,865.52 |
| 10    | 1    | 1st 12 mo.  | \$29.4084 | \$2,378.55 | \$4,757.10 | \$57,085.20 |
| 10    | 2    | 2nd 12 mo.  | \$30.8331 | \$2,493.78 | \$4,987.56 | \$59,850.72 |
| 10    | 3    | 3rd 12 mo.  | \$32.6506 | \$2,640.78 | \$5,281.56 | \$63,378.72 |
| 10    | 4    | 4th 12 mo.  | \$34.9758 | \$2,828.84 | \$5,657.68 | \$67,892.16 |
| 10    | 5    | 5th 12 mo.  | \$37.9563 | \$3,069.91 | \$6,139.82 | \$73,677.84 |
| 10    | 6    | Maximum     | \$40.5431 | \$3,279.13 | \$6,558.26 | \$78,699.12 |
| 11    | 1    | 1st 12 mo.  | \$29.5723 | \$2,391.81 | \$4,783.62 | \$57,403.44 |
| 11    | 2    | 2nd 12 mo.  | \$30.5336 | \$2,469.56 | \$4,939.12 | \$59,269.44 |
| 11    | 3    | 3rd 12 mo.  | \$31.5259 | \$2,549.81 | \$5,099.62 | \$61,195.44 |
| 11    | 4    | 4th 12 mo.  | \$32.5502 | \$2,632.66 | \$5,265.32 | \$63,183.84 |
| 11    | 5    | Maximum     | \$33.6082 | \$2,718.23 | \$5,436.46 | \$65,237.52 |
| 12    | 1    | 1st 12 mo.  | \$33.6923 | \$2,725.03 | \$5,450.06 | \$65,400.72 |
| 12    | 2    | 2nd 12 mo.  | \$35.5658 | \$2,876.56 | \$5,753.12 | \$69,037.44 |
| 12    | 3    | 3rd 12 mo.  | \$37.4336 | \$3,027.63 | \$6,055.26 | \$72,663.12 |
| 12    | 4    | 4th 12 mo.  | \$0.0000  | \$0.00     | \$0.00     | \$0.00      |
| 12    | 5    | Maximum     | \$0.0000  | \$0.00     | \$0.00     | \$0.00      |
| 13    | 1    | 1st 12 mo.  | \$30.4074 | \$2,459.35 | \$4,918.70 | \$59,024.40 |
| 13    | 2    | 2nd 12 mo.  | \$30.9967 | \$2,507.01 | \$5,014.02 | \$60,168.24 |
| 13    | 3    | Maximum     | \$31.6193 | \$2,557.37 | \$5,114.74 | \$61,376.88 |
| 14    | 1    | Maximum     | \$30.6529 | \$2,479.21 | \$4,958.42 | \$59,501.04 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 15    | 1    | 1st 24 mo.  | \$30.7186 | \$2,484.52 | \$4,969.04 | \$59,628.48 |
| 15    | 2    | Maximum     | \$31.5208 | \$2,549.40 | \$5,098.80 | \$61,185.60 |
| 16    | 1    | Maximum     | \$31.5208 | \$2,549.40 | \$5,098.80 | \$61,185.60 |
| 17    | 1    | Maximum     | \$32.2083 | \$2,605.01 | \$5,210.02 | \$62,520.24 |
| 18    | 1    | 1st 12 mo.  | \$32.7421 | \$2,648.18 | \$5,296.36 | \$63,556.32 |
| 18    | 2    | 2nd 12 mo.  | \$34.1666 | \$2,763.39 | \$5,526.78 | \$66,321.36 |
| 18    | 3    | 3rd 12 mo.  | \$35.9840 | \$2,910.39 | \$5,820.78 | \$69,849.36 |
| 18    | 4    | 4th 12 mo.  | \$38.3092 | \$3,098.45 | \$6,196.90 | \$74,362.80 |
| 18    | 5    | 5th 12 mo.  | \$41.2899 | \$3,339.53 | \$6,679.06 | \$80,148.72 |
| 18    | 6    | Maximum     | \$43.8765 | \$3,548.73 | \$7,097.46 | \$85,169.52 |
| 19    | 1    | Maximum     | \$33.6171 | \$2,718.95 | \$5,437.90 | \$65,254.80 |
| 20    | 1    | Maximum     | \$34.2064 | \$3,121.33 | \$6,242.66 | \$74,911.92 |
| 21    | 1    | Maximum     | \$34.5173 | \$2,791.76 | \$5,583.52 | \$67,002.24 |
| 22    | 1    | 1st 12 mo.  | \$36.9961 | \$2,992.24 | \$5,984.48 | \$71,813.76 |
| 22    | 2    | 2nd 12 mo.  | \$39.0307 | \$3,156.80 | \$6,313.60 | \$75,763.20 |
| 22    | 3    | Maximum     | \$41.1775 | \$3,330.44 | \$6,660.88 | \$79,930.56 |
| 23    | 1    | 1st 12 mo.  | \$37.5724 | \$3,038.86 | \$6,077.72 | \$72,932.64 |
| 23    | 2    | 2nd 12 mo.  | \$40.0286 | \$3,237.51 | \$6,475.02 | \$77,700.24 |
| 23    | 3    | 3rd 12 mo.  | \$42.4850 | \$3,436.19 | \$6,872.38 | \$82,468.56 |
| 23    | 4    | Maximum     | \$43.8440 | \$3,546.10 | \$7,092.20 | \$85,106.40 |
| 24    | 1    | 1st 12 mo.  | \$38.0380 | \$3,076.51 | \$6,153.02 | \$73,836.24 |
| 24    | 2    | 2nd 12 mo.  | \$39.4134 | \$3,187.76 | \$6,375.52 | \$76,506.24 |
| 24    | 3    | 3rd 12 mo.  | \$40.5105 | \$3,276.49 | \$6,552.98 | \$78,635.76 |
| 24    | 4    | 4th 12 mo.  | \$41.6074 | \$3,365.21 | \$6,730.42 | \$80,765.04 |
| 24    | 5    | Maximum     | \$42.7372 | \$3,456.58 | \$6,913.16 | \$82,957.92 |
| 25    | 1    | Maximum     | \$40.5431 | \$3,279.13 | \$6,558.26 | \$78,699.12 |
| 26    | 1    | 1st 12 mo.  | \$41.3714 | \$3,346.12 | \$6,692.24 | \$80,306.88 |
| 26    | 2    | 2nd 12 mo.  | \$42.7469 | \$3,457.37 | \$6,914.74 | \$82,976.88 |
| 26    | 3    | 3rd 12 mo.  | \$43.8440 | \$3,546.10 | \$7,092.20 | \$85,106.40 |
| 26    | 4    | 4th 12 mo.  | \$44.9410 | \$3,634.83 | \$7,269.66 | \$87,235.92 |

| <b>Grade</b> | <b>Step</b> | <b>Description</b> | <b>Hourly</b> | <b>Pay Period</b> | <b>Monthly</b> | <b>Annual</b> |
|--------------|-------------|--------------------|---------------|-------------------|----------------|---------------|
| 26           | 5           | Maximum            | \$46.0708     | \$3,726.21        | \$7,452.42     | \$89,429.04   |
| 27           | 1           | Maximum            | \$42.3367     | \$3,424.19        | \$6,848.38     | \$82,180.56   |
| 28           | 1           | Maximum            | \$44.2526     | \$3,579.15        | \$7,158.30     | \$85,899.60   |
| 29           | 1           | Maximum            | \$45.3238     | \$3,665.79        | \$7,331.58     | \$87,978.96   |
| 30           | 1           | Maximum            | \$46.2542     | \$3,741.04        | \$7,482.08     | \$89,784.96   |
| 31           | 1           | Maximum            | \$48.5753     | \$4,432.50        | \$8,865.00     | \$106,308.00  |
| 32           | 1           | Maximum            | \$49.0335     | \$3,965.83        | \$7,931.66     | \$95,179.92   |
| 33           | 1           | Maximum            | \$49.9639     | \$4,041.08        | \$8,082.16     | \$96,985.92   |
| 34           | 1           | 1st 12 mo.         | \$37.9631     | \$3,070.46        | \$6,140.92     | \$73,691.04   |
| 34           | 2           | 2nd 12 mo.         | \$39.5424     | \$3,198.19        | \$6,396.38     | \$76,756.56   |
| 34           | 3           | Maximum            | \$41.1769     | \$3,330.39        | \$6,660.78     | \$79,929.36   |



IBEW 319  
 January 1, 2021 to December 31, 2021  
 1.60%

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 1     | 1    | 1st 6 mo.   | \$22.7587 | \$1,840.72 | \$3,681.44 | \$44,177.28 |
| 1     | 2    | 2nd 6 mo.   | \$23.3076 | \$1,885.12 | \$3,770.24 | \$45,242.88 |
| 1     | 3    | 2nd 12 mo.  | \$24.0896 | \$1,948.37 | \$3,896.74 | \$46,760.88 |
| 1     | 4    | 3rd 12 mo.  | \$25.0213 | \$2,023.72 | \$4,047.44 | \$48,569.28 |
| 1     | 5    | Maximum     | \$25.8198 | \$2,088.31 | \$4,176.62 | \$50,119.44 |
| 2     | 1    | Maximum     | \$23.9231 | \$1,934.90 | \$3,869.80 | \$46,437.60 |
| 3     | 1    | 1st 6 mo.   | \$26.0194 | \$2,104.45 | \$4,208.90 | \$50,506.80 |
| 3     | 2    | 2nd 6 mo.   | \$27.1341 | \$2,194.61 | \$4,389.22 | \$52,670.64 |
| 3     | 3    | 3rd 6 mo.   | \$27.6163 | \$2,233.61 | \$4,467.22 | \$53,606.64 |
| 3     | 4    | 4th 6 mo.   | \$28.7979 | \$2,329.17 | \$4,658.34 | \$55,900.08 |
| 3     | 5    | 5th 6 mo.   | \$29.3301 | \$2,372.22 | \$4,744.44 | \$56,933.28 |
| 3     | 6    | 6th 6 mo.   | \$29.8957 | \$2,417.96 | \$4,835.92 | \$58,031.04 |
| 3     | 7    | Maximum     | \$30.4280 | \$2,461.02 | \$4,922.04 | \$59,064.48 |
| 4     | 1    | 1st 12 mo.  | \$26.6923 | \$2,158.87 | \$4,317.74 | \$51,812.88 |
| 4     | 2    | 2nd 12 mo.  | \$27.5595 | \$2,229.01 | \$4,458.02 | \$53,496.24 |
| 4     | 3    | 3rd 12 mo.  | \$28.4552 | \$2,301.46 | \$4,602.92 | \$55,235.04 |
| 4     | 4    | Maximum     | \$29.3801 | \$2,376.26 | \$4,752.52 | \$57,030.24 |
| 5     | 1    | 1st 6 mo.   | \$27.5985 | \$2,232.17 | \$4,464.34 | \$53,572.08 |
| 5     | 2    | 2nd 6 mo.   | \$31.3058 | \$2,532.01 | \$5,064.02 | \$60,768.24 |
| 5     | 3    | 2nd 12 mo.  | \$34.6014 | \$2,798.56 | \$5,597.12 | \$67,165.44 |
| 5     | 4    | 3rd 12 mo.  | \$37.0726 | \$2,998.43 | \$5,996.86 | \$71,962.32 |
| 5     | 5    | Maximum     | \$39.1323 | \$3,165.02 | \$6,330.04 | \$75,960.48 |
| 6     | 1    | Level 1     | \$29.5635 | \$2,391.10 | \$4,782.20 | \$57,386.40 |
| 6     | 2    | Level 2     | \$34.6749 | \$2,804.51 | \$5,609.02 | \$67,308.24 |
| 6     | 3    | Level 3     | \$37.2075 | \$3,009.34 | \$6,018.68 | \$72,224.16 |
| 6     | 4    | Level 4     | \$39.3259 | \$3,180.68 | \$6,361.36 | \$76,336.32 |
| 7     | 1    | Level 1     | \$28.1965 | \$2,280.53 | \$4,561.06 | \$54,732.72 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 7     | 2    | Level 2     | \$31.6740 | \$2,561.79 | \$5,123.58 | \$61,482.96 |
| 7     | 3    | Level 3     | \$38.5354 | \$3,116.74 | \$6,233.48 | \$74,801.76 |
| 7     | 4    | Level 4     | \$42.2949 | \$3,420.81 | \$6,841.62 | \$82,099.44 |
| 8     | 1    | 1st 12 mo.  | \$28.5481 | \$2,308.97 | \$4,617.94 | \$55,415.28 |
| 8     | 2    | 2nd 12 mo.  | \$29.3801 | \$2,376.26 | \$4,752.52 | \$57,030.24 |
| 8     | 3    | 3rd 12 mo.  | \$30.1120 | \$2,435.46 | \$4,870.92 | \$58,451.04 |
| 8     | 4    | Maximum     | \$30.9105 | \$2,500.04 | \$5,000.08 | \$60,000.96 |
| 9     | 1    | 1st 12 mo.  | \$28.7979 | \$2,329.17 | \$4,658.34 | \$55,900.08 |
| 9     | 2    | 2nd 12 mo.  | \$29.8124 | \$2,411.23 | \$4,822.46 | \$57,869.52 |
| 9     | 3    | Maximum     | \$30.8107 | \$2,491.97 | \$4,983.94 | \$59,807.28 |
| 10    | 1    | 1st 12 mo.  | \$32.9269 | \$2,663.13 | \$5,326.26 | \$63,915.12 |
| 10    | 2    | 2nd 12 mo.  | \$34.3744 | \$2,780.20 | \$5,560.40 | \$66,724.80 |
| 10    | 3    | 3rd 12 mo.  | \$36.2210 | \$2,929.55 | \$5,859.10 | \$70,309.20 |
| 10    | 4    | 4th 12 mo.  | \$38.5834 | \$3,120.63 | \$6,241.26 | \$74,895.12 |
| 10    | 5    | 5th 12 mo.  | \$41.6116 | \$3,365.55 | \$6,731.10 | \$80,773.20 |
| 10    | 6    | Maximum     | \$44.2398 | \$3,578.12 | \$7,156.24 | \$85,874.88 |
| 11    | 1    | 1st 12 mo.  | \$30.0455 | \$2,430.08 | \$4,860.16 | \$58,321.92 |
| 11    | 2    | 2nd 12 mo.  | \$31.0221 | \$2,509.07 | \$5,018.14 | \$60,217.68 |
| 11    | 3    | 3rd 12 mo.  | \$32.0303 | \$2,590.61 | \$5,181.22 | \$62,174.64 |
| 11    | 4    | 4th 12 mo.  | \$33.0710 | \$2,674.78 | \$5,349.56 | \$64,194.72 |
| 11    | 5    | Maximum     | \$34.1459 | \$2,761.72 | \$5,523.44 | \$66,281.28 |
| 12    | 1    | 1st 12 mo.  | \$34.2314 | \$2,768.64 | \$5,537.28 | \$66,447.36 |
| 12    | 2    | 2nd 12 mo.  | \$36.1349 | \$2,922.59 | \$5,845.18 | \$70,142.16 |
| 12    | 3    | 3rd 12 mo.  | \$38.0325 | \$3,076.07 | \$6,152.14 | \$73,825.68 |
| 12    | 4    | 4th 12 mo.  | \$0.0000  | \$0.00     | \$0.00     | \$0.00      |
| 12    | 5    | Maximum     | \$0.0000  | \$0.00     | \$0.00     | \$0.00      |
| 13    | 1    | 1st 12 mo.  | \$30.8939 | \$2,498.70 | \$4,997.40 | \$59,968.80 |
| 13    | 2    | 2nd 12 mo.  | \$31.4926 | \$2,547.12 | \$5,094.24 | \$61,130.88 |
| 13    | 3    | Maximum     | \$32.1252 | \$2,598.29 | \$5,196.58 | \$62,358.96 |
| 14    | 1    | Maximum     | \$31.1433 | \$2,518.87 | \$5,037.74 | \$60,452.88 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 15    | 1    | 1st 24 mo.  | \$31.2101 | \$2,524.27 | \$5,048.54 | \$60,582.48 |
| 15    | 2    | Maximum     | \$32.0251 | \$2,590.19 | \$5,180.38 | \$62,164.56 |
| 16    | 1    | Maximum     | \$32.0251 | \$2,590.19 | \$5,180.38 | \$62,164.56 |
| 17    | 1    | Maximum     | \$32.7236 | \$2,646.68 | \$5,293.36 | \$63,520.32 |
| 18    | 1    | 1st 12 mo.  | \$33.2660 | \$2,690.55 | \$5,381.10 | \$64,573.20 |
| 18    | 2    | 2nd 12 mo.  | \$34.7133 | \$2,807.61 | \$5,615.22 | \$67,382.64 |
| 18    | 3    | 3rd 12 mo.  | \$36.5597 | \$2,956.95 | \$5,913.90 | \$70,966.80 |
| 18    | 4    | 4th 12 mo.  | \$38.9221 | \$3,148.02 | \$6,296.04 | \$75,552.48 |
| 18    | 5    | 5th 12 mo.  | \$41.9505 | \$3,392.96 | \$6,785.92 | \$81,431.04 |
| 18    | 6    | Maximum     | \$44.5785 | \$3,605.51 | \$7,211.02 | \$86,532.24 |
| 19    | 1    | Maximum     | \$34.1550 | \$2,762.46 | \$5,524.92 | \$66,299.04 |
| 20    | 1    | Maximum     | \$34.7537 | \$3,171.28 | \$6,342.56 | \$76,110.72 |
| 21    | 1    | Maximum     | \$35.0696 | \$2,836.43 | \$5,672.86 | \$68,074.32 |
| 22    | 1    | 1st 12 mo.  | \$37.5880 | \$3,040.12 | \$6,080.24 | \$72,962.88 |
| 22    | 2    | 2nd 12 mo.  | \$39.6552 | \$3,207.31 | \$6,414.62 | \$76,975.44 |
| 22    | 3    | Maximum     | \$41.8363 | \$3,383.72 | \$6,767.44 | \$81,209.28 |
| 23    | 1    | 1st 12 mo.  | \$38.1736 | \$3,087.48 | \$6,174.96 | \$74,099.52 |
| 23    | 2    | 2nd 12 mo.  | \$40.6691 | \$3,289.32 | \$6,578.64 | \$78,943.68 |
| 23    | 3    | 3rd 12 mo.  | \$43.1648 | \$3,491.17 | \$6,982.34 | \$83,788.08 |
| 23    | 4    | Maximum     | \$44.5455 | \$3,602.84 | \$7,205.68 | \$86,468.16 |
| 24    | 1    | 1st 12 mo.  | \$38.6466 | \$3,125.74 | \$6,251.48 | \$75,017.76 |
| 24    | 2    | 2nd 12 mo.  | \$40.0440 | \$3,238.76 | \$6,477.52 | \$77,730.24 |
| 24    | 3    | 3rd 12 mo.  | \$41.1587 | \$3,328.92 | \$6,657.84 | \$79,894.08 |
| 24    | 4    | 4th 12 mo.  | \$42.2731 | \$3,419.05 | \$6,838.10 | \$82,057.20 |
| 24    | 5    | Maximum     | \$43.4210 | \$3,511.89 | \$7,023.78 | \$84,285.36 |
| 25    | 1    | Maximum     | \$41.1918 | \$3,331.59 | \$6,663.18 | \$79,958.16 |
| 26    | 1    | 1st 12 mo.  | \$42.0333 | \$3,399.65 | \$6,799.30 | \$81,591.60 |
| 26    | 2    | 2nd 12 mo.  | \$43.4309 | \$3,512.69 | \$7,025.38 | \$84,304.56 |
| 26    | 3    | 3rd 12 mo.  | \$44.5455 | \$3,602.84 | \$7,205.68 | \$86,468.16 |
| 26    | 4    | 4th 12 mo.  | \$45.6601 | \$3,692.99 | \$7,385.98 | \$88,631.76 |

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual       |
|-------|------|-------------|-----------|------------|------------|--------------|
| 26    | 5    | Maximum     | \$46.8079 | \$3,785.82 | \$7,571.64 | \$90,859.68  |
| 27    | 1    | Maximum     | \$43.0141 | \$3,478.98 | \$6,957.96 | \$83,495.52  |
| 28    | 1    | Maximum     | \$44.9606 | \$3,636.41 | \$7,272.82 | \$87,273.84  |
| 29    | 1    | Maximum     | \$46.0490 | \$3,724.44 | \$7,448.88 | \$89,386.56  |
| 30    | 1    | Maximum     | \$46.9943 | \$3,800.90 | \$7,601.80 | \$91,221.60  |
| 31    | 1    | Maximum     | \$49.3525 | \$4,503.42 | \$9,006.84 | \$108,082.08 |
| 32    | 1    | Maximum     | \$49.8180 | \$4,029.28 | \$8,058.56 | \$96,702.72  |
| 33    | 1    | Maximum     | \$50.7633 | \$4,105.74 | \$8,211.48 | \$98,537.76  |
| 34    | 1    | 1st 12 mo.  | \$38.5705 | \$3,119.58 | \$6,239.16 | \$74,869.92  |
| 34    | 2    | 2nd 12 mo.  | \$40.1751 | \$3,249.36 | \$6,498.72 | \$77,984.64  |
| 34    | 3    | Maximum     | \$41.8357 | \$3,383.67 | \$6,767.34 | \$81,208.08  |
| 35    | 1    | 1st 12 mo.  | \$41.6946 | \$3,372.26 | \$6,744.52 | \$80,934.24  |
| 35    | 2    | 2nd 12 mo.  | \$43.0920 | \$3,485.28 | \$6,970.56 | \$83,646.72  |
| 35    | 3    | 3rd 12 mo.  | \$44.2067 | \$3,575.44 | \$7,150.88 | \$85,810.56  |
| 35    | 4    | 4th 12 mo.  | \$45.3211 | \$3,665.57 | \$7,331.14 | \$87,973.68  |
| 35    | 5    | Maximum     | \$46.4690 | \$3,758.41 | \$7,516.82 | \$90,201.84  |
| 36    | 1    | Maximum     | \$48.0086 | \$3,882.94 | \$7,765.88 | \$93,190.56  |

IBEW 319  
January 1, 2022 to December 31, 2023

| Grade | Step | Description | Hourly    | Pay Period | Monthly    | Annual      |
|-------|------|-------------|-----------|------------|------------|-------------|
| 1     | 1    | 1st 6 mo.   | \$23.2025 | \$1,876.62 | \$3,753.24 | \$45,038.88 |
| 1     | 2    | 2nd 6 mo.   | \$23.7621 | \$1,921.88 | \$3,843.76 | \$46,125.12 |
| 1     | 3    | 2nd 12 mo.  | \$24.5593 | \$1,986.36 | \$3,972.72 | \$47,672.64 |
| 1     | 4    | 3rd 12 mo.  | \$25.5092 | \$2,063.18 | \$4,126.36 | \$49,516.32 |
| 1     | 5    | Maximum     | \$26.3233 | \$2,129.03 | \$4,258.06 | \$51,096.72 |
| 2     | 1    | Maximum     | \$24.3896 | \$1,972.63 | \$3,945.26 | \$47,343.12 |
| 3     | 1    | 1st 6 mo.   | \$26.5268 | \$2,145.49 | \$4,290.98 | \$51,491.76 |
| 3     | 2    | 2nd 6 mo.   | \$27.6632 | \$2,237.40 | \$4,474.80 | \$53,697.60 |
| 3     | 3    | 3rd 6 mo.   | \$28.1548 | \$2,277.16 | \$4,554.32 | \$54,651.84 |
| 3     | 4    | 4th 6 mo.   | \$29.3595 | \$2,374.60 | \$4,749.20 | \$56,990.40 |
| 3     | 5    | 5th 6 mo.   | \$29.9020 | \$2,418.47 | \$4,836.94 | \$58,043.28 |
| 3     | 6    | 6th 6 mo.   | \$30.4787 | \$2,465.12 | \$4,930.24 | \$59,162.88 |
| 3     | 7    | Maximum     | \$31.0213 | \$2,509.00 | \$5,018.00 | \$60,216.00 |
| 4     | 1    | 1st 12 mo.  | \$27.2128 | \$2,200.97 | \$4,401.94 | \$52,823.28 |
| 4     | 2    | 2nd 12 mo.  | \$28.0969 | \$2,272.48 | \$4,544.96 | \$54,539.52 |
| 4     | 3    | 3rd 12 mo.  | \$29.0101 | \$2,346.34 | \$4,692.68 | \$56,312.16 |
| 4     | 4    | Maximum     | \$29.9530 | \$2,422.60 | \$4,845.20 | \$58,142.40 |
| 5     | 1    | 1st 6 mo.   | \$28.1367 | \$2,275.70 | \$4,551.40 | \$54,616.80 |
| 5     | 2    | 2nd 6 mo.   | \$31.9163 | \$2,581.39 | \$5,162.78 | \$61,953.36 |
| 5     | 3    | 2nd 12 mo.  | \$35.2761 | \$2,853.13 | \$5,706.26 | \$68,475.12 |
| 5     | 4    | 3rd 12 mo.  | \$37.7955 | \$3,056.90 | \$6,113.80 | \$73,365.60 |
| 5     | 5    | Maximum     | \$39.8954 | \$3,226.74 | \$6,453.48 | \$77,441.76 |
| 6     | 1    | Level 1     | \$30.1400 | \$2,437.72 | \$4,875.44 | \$58,505.28 |
| 6     | 2    | Level 2     | \$35.3511 | \$2,859.20 | \$5,718.40 | \$68,620.80 |
| 6     | 3    | Level 3     | \$37.9330 | \$3,068.02 | \$6,136.04 | \$73,632.48 |
| 6     | 4    | Level 4     | \$40.0928 | \$3,242.71 | \$6,485.42 | \$77,825.04 |
| 7     | 1    | Level 1     | \$28.7463 | \$2,325.00 | \$4,650.00 | \$55,800.00 |
| 7     | 2    | Level 2     | \$32.2916 | \$2,611.74 | \$5,223.48 | \$62,681.76 |

|    |   |            |           |            |            |             |
|----|---|------------|-----------|------------|------------|-------------|
| 7  | 3 | Level 3    | \$39.2868 | \$3,177.52 | \$6,355.04 | \$76,260.48 |
| 7  | 4 | Level 4    | \$43.1197 | \$3,487.52 | \$6,975.04 | \$83,700.48 |
| 8  | 1 | 1st 12 mo. | \$29.1048 | \$2,354.00 | \$4,708.00 | \$56,496.00 |
| 8  | 2 | 2nd 12 mo. | \$29.9530 | \$2,422.60 | \$4,845.20 | \$58,142.40 |
| 8  | 3 | 3rd 12 mo. | \$30.6992 | \$2,482.95 | \$4,965.90 | \$59,590.80 |
| 8  | 4 | Maximum    | \$31.5133 | \$2,548.80 | \$5,097.60 | \$61,171.20 |
| 9  | 1 | 1st 12 mo. | \$29.3595 | \$2,374.60 | \$4,749.20 | \$56,990.40 |
| 9  | 2 | 2nd 12 mo. | \$30.3937 | \$2,458.24 | \$4,916.48 | \$58,997.76 |
| 9  | 3 | Maximum    | \$31.4115 | \$2,540.56 | \$5,081.12 | \$60,973.44 |
| 10 | 1 | 1st 12 mo. | \$33.5690 | \$2,715.06 | \$5,430.12 | \$65,161.44 |
| 10 | 2 | 2nd 12 mo. | \$35.0447 | \$2,834.42 | \$5,668.84 | \$68,026.08 |
| 10 | 3 | 3rd 12 mo. | \$36.9273 | \$2,986.68 | \$5,973.36 | \$71,680.32 |
| 10 | 4 | 4th 12 mo. | \$39.3358 | \$3,181.48 | \$6,362.96 | \$76,355.52 |
| 10 | 5 | 5th 12 mo. | \$42.4230 | \$3,431.17 | \$6,862.34 | \$82,348.08 |
| 10 | 6 | Maximum    | \$45.1025 | \$3,647.89 | \$7,295.78 | \$87,549.36 |
| 11 | 1 | 1st 12 mo. | \$30.6314 | \$2,477.47 | \$4,954.94 | \$59,459.28 |
| 11 | 2 | 2nd 12 mo. | \$31.6270 | \$2,557.99 | \$5,115.98 | \$61,391.76 |
| 11 | 3 | 3rd 12 mo. | \$32.6549 | \$2,641.13 | \$5,282.26 | \$63,387.12 |
| 11 | 4 | 4th 12 mo. | \$33.7159 | \$2,726.94 | \$5,453.88 | \$65,446.56 |
| 11 | 5 | Maximum    | \$34.8117 | \$2,815.57 | \$5,631.14 | \$67,573.68 |
| 12 | 1 | 1st 12 mo. | \$34.8989 | \$2,822.62 | \$5,645.24 | \$67,742.88 |
| 12 | 2 | 2nd 12 mo. | \$36.8395 | \$2,979.58 | \$5,959.16 | \$71,509.92 |
| 12 | 3 | 3rd 12 mo. | \$38.7741 | \$3,136.05 | \$6,272.10 | \$75,265.20 |
| 12 | 4 | 4th 12 mo. | \$0.0000  | \$0.00     | \$0.00     | \$0.00      |
| 12 | 5 | Maximum    | \$0.0000  | \$0.00     | \$0.00     | \$0.00      |
| 13 | 1 | 1st 12 mo. | \$31.4963 | \$2,547.42 | \$5,094.84 | \$61,138.08 |
| 13 | 2 | 2nd 12 mo. | \$32.1067 | \$2,596.79 | \$5,193.58 | \$62,322.96 |
| 13 | 3 | Maximum    | \$32.7516 | \$2,648.95 | \$5,297.90 | \$63,574.80 |
| 14 | 1 | Maximum    | \$31.7506 | \$2,567.99 | \$5,135.98 | \$61,631.76 |
| 15 | 1 | 1st 24 mo. | \$31.8187 | \$2,573.50 | \$5,147.00 | \$61,764.00 |
| 15 | 2 | Maximum    | \$32.6496 | \$2,640.70 | \$5,281.40 | \$63,376.80 |

|    |   |            |           |            |            |             |
|----|---|------------|-----------|------------|------------|-------------|
| 16 | 1 | Maximum    | \$32.6496 | \$2,640.70 | \$5,281.40 | \$63,376.80 |
| 17 | 1 | Maximum    | \$33.3617 | \$2,698.29 | \$5,396.58 | \$64,758.96 |
| 18 | 1 | 1st 12 mo. | \$33.9147 | \$2,743.02 | \$5,486.04 | \$65,832.48 |
| 18 | 2 | 2nd 12 mo. | \$35.3902 | \$2,862.36 | \$5,724.72 | \$68,696.64 |
| 18 | 3 | 3rd 12 mo. | \$37.2726 | \$3,014.61 | \$6,029.22 | \$72,350.64 |
| 18 | 4 | 4th 12 mo. | \$39.6811 | \$3,209.41 | \$6,418.82 | \$77,025.84 |
| 18 | 5 | 5th 12 mo. | \$42.7685 | \$3,459.12 | \$6,918.24 | \$83,018.88 |
| 18 | 6 | Maximum    | \$45.4478 | \$3,675.82 | \$7,351.64 | \$88,219.68 |
| 19 | 1 | Maximum    | \$34.8210 | \$2,816.32 | \$5,632.64 | \$67,591.68 |
| 20 | 1 | Maximum    | \$35.4314 | \$3,233.12 | \$6,466.24 | \$77,594.88 |
| 21 | 1 | Maximum    | \$35.7535 | \$2,891.74 | \$5,783.48 | \$69,401.76 |
| 22 | 1 | 1st 12 mo. | \$38.3210 | \$3,099.40 | \$6,198.80 | \$74,385.60 |
| 22 | 2 | 2nd 12 mo. | \$40.4285 | \$3,269.86 | \$6,539.72 | \$78,476.64 |
| 22 | 3 | Maximum    | \$42.6521 | \$3,449.70 | \$6,899.40 | \$82,792.80 |
| 23 | 1 | 1st 12 mo. | \$38.9180 | \$3,147.69 | \$6,295.38 | \$75,544.56 |
| 23 | 2 | 2nd 12 mo. | \$41.4621 | \$3,353.45 | \$6,706.90 | \$80,482.80 |
| 23 | 3 | 3rd 12 mo. | \$44.0065 | \$3,559.25 | \$7,118.50 | \$85,422.00 |
| 23 | 4 | Maximum    | \$45.4141 | \$3,673.09 | \$7,346.18 | \$88,154.16 |
| 24 | 1 | 1st 12 mo. | \$39.4002 | \$3,186.69 | \$6,373.38 | \$76,480.56 |
| 24 | 2 | 2nd 12 mo. | \$40.8249 | \$3,301.92 | \$6,603.84 | \$79,246.08 |
| 24 | 3 | 3rd 12 mo. | \$41.9613 | \$3,393.83 | \$6,787.66 | \$81,451.92 |
| 24 | 4 | 4th 12 mo. | \$43.0974 | \$3,485.72 | \$6,971.44 | \$83,657.28 |
| 24 | 5 | Maximum    | \$44.2677 | \$3,580.37 | \$7,160.74 | \$85,928.88 |
| 25 | 1 | Maximum    | \$41.9950 | \$3,396.56 | \$6,793.12 | \$81,517.44 |
| 26 | 1 | 1st 12 mo. | \$42.8529 | \$3,465.94 | \$6,931.88 | \$83,182.56 |
| 26 | 2 | 2nd 12 mo. | \$44.2778 | \$3,581.19 | \$7,162.38 | \$85,948.56 |
| 26 | 3 | 3rd 12 mo. | \$45.4141 | \$3,673.09 | \$7,346.18 | \$88,154.16 |
| 26 | 4 | 4th 12 mo. | \$46.5505 | \$3,765.00 | \$7,530.00 | \$90,360.00 |
| 26 | 5 | Maximum    | \$47.7207 | \$3,859.65 | \$7,719.30 | \$92,631.60 |
| 27 | 1 | Maximum    | \$43.8529 | \$3,546.82 | \$7,093.64 | \$85,123.68 |
| 28 | 1 | Maximum    | \$45.8373 | \$3,707.32 | \$7,414.64 | \$88,975.68 |

|    |   |            |           |            |            |              |
|----|---|------------|-----------|------------|------------|--------------|
| 29 | 1 | Maximum    | \$46.9470 | \$3,797.07 | \$7,594.14 | \$91,129.68  |
| 30 | 1 | Maximum    | \$47.9107 | \$3,875.02 | \$7,750.04 | \$93,000.48  |
| 31 | 1 | Maximum    | \$50.3149 | \$4,591.23 | \$9,182.46 | \$110,189.52 |
| 32 | 1 | Maximum    | \$50.7895 | \$4,107.85 | \$8,215.70 | \$98,588.40  |
| 33 | 1 | Maximum    | \$51.7532 | \$4,185.80 | \$8,371.60 | \$100,459.20 |
| 34 | 1 | 1st 12 mo. | \$39.3226 | \$3,180.41 | \$6,360.82 | \$76,329.84  |
| 34 | 2 | 2nd 12 mo. | \$40.9585 | \$3,312.72 | \$6,625.44 | \$79,505.28  |
| 34 | 3 | Maximum    | \$42.6515 | \$3,449.65 | \$6,899.30 | \$82,791.60  |
| 35 | 1 | 1st 12 mo. | \$42.5076 | \$3,438.01 | \$6,876.02 | \$82,512.24  |
| 35 | 2 | 2nd 12 mo. | \$43.9323 | \$3,553.24 | \$7,106.48 | \$85,277.76  |
| 35 | 3 | 3rd 12 mo. | \$45.0687 | \$3,645.16 | \$7,290.32 | \$87,483.84  |
| 35 | 4 | 4th 12 mo. | \$46.2049 | \$3,737.05 | \$7,474.10 | \$89,689.20  |
| 35 | 5 | Maximum    | \$47.3751 | \$3,831.70 | \$7,663.40 | \$91,960.80  |
| 36 | 1 | Maximum    | \$48.9448 | \$3,958.66 | \$7,917.32 | \$95,007.84  |



December 1, 2020

Mr. Cam Thachuk  
President  
International Brotherhood of Electrical Workers, Local 319

Dear Cam:

**Re: MEDICAL APPOINTMENTS DURING REGULAR WORKING HOURS PILOT**

Employees will make every reasonable effort to schedule and attend their medical leave appointments on their own time. The City appreciates that there may be occasions where an employee is unable to schedule a significant medical appointment (e.g., specialist appointments or medical appointments that forms part of an employee's treatment plan) outside of their regular workday.

An employee who is unable to schedule a medical appointment outside of their scheduled work time, shall be granted time off with pay. Time off with pay shall not exceed the following hours for the term of the pilot:

| Calendar Period                      | Permanent and Temporary Full-Time (Year-round employment) |
|--------------------------------------|---|
| January 1, 2021 to December 31, 2021 | 8 hours   |
| January 1, 2022 to December 31, 2022 | 8 hours   |
| January 1, 2023 to December 31, 2023 | 8 hours   |

The employee must submit a completed leave report as far in advance as possible and have it approved by their manager in advance of the requested leave.

If requested, the onus is on the employee to justify why the medical leave appointment cannot reasonable be scheduled outside their regular work time.

The pilot will include a commitment to track and report on all leaves taken and all leaves taken for medical appointments that cannot be rescheduled outside of regular work hours.

The purpose of the Medical Appointment Pilot is to provide support to employees to manage personal medical appointments that the employee cannot schedule outside regular work hours.

Eligibility for this pilot is limited to permanent and temporary full-time employees (year around employment) who have completed their probationary period in accordance with the Collective Agreement.

Unless otherwise agreed, this pilot will end on December 31, 2023.

Yours truly

A handwritten signature in black ink, appearing to read 'Marno McInnes'. The signature is stylized with a large, circular loop at the top and a long, thin vertical stroke extending downwards from the center.

**Marno McInnes**  
Director, Labour Strategy

**MEMORANDUM OF AGREEMENT**  
**between**  
**International Brotherhood of Electrical Workers Local 319**  
**(hereinafter referred to as the Union)**  
**and**  
**The City of Saskatoon**  
**(hereinafter referred to as the City)**

**“Without Prejudice”**

The City shall pay to Saskatchewan Blue Cross on behalf of the Union the amount of \$19,825.81.

The above amount represents full contribution under Article 31 of the Collective Agreement, and shall be apportioned as follows:


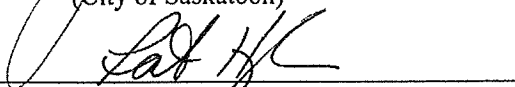
|  |                  |
|--|------------------|
| Group Health and Vision for the years of 1995, 1996 and 1997 to August 31, 1997..... | \$18,060.72      |
| Group Dental Plan for the year of 1997 and to August 31, 1997 .....                  | <u>\$1765.09</u> |
| Total to be paid to Saskatchewan Blue Cross .....                                    | \$19,825.81      |

The City agrees to continue the payment of Dental Plan and Group Health and Vision Plan premiums as per the Collective bargaining Agreement based upon the adjusted payroll records from August 31, 1997 onward.

The Union agrees to withdraw its Grievance # 97-03.

This agreement is without prejudice and will not be used, produced, or referred to by either party in any future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this agreement.

Signed this 08 day of Oct, 1997.

  
\_\_\_\_\_  
(City of Saskatoon)  
  
\_\_\_\_\_  
(I.B.E.W. Local 319)



**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (I.B.E.W.)  
LOCAL NO. 319  
AND  
THE CITY OF SASKATOON**

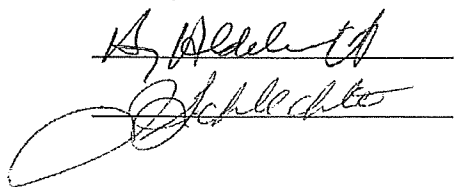
The Parties agree to the following:

1. The City will revise the existing 'Bucket Truck/Jib Operator' job description.
2. The revisions to the job description will be discussed with the Union, prior to implementation, as per Article 25 (a) of the Collective Agreement.
3. The revised duties will include, but not be limited to, operating vehicles certified for 25 kV live line work.
4. The revised qualifications will include, but not be limited to, applicable training for 25 kV live line work procedures. The parties also agree to waive Article 25 (b) of the Collective Agreement.
5. The revised job description will apply to Bucket Truck Operators (bid positions) operating trucks certified for 25 kV live line work (currently units 1309, 1310, 1320 and 1321).
6. The rate of pay for the revised 'Bucket Truck/Jib Operator' job description will remain unchanged (i.e. Pay Grade B8: \$19.67/hr. @ 2000 rates) and will not have access to Article 25 c) of the Collective Agreement between the parties, as a result of this revision. The new title for this revised job description will be 'Bucket Truck Operator II'.
7. The rate of pay for the current 'Bucket Truck Operator' job description will remain unchanged (i.e. Pay Grade B6: \$19.25/hr @ 2000 rates) and will not have access to Article 25 c) of the Collective Agreement between the parties, as a result. The new title for the current 'Bucket Truck Operator' job description will be 'Bucket Truck Operator I'.
8. Temporary 'Bucket Truck Operators' will be paid the 'Bucket Truck Operator I' rate except when relieving for the 'Bucket Truck Operator II' positions they shall be paid at Pay Grade B8.
9. The revised job description will be implemented within three months of the date of signing this Letter of Understanding with applicable rate increases retroactive to the date of signing.
10. The Union will not file any grievance relating to this matter.

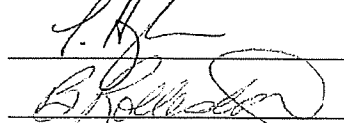
This agreement is without prejudice and will not be used, produced, or referred to by either party in any future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this agreement.

Signed this 28 day of June, 2001.

On Behalf of  
The City of Saskatoon

  
\_\_\_\_\_  
\_\_\_\_\_

On Behalf of  
I.B.E.W. Local No. 319

  
\_\_\_\_\_  
\_\_\_\_\_

MEMORANDUM OF AGREEMENT  
BETWEEN THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)  
LOCAL 319  
AND  
CITY OF SASKATOON

The parties agree to the following Memorandum of Agreement. This Agreement will continue from year to year hereafter unless otherwise mutually agreed, and will form part of the Collective Agreement.

The intent of this Agreement is to stipulate the terms and conditions that will apply for the organizational change at the Traffic Planning and Operations Branch's Electronics Shop. The change will involve the division of duties of the existing Electronics Technician position into two distinct functional areas of responsibility, resulting in the creation of the Traffic Signal Technician position within the new Traffic Signal Section, and the creation of the Electronic Communications Technician position within the new Electronic Communications Section. There will be some areas of overlap of duties but, for the most part, the two new positions will have separate and distinct areas of responsibility. The division of duties will come into effect on January 1, 1999.

The current arrangement of duties at the Electronics Shop has been established such that all Electronics Technicians are expected to work on all City of Saskatoon infrastructure as identified within Article 24 - Jurisdiction, of the IBEW Local 319 Collective Agreement.

In addition, there are electronic systems within the City for which the Electronics Shop has historically provided installation and maintenance. Although not specifically addressed within the Collective Agreement, these include:

- \* Scoreboards
- \* Sound systems
- \* Alarms
- \* Radar units
- \* Cathodic protection
- \* Video/digital systems
- \* Fibre optics (as requested)
- \* Miscellaneous electronic equipment for civic departments (e.g. sewer cameras, metal detectors, arrow boards)

It is the intent of management to distinctly separate the functional duties of the existing Electronics Technicians, as indicated above, to allow for a more efficient and effective delivery of services at the Electronics Shop. Technology is evolving in both areas such that it is no longer the intent of management, from workload, cost, service delivery and efficiency perspectives, to maintain a complement, or pool, of generalized staff capable of satisfactorily fulfilling all customer needs in these two distinct program areas. It is no longer feasible to train technicians to be competent and fully qualified in all areas of responsibility that currently fall within the Electronics Shop.

### Existing Staffing

The existing staff complement at the Electronics Shop consists of the following:

|                                   |                                   |
|-----------------------------------|-----------------------------------|
| Electronics Shop Foreman          | Stan Schroeder                    |
| Electronics Technician (7)        | Stew Fraser (also Relief Foreman) |
|                                   | Brian Craggs                      |
|                                   | Glen Mogenson                     |
|                                   | Glen Potter                       |
|                                   | Jack South                        |
|                                   | Len Minor                         |
|                                   | Mike McNealy                      |
| Electronics Technician Apprentice | vacant                            |
| Bucket Truck Operator (2)         | Tom Speed                         |
|                                   | Bill Sofiak                       |
| Storeskeeper                      | Don Dusterbeck                    |
| Traffic Signal Technologist       | Joe Lynn                          |
| Electronics Helper (temporary)    | Jim Kowalski                      |

As a result of historic staff assignments, two Electronics Technicians (Brian Craggs and Len Minor) have been assigned to radio/radio trunking work 100 percent of the time. The workload in this area is becoming such that two individuals can no longer cope with the demand and expectations and, as such, a third technician is required in this area. This has resulted in the remaining technicians, at one point or another, predominately spending their time performing work in the area of traffic signals.

### New Organization Structure and Staffing

The problems associated with the current structure led to the following organizational structure being created which, in essence, creates two new distinct positions (i.e. Traffic Signal Technician and Electronic Communications Technician). The two new positions will remain within the current Electronics Trade group classification, but their respective jurisdictional areas will be distinctly defined. The Electronics Technician position will also be retained for all existing technicians on staff, i.e. their seniority and jurisdiction will remain the same. The two new

positions will only apply to new staff hired for either Section. Over the passage of time, the Electronics Technician position will be phased out as existing staff leave the City, leaving only the two new positions.

At present, the Electronics Shop Foreman will maintain supervisory control over both functional areas, and there will be no physical separation of the program areas. All activities and staff will remain at the Electronics Shop. All other reporting structures will remain intact.

The assignment of the existing staff to the new Sections will take the following format:

### **Traffic Signal Section**

Traffic Signal Technologist - Joe Lynn

Traffic Signal Technicians - initially four required

Apprentice Traffic Signal Technician - vacant

#### Areas of Responsibility:

- \* Traffic signal installation
- \* Traffic signal maintenance
- \* ITCS installation and maintenance
- \* Pedestrian signal installation
- \* Pedestrian signal maintenance
- \* Pedestrian corridor installation
- \* Pedestrian corridor maintenance

This Section will have a separate standby rotation, and training, specific to the area of expertise.

### **Electronic Communications Section**

Electronic Communications Technicians - initially three required, two of which will be the existing Electronics Technicians -- Brian Craggs and Len Minor.

#### Areas of Responsibility:

- \* Electronic Communications system (radio, video, digital) installations/removals
- \* Electronic Communications system maintenance

This Section will have a separate standby rotation, and training, specific to the area of expertise.



Any work the Electronics Shop performs on the following City infrastructure will be considered to be a common area of duties for the Electronics Technicians and a defined area (through job description) for either the Traffic Signal Technician or the Electronic Communications Technician. As such, new job descriptions will be created for the Traffic Signal Technician and the Electronic Communications Technician.

- \* Scoreboards
- \* Sound systems
- \* Alarms
- \* Fibre optic network (when requested)
- \* Cathodic protection systems
- \* Radar units
- \* Cathodic protection
- \* Video/digital systems
- \* Miscellaneous electronic equipment for civic departments (e.g. sewer cameras, metal detectors, arrow boards)

The two Bucket Truck Operators will primarily be assigned to the Traffic Signal Section, but will be available to work in the Electronic Communications Section if the type of work being undertaken required the use of these units. The Storeskeeper will continue to provide inventory control/stores functions for both Sections. The temporary Electronics Helper could be assigned to either area, depending upon workload, and will have the ability to float between the areas.

In the case of the Electronics Technicians, there will not be the casual ability to move between the functional areas once an employee is assigned to one specific Section. The exception to this will be in cases where, due to operational requirements, staff could be temporarily assigned from one Section to another. Furthermore, it is understood that there will be no further cross-training of technicians once they are assigned to a Section. Training will be provided for their specific area of responsibility.

The following clauses outline the specific terms of this Agreement:

1. Electronics Foreman Position

The existing Electronics Technicians on staff, at the time of signing this Agreement, will qualify for the existing Electronics Foreman position, based upon seniority, when it becomes vacant subject to the following:

- a) Changes to the qualifications of the existing Electronics Foreman will not disqualify any of the existing Electronics Technicians from consideration for the position.
- b) If the position is not filled by any of the existing Electronics Technicians, then the position will be filled according to Article 23 a) i) within the Electronics Trade classification.

- c) If the Electronics Foreman position evolves into two separate Foreman positions within each Section, then negotiations with the Union will take place as to how this occurs.

2. Job Descriptions

- a) Existing Electronics Technicians on staff at the time of signing this Agreement shall retain their existing job descriptions.
- b) New job descriptions will be jointly developed and agreed to by the Union, for the Traffic Signal Technician and the Electronic Communications Technician, including an applicable apprentice position for each.

3. Seniority

- a) Seniority will continue to accumulate for all existing Electronics Technicians within their trade classification as per Article 23 a) i).
- b) Seniority will accumulate for the Traffic Signal Technicians and the Electronic Communications Technicians within their trade positions as per Article 23 a) i).
- c) No existing Electronics Technician, regardless of what Section they are working in, will be laid off before all Traffic Signal Technicians and the Electronic Communications Technicians have been laid off. Layoffs will be done according to Article 23.

4. Filling of Positions

Given that the existing Electronics Technicians will be split into two working Sections, those being the Traffic Signal Section and the Electronic Communications Section, the following will apply:

- a) The opportunity to move one Electronics Technician into the Electronic Communications Section will be offered, based upon seniority, to the remaining Electronics Technician not already assigned to the Electronic Communications Section.
- b) That the Electronics Technician assigned, in 4. a) above, be granted a three-month trial period during which they may decide to revert to their former position.
- c) If what is described in b) above occurs, then the opportunity to move one of the remaining Electronics Technicians into the Electronic Communications Section will be offered, based upon seniority. If an Electronics Technician should accept this opportunity, they too will be granted a three-month trial period during which they may decide to revert to their former position. Should no existing Electronics Technicians wish to accept this opportunity, the position will be posted under the new job description for the Electronic Communications Technician.
- d) If a vacancy occurs within the Electronic Communications Section, then discussions will take place to determine the potential for filling the vacancy from within the remaining pool of Electronics Technicians.

5. Wages

Traffic Signal Technician and Electronic Communications Technician wage rates shall be the same as the existing Electronics Technicians.

6. Cross Over of Jurisdiction

When operational requirements in either Section are such that temporary assistance is required, then help will be drawn first from the Electronics Technicians for this work, then from either the Traffic Signal Technicians or the Electronic Communications Technicians.

7. Jurisdiction

It is the intent of this Agreement to create two new jurisdiction clauses for the Traffic Signal Technician and the Electronic Communications Technician.

- a) Article 24 e) shall remain as per the Collective Agreement for the Electronics Technicians.
- b) A new Article 24 f) to be created which reads:  
Journeyman Traffic Signal Technicians shall have jurisdiction over the following work:
  - i) Installation, maintenance and removal of traffic signals and associated equipment.
  - ii) Inspection and assistance for the purpose of familiarization on the installation of traffic signal equipment where such installation is being done under contract.
  - iii) Inspection of the installation of underground facilities for traffic signals where such work is being done by contract.
- c) A new Article 24 g) to be created which reads:  
Journeyman Electronic Communications Technicians shall have jurisdiction over the following work:
  - i) Installation, maintenance and removal of mobile radio equipment in use in all City Departments (with the exception of Transit radios and antennas).
  - ii) Installation, maintenance and removal of base station equipment in use in all City Departments.
  - iii) Installation, maintenance and removal of radio control centre and remote control equipment used in all City Departments.
  - iv) Inspection and assistance for the purpose of familiarization on the installation of fire alarm dispatch and radio communication equipment where such installation is being done under contract.
- d) Existing Articles 24 f) and 24 g) shall be renumbered as 24 (h) and 24 (i).

## 8. Standby

There will be two separate standby rotations involving the Electronics Technicians using the same format as per Article 17 i) of the Collective Agreement. There will be a rotation list for each of the Traffic Signal and Electronic Communications Sections that will be comprised of the Electronics Technicians assigned to their respective Sections. The following exceptions will apply:

- (a) If an Electronics Technician exercises his option to assume the vacant position in the Electronic Communications Section, then he will remain included on Traffic Signal standby for a period of six months. A review will then take place involving the Foreman, the Electronics Technicians from the Electronic Communications Section and management to determine the suitability for transferring that Electronics Technicians into the Electronic Communications standby rotation. He shall remain in the Traffic Signal rotation until it is determined that he is ready to be transferred.
- (b) The new Electronics Technician being hired for the Traffic Signal Section will not be included into that Section's standby rotation for a period of at least six months. A review will then take place involving the Foreman, the Electronics Technicians from the Traffic Signal Section and management to determine the suitability for including that Electronics Technician into the Traffic Signal standby.
- (c) Any persons hired under the new job descriptions of Traffic Signal Technicians and Electronic Communications Technicians will be included into their respective Section's standby rotation after following the same procedure as outlined above in (b).

## 9. Training

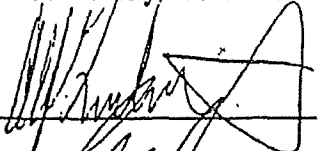
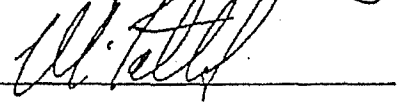
- (a) It is recognized and accepted by management that comprehensive training involving both practical applications and required theory for the Electronics Technician transferring into the Electronic Communications Section will begin immediately. This will be in order to bring that Electronics Technician up to a sufficient level of knowledge and exposure to be able to perform all related duties within that Section.
- (b) It is also recognized and accepted by management that continuing training, exposure and education will be provided to all Electronics Technicians, Traffic Signal Technicians and Electronic Communications Technicians in order to keep up with technological change, system and apparatus improvements, new equipment and tools so that they will be able to perform all related duties within their respective Sections.

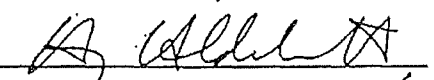
10. Trade Classification

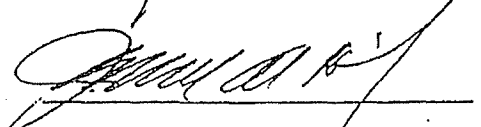
The new positions of Traffic Signal Technician, Electronic Communications Technician, Apprentice Traffic Signal Technician, and Apprentice Electronic Communications Technician shall be added under the Trade Group of the Electronic Trade Classification in Article 23 h) of the Collective Agreement.

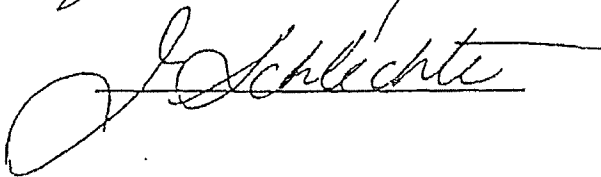
Dated this 03 day of November, 1998, in the City of Saskatoon in the Province of Saskatchewan.

On Behalf of the City of Saskatoon


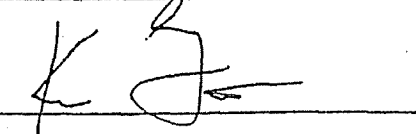
  
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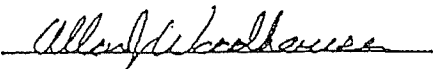
  
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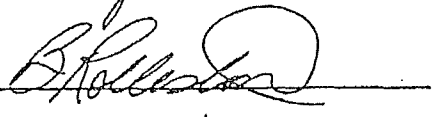
  
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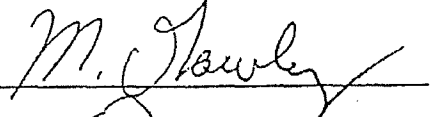
  
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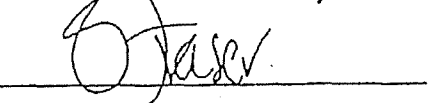
On Behalf of IBEW Local No. 319

  
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**MEMORANDUM OF AGREEMENT**  
**between**  
**THE CITY OF SASKATOON**  
**and**  
**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**  
**LOCAL NO. 319**

This agreement replaces the agreement regarding deletion of the Office/Inventory Supervisor position, dated May 13, 2002.

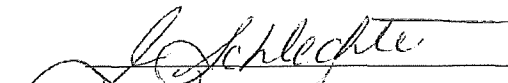

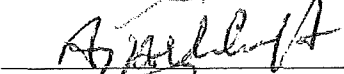

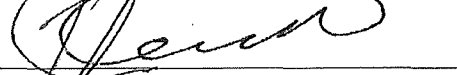
The parties hereby agree:

- 1) The incumbents in the Clerk position, as of May 13, 2002, shall be considered qualified for the Senior Clerk position, while they hold the position of Clerk.
- 2) If an incumbent vacates the Clerk position for another position (other than the Senior Clerk position) and has completed the trial period, as per Article 21 e) she shall be required to meet the qualifications of the Senior Clerk job description, in order to be considered qualified.
- 3) The incumbent Clerks are: Brenda Hyde  
Rena Schell

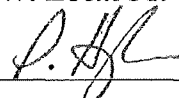

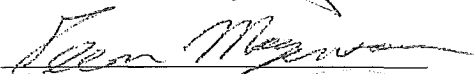
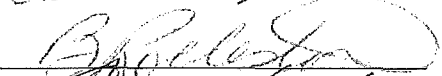
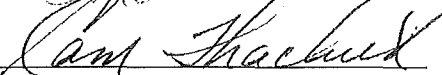

This agreement is without prejudice and will not be used, produced, or referred to by either party in any future grievance, arbitration, or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this agreement.

Signed this 29 day of November, 2004.

**On behalf of**  
**The City of Saskatoon**

  
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**On behalf of**  
**I.B.E.W. Local 319**

  
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LETTER OF UNDERSTANDING  
 BETWEEN  
 I.B.E.W. LOCAL NO. 319  
 AND THE  
 CITY OF SASKATOON

(I.B.E.W.)

The above parties agree to the following:

During discussions at the Jurisdiction Committee meetings, it was determined that there was a need to resolve misunderstandings and to clarify the Jurisdiction Article of the Collective Agreement pertaining to the Line and Electrician Section. Our determination was based on but not limited to the wording of the Collective Agreement and past and present practices.

1. Wiring and installations of transformers in non-network vaults shall be the jurisdiction of the Power Electricians until the first primary voltage connection point outside the vault with the exception of Avord Towers where the connection point is inside the vault. These vaults are determined as being a contained room which holds City of Saskatoon owned transformers. If the transformers in these vaults are replaced by exterior padmount transformers, the jurisdiction will change to the line section. However, removal of vault equipment will be completed by the electrician section.
2. Manholes containing cables will be the jurisdiction of the applicable trade group. There are also manholes defined as "joint use" as they are housing cables from both trade groups. Maintenance of manholes can be performed by either section.
3. Street Lighting – Article h) xi) shall be clarified using the Street Name Classification developed by City of Saskatoon Infrastructure Services Department.

, 2004  
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le 14:

Power Electrician street light jurisdiction will be all underground street light systems on highways, freeways, expressways, and major arterials (controlled access). The jurisdiction will also include underground wiring of the following major arterials: 22<sup>nd</sup> Street west of 1<sup>st</sup> Avenue North; 8<sup>th</sup> Street; 25<sup>th</sup> Street east of Idylwyld Drive; Idylwyld Drive from 20<sup>th</sup> Street to 39<sup>th</sup> Street; Street lights on Airport Road from Circle Drive to Cardinal and Robin Crescent; Circle Drive from Ave C to Millar Ave; College Drive from Cumberland Ave to the University Bridge.

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The wiring of subways and bridges will be as per the Collective Agreement Article 26 h) iv).

All other street lighting shall be the jurisdiction of the Line Trade.

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4. The installation and maintenance of fibre optics is not defined as Line or Power Electrician duties. Allocation of fibre optic work will be determined through discussion with Saskatoon Light and Power and IBEW Local 319.

Dated this 19th day of December, 2006 in the City of Saskatoon in the Province of Saskatchewan

On behalf of IBEW Local 319

On behalf of the City of Saskatoon

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*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*

*[Signature]*  
Robert P. Reade