

**The International Brotherhood of Electrical Workers, Local No. 319  
Revisions to the Collective Agreement  
December 18, 2020**

Negotiations between the City and the International Brotherhood of Electrical Workers (IBEW), Local No. 319, on the renewal of the 2017 – 2018 collective agreement, commenced on November 6, 2020 and a tentative agreement was reached on December 11, 2020. The IBEW ratified the tentative agreement on December 18, 2020.

The term of the agreement is for five (5) years, for the period January 1, 2019 to December 31, 2023. Terms of the new collective agreement include:

1. Wages

The following General Economic wage increases:

- July 1, 2019 1.75%
- April 1, 2020 1.60%
- January 1, 2021 1.60%
- January 1, 2022 1.95%
- There is no wage increase in 2023.

*Specific Wage Adjustments*

Effective the start of the first pay period following January 1, 2021 the following positions will be increased by \$3.00 per hour to better align with market rates:

- 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.

2. Term

The term of the agreement is for five (5) years, for the period January 1, 2019 to December 31, 2023.

3. Collective Agreement Changes

a) *Article 8 - Rates of Pay*

The change enables the Employer to recognize previous related experience, acceptable to the Employer, when placing an employee on the salary range in accordance with that experience.

b) *Article 11 – Sick Leave*

The change clarifies that employees on approved unpaid sick leave shall continue to accumulate unpaid vacation credits and seniority credits.

c) *Article 13 – Bereavement Leave*

This provision has been improved by adding one additional day of Bereavement Leave (i.e., up to four (4) days), for the death of an immediate family member (i.e., spouse (including common-law), brother, sister, mother, father, son, daughter, step-son, step-daughter, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, brother, sister, father, mother, son and daughter).

This provision has also been improved to include step-father and step-mother as immediate family.

The current provision also provided for one (1) additional day of leave with pay for travel beyond a 300 km radius from Saskatoon and, where it can be shown, two days are permitted for travel in excess of the 300 km radius for an immediate family member.

This provision has been changed to remove the entitlement for compensation for the second day of travel. The new provision limits reimbursement for travel in excess of 300 kms to one (1) day.

d) *Article 14 – Parenting*

A number of changes have been made to the parenting leave provisions to bring the current collective agreement language in line with the changes to the Saskatchewan Employment Act and the Federal Employment Insurance - Maternity and Parental Benefits.

The changes relate to:

- a. When you start receiving benefits: the two-week waiting period has been reduced to a one week waiting period.
- b. The option to receive parental benefits at a reduced rate, but over a longer period of time:
  - i. Standard parental EI benefits: a maximum of 35 weeks within 52 weeks after the week the child was born or placed for the purpose of adoption; or

- ii. Extended parental EI benefits: a maximum of 61 weeks within 78 weeks after the week the child was born or placed for the purpose of adoption.
- c. The new Parental Sharing Benefit that allows parents to take either an additional 5 weeks under the Standard Parental Benefits option or an additional 8 weeks under the Extended Benefits option, provided that both parents agree to share parental leave.
- e) *Article 20 – Pay Days*  
A provision has been added to enable the Employer to change pay dates to allow the Employer to maximize the benefits of Fusion by providing a reasonable notice to employees and the union in advance of the change being implemented.
- f) *Article 21 – Promotion, Vacancies and Transfers*  
The language has been modified to align with the current practice relating to the extension of a new employee’s probationary period.
- g) *Article 23 – Temporary Employees*  
The definition of a temporary employee has been changed and now means an employee holding a position of limited duration of less than eighteen (18) months from the previous time frame of one (1) year.

In addition, temporary employees will only be required to have three (3) months of service, instead of the previous six (6) months of service, to be eligible for sick leave credits.

- h) *Article 28 – Apprenticeship*  
The provision has been changed to reflect the current practice in relation to when Class One (1) and Class (2) rubber gloves are issued to apprentices.
- i) *Article 33 – Health Benefits*  
*Health Spending Account Pilot*

The Health Spending Account Pilot Project, which provided employees with a health spending account of \$250/year, will be terminated as at March 31, 2021.

*Group Dental Plan*

The additional employer contribution of 0.05% into the Group Dental Plan, during the term of the Health Spending Account Pilot, will also terminate as at March 31, 2021.

*j) Article 36 – Clothing & Safety Boot Allowance*

The provision has been updated to reflect the Employer's current practices as set out in the Division's Safe Work Policy.

In addition, effective January 1, 2023, permanent clerical staff will be entitled to a one-time \$150.00 Safety Boot Allowance.

*k) Article 39 - Shift Differential*

Effective January 1, 2023, shift differential will be increased to one dollar and fifty cents (\$1.50) per hour above the regular rate. This is an increase from \$1.00 per hour.

*l) Service Pay*

The service pay provision has been removed from the collective agreement. The last employee entitled to service pay has been moved on to a separate Memorandum of Agreement.

*m) Wage Study*

The Employer agreed 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

*n) Medical Appointments*

The parties agreed to a Pilot Project for the term of the agreement that permits an employee to use sick leave to attend medical appointments that cannot be scheduled outside of regular business hours (i.e., specialist appointments). For the term of the pilot there is a maximum of 8 hours per year that is available for full-time employees. There is also a commitment to track and report out on medical leave usage at the end of the pilot.

4. Housekeeping Changes

*a) Article 26 – Jurisdiction of Local No. 319*

The language contained in Article 30 has been moved to Article 26.

*b) Schedule A – Job Classification*

The classification of Apprenticeship Metering Technician and Meter Installer I have been removed from the schedule.

*c) Various Articles*

Legislative references in Articles 1, 4, 9 and 19 have been changed to reflect the current legislative titles in Saskatchewan.