



2024 - 2027

COLLECTIVE AGREEMENT

BETWEEN

THE CITY OF WEST KELOWNA

AND

**THE ASSOCIATION OF LOCAL
GOVERNMENT EMPLOYEES UNION**

TABLE OF CONTENTS

ARTICLE 1 – PURPOSE OF THE AGREEMENT 6

ARTICLE 2 – DURATION OF AGREEMENT 6

ARTICLE 3 – BARGAINING UNIT WORK 6

 3.01 – Bargaining Unit Work 6

 3.02 – Contracting Out..... 6

 3.03 – Volunteer Workers 6

ARTICLE 4 – MANAGEMENT RIGHTS 6

ARTICLE 5 – NO DISCRIMINATION 7

 5.01 – No Discrimination 7

 5.02 – Bullying and Harassment..... 7

ARTICLE 6 – ALGEU SECURITY AND CHECKOFF OF ALGEU DUES 7

ARTICLE 7 – STRIKE AT CWK PREMISES 8

ARTICLE 8 – EMPLOYEE STATUS 8

 8.01 – Full-Time Employee 8

 8.02 – Part-Time Employee 8

 8.03 – Seasonal Employee 8

 8.04 – Term Employee 9

 8.05 – Relief Employee 9

 8.06 – Student Employee..... 9

 8.07 – Pay in Lieu for Relief, Part-Time, and Student..... 9

ARTICLE 9 – LABOUR MANAGEMENT RELATIONS 10

 9.01 – Labour Relations Committee 10

 9.02 – ALGEU Business 10

 9.03 – Bargaining 10

 9.04 – No Strikes or Lockouts 10

ARTICLE 10 – JOB SHARING 10

ARTICLE 11 – PERSONNEL FILE AND DISCIPLINE 11

 11.01 – Personnel File 11

 11.02 – Discipline 11

 11.03 – Purging 11

ARTICLE 12 – GRIEVANCE PROCEDURE 12

 12.01 – Grievance Procedure 12

 12.02 – Arbitration..... 12

 12.03 – Types of Grievances 13

ARTICLE 13 – INDEMNITY..... 13

ARTICLE 14 – FILLING VACANCIES 13

ARTICLE 15 – PROBATIONARY PERIOD 14

ARTICLE 16 – SENIORITY 14

 16.01 – Full-Time, Part-Time and Seasonal Employee 14

 16.02 – Calculation of Seniority 14

 16.03 – Termination of Seniority 14

 16.04 – Relief and Term Employee 15

 16.05 – Seniority List 15

ARTICLE 17 – LAYOFF AND RECALL 15

ARTICLE 18 – HOURS OF WORK 16

 18.01 – Normal Work Pattern 16

 18.02 – CWK May Implement Schedules 16

 18.03 – Breaks 16

 18.04 – Split Shifts 16

ARTICLE 19 – PREMIUMS 16

 19.01 – Shift Premium 16

 19.02 – Standby 17

 19.03 – Called Back/Call Out 17

 19.04 – Dirty Work 17

ARTICLE 20 – OVERTIME PAY 18

 20.01 Overtime Pay 18

 20.01 1) Overtime on Regular Workday 18

 20.01 2) Overtime on Day of Rest 18

 20.01 3) Banking Overtime 18

 20.01 4) Authorization of Overtime 18

 20.01 5) Part-Time Employee 18

ARTICLE 21 – ANNUAL VACATIONS 19

 21.01 – Vacation Period 19

 21.02 – Vacation Pay 19

 21.03 – Vacation Entitlement Calculations 19

ARTICLE 22 – DEFINED HOLIDAYS 20

ARTICLE 23 – GROUP BENEFIT PLAN 21

ARTICLE 24 – MUNICIPAL PENSION PLAN 21

ARTICLE 25 – HEALTH LEAVE 21

 25.01 – Health Leave 21

 25.02 – Emergency Leave 22

ARTICLE 26 – MATERNITY, PARENTAL, ADOPTION, PATERNITY LEAVE 22

 26.01 – Maternity/Parental/Adoption 22

ARTICLE 27 – LEAVE OF ABSENCE WITHOUT PAY 23

ARTICLE 28 – LEAVE OF ABSENCE WITH PAY 23

 28.01 – Bereavement 23

 28.02 – Jury Duty 23

 28.03 – Parental Leave Day 23

ARTICLE 29 – IN SERVICE COURSES 24

 29.01 – Financial Assistance 24

 29.02 – Professional Fees 24

ARTICLE 30 – SEVERANCE PAY – ELIGIBLE EMPLOYEES 24

 30.01 – Severance Pay 24

 30.02 – Technological Change 25

ARTICLE 31– VALID DRIVER’S LICENCE 25

 31.01 – Loss of Licence 25

 31.02 – Reimbursement 25

ARTICLE 32 – SAFETY OF EMPLOYEES 25

 32.01 – Safety Committee 25

 32.02 – Workboot Allowance 25

 32.03 – Influence of Alcohol or Drugs 26

 32.04 – Fatigue Leave 26

ARTICLE 33 – JOB EVALUATION PLAN 26

ARTICLE 34 – WAGES 27

 34.01 – Schedule 1 “Wages” 27

 34.02 – Higher Rate 27

 34.03 – Support Staff 27

 34.04 – Parks Operators 27

 34.05 – Acting Pay 28

 34.06 – Probationary Employees 28

 34.07 – Utility & Supply/Treatment Plant Operators 28

 34.08 – Tool Allowance 28

SCHEDULE 1 – WAGE SCHEDULE 30

SCHEDULE 2 – DEFINITIONS 34

LETTER OF UNDERSTANDING #1 – STUDENT INCLUSION 35

LETTER OF UNDERSTANDING #2 – BUILDING OFFICIALS 38