

# **COLLECTIVE AGREEMENT**

Between:

**BRUCE COUNTY  
PUBLIC LIBRARY BOARD**

-And-

**UNIFOR LOCAL 2458**

Effective Date: January 1, 2024  
Expiry Date: December 31st, 2026

## **FOREWORD**

This Agreement resulting from Collective Bargaining between Bruce County Public Library Board and UNIFOR Local 2458 is for the purpose of producing the most favourable relationship between the employees and the Employer.

The strongest effort should be exerted by everyone concerned to make it an effective document for the benefit of all. We strongly urge our members to consult with their Committee Person or Union representatives concerning any matter pertaining to the provisions of this Agreement.

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## **COLLECTIVE AGREEMENT**

Between:

**BRUCE COUNTY PUBLIC LIBRARY BOARD**  
(hereinafter referred to as the “Employer”)

-And-

**UNIFOR LOCAL 2458**  
(hereinafter referred to as the “Union”)

### **ARTICLE 1 - GENERAL PURPOSE**

- 1.01 The general purpose of this Agreement is to establish and maintain collective bargaining relations between the Employer and its employees represented by the Union.

### **ARTICLE 2 - RECOGNITION**

- 2.01 The Employer recognizes the Union as the exclusive collective bargaining agent of all employees of the Bruce County Public Library Board at its headquarters building in Saugeen Shores, save and except Assistant Supervisors, persons above the rank of Assistant Supervisor, administrative assistant, persons regularly employed for not more than twenty-four (24) hours per week, temporary employees as defined in paragraph 3.03, employees hired under government sponsored programmes and any classification for which a Trade Union holds bargaining rights.
- 2.02 The Employer recognizes the Union as the sole collective bargaining agent for all employees covered by this Agreement and undertakes that it will not enter into any other agreement with employees either individually or collectively which will conflict with any of the provisions of this Agreement.

### **ARTICLE 3 - DEFINITIONS**

- 3.01 The term employee as used in this Agreement shall refer only to those employees covered by Article 2 - Recognition.
- 3.02 A full-time regular employee is one who is scheduled to work thirty-five (35) hours per week on a regular basis.
- 3.03 A temporary employee is one who is required:

- (i) to replace a permanent employee who: is on vacation; is temporarily transferred to another position with the Employer; is on an approved leave of absence; or has a compensable or non-compensable accident or illness; or
- (ii) for a specific period or to perform a specific project not to exceed thirteen (13) months unless the parties agree to an extension in writing.

#### **ARTICLE 4 - NO DISCRIMINATION**

- 4.01 The parties agree that there shall be no discrimination exercised or practised as outlined and defined in Section 10 (1) of the *Ontario Human Rights Code* or Union activities.
- 4.02 The parties agree that there shall be no intimidation, interference, restraint or coercion exercised or practised by them or their representatives upon employees because of membership or non-membership in the Union.
- 4.03 The Union agrees that there shall be no solicitations of members or other Union activities on the premises of the Employer, or during working hours except as permitted by this Agreement. It is further understood that no meeting by the Union or its members will be held on the premises of the Employer at any time without the prior approval of the Employer.

#### **ARTICLE 5 - RESERVATION OF MANAGEMENT RIGHT**

- 5.01 The Union recognizes and acknowledges that the management of operations and the direction of the work force are fixed exclusively in the Employer and without limiting the generality of the foregoing the Union acknowledges that it is the exclusive function of the Employer to operate and manage the Library in all respects in accordance with the Employer's commitments, obligations and responsibilities. The Employer's rights shall not be deemed to exclude any functions not specifically set forth, the Employer, therefore retaining all rights not otherwise specifically and expressly covered in this Agreement.
- 5.02 The Employer may layoff or discharge at its sole discretion and without cause any employee who has not completed their probationary period.
- 5.03 The Employer agrees that it will not exercise its functions in a manner inconsistent with the express provisions of this Agreement.

## **ARTICLE 6 - STRIKES AND LOCKOUTS**

- 6.01 In view of the orderly procedures established by this Agreement for the settling of disputes and the handling of grievances, the Union and its members agree that, during the life of this Agreement, there will be no strike, interruption, slowdown or stoppage of work either complete or partial.
- 6.02 The Employer agrees that there will be no lockout of employees during the life of this Agreement.
- 6.03 The Union agrees that it will not involve any member of the bargaining unit in any dispute, which may arise between the Employer and other employees of the Employer.

## **ARTICLE 7 - UNION SECURITY**

- 7.01 (a) The Employer shall deduct Union dues each month from the wages of all probationary and full-time employees. A new employee shall be advised of the name of the Union and the Union representative, who will provide the employee with a copy of the current Collective Agreement. The Union representative will be allowed fifteen (15) minutes during working hours, to meet the new employee. Approval must be granted prior to such a meeting taking place.
- (b) The Employer shall send to the Union office (UNIFOR Local 2458 - 3400 Somme Ave., Windsor, Ontario N8W 1V4 Attention: Financial Secretary) upon request, a list of names, addresses and phone numbers of all employees.
- 7.02 Dues deducted pursuant to paragraph 7.01 together with a list of names and classifications of the employees from whom such deductions have been made shall be remitted by the Employer to the Financial Secretary of the Union, Windsor office, not later than the fifteenth (15th) day of the month following the month in which the deductions were made.
- 7.03 The Union shall indemnify and save the Employer, its agents and/or employees harmless from any and all claims for amounts deducted from pay and remitted to the Union under the terms of this Article.
- 7.04 The Employer shall indicate on each employee's T-4 slip the amount of dues deducted in the applicable year.
- 7.05 The amounts so deducted shall be such sums as may from time to time be assessed by the Union on its members in accordance with the Constitution and/or By-laws or Constitution of the National Union shall govern.

## **ARTICLE 8 - UNION REPRESENTATION**

- 8.01 The Employer acknowledges the right of the Union to select two (2) Committee Persons, one of whom is to be designated as Unit Chairperson. To be eligible to be a Committee Person, an employee must have completed probation.
- 8.02 It shall be the Committee Person's duty to represent eligible employees in presenting grievances under Article 9 - Grievance Procedure.
- 8.03 The Union acknowledges that the Unit Chairperson and the Committee Person have regular duties to perform on behalf of the Employer, therefore whenever possible the Committee Person shall conduct their activities outside regular working hours. In a situation which requires a Committee Person's attention during working hours, they shall not leave their regular duties without first obtaining permission to do so from their immediate supervisor. It is understood that the taking of such time away from regular duties shall be kept to a minimum and that permissions will not therefore be unreasonably withheld. The Committee Person shall return to their regular duties as expeditiously as possible. The Employer reserves the right to limit such time if the time requested is unreasonable. It is further understood that the processing of a grievance shall not interfere with the regular conduct of business including the servicing of the public.
- 8.04 The Employer acknowledges the right of the Union to select up to two (2) employees to form the Negotiating Committee. It shall be the Negotiating Committee's function to meet with the Employer to negotiate the renewal of this Agreement.
- 8.05 (a) The Union shall notify the Employer in writing of the names of the Grievance Committee and Negotiating Committee members. The Employer shall not be required to recognize any Committee Person, or committee member until such notification from the Union has been received.
- (b) The Employer will notify the Local Representative of the Union and the Unit Chairperson, in writing of the names of current management personnel who oversee the members of the bargaining unit.
- 8.06 The Committee Person or Unit Chairperson shall receive their regular straight time rate of pay for all hours spent during their normally scheduled hours of work in representing eligible employees in presenting grievances under Article 9 - Grievance Procedure.
- 8.07 It is agreed that there shall be space on the Employer's bulletin board available to the Union for the posting of notices relating to Union business. Such notices must be approved by management prior to posting.

## ARTICLE 9 - GRIEVANCE PROCEDURE

- 9.01 It is the mutual desire of the parties hereto that complaints of the employees shall be adjusted as quickly as possible without stoppage of work, and it is understood that an employee may present an oral complaint at any time, without recourse to the Grievance Procedure herein.
- 9.02 A grievance shall be defined as a complaint regarding the interpretation, application or alleged violation of the terms of this Agreement, or in the case of an employee who has acquired seniority that they have been disciplined without just cause.
- 9.03 It is understood that an employee has no grievance until they have first given their immediate Supervisor or designate an opportunity to adjust their complaint. If an employee has a complaint, they shall, with the assistance of a Steward if desired, discuss it with their immediate Supervisor or designate. In order to be considered a grievance, such discussion must take place within five (5) working days after the circumstances giving rise to the complaint first occurred or originated. The immediate Supervisor or designate shall communicate their reply to the complaint within five (5) working days.

If such complaint is not settled to the satisfaction of the employee concerned, the complainant may file a written grievance in the following manner and sequence:

### Step 1

The employee shall with the assistance of a Committee Person if they desire, submit a signed, dated, written statement of such grievance (on a form supplied by the Union) to the Assistant Director or designate within five (5) working days after they have received the reply of the Supervisor or their designate. The nature of the grievance, the Article of the Agreement that has been violated, misapplied or misinterpreted, and the relief or remedy sought shall be clearly set out in the grievance. The Assistant Director or designate shall deliver their decision in writing within five (5) working days following the day on which the grievance was presented to them. Failing settlement, then:

### Step 2

Within five (5) working days following the decision under Step No. 1, the employee may, with the assistance of the Committee Person if they desire, present the written grievance to the Director or their designate. The Director or their designate shall arrange a meeting with the Committee Person and the grievor to discuss the grievance within seven (7) working days following the day on which the grievance was presented to them. It is understood that a staff representative of the Union and representatives from Management may also be



present at the meeting, at the request of either party. The Director or their designate shall give their decision in writing within ten (10) working days from the date of the meeting.

- 9.04 It is the intention of the parties that this Article shall provide a peaceful method of adjusting grievances, therefore it is agreed that there shall be no suspension or interruption of normal operations as a result of any grievances.

It is expressly understood that an employee who has a complaint or a grievance shall follow the procedures as outlined in this Article and pending the investigation and determination of the validity of such claim shall continue to perform the duties assigned to them by Management (unless they have been suspended or discharged), providing such duties do not jeopardize the life, health or safety of the employee.

- 9.05 (a) The Union may file a "Policy Grievance" at Step 2 of the Grievance Procedure. A "Policy Grievance" may not be used to bypass the regular Grievance Procedure. A policy grievance is defined as one which alleges a misinterpretation or violation of a provision of this Agreement and which, because of the nature or scope of the subject matter, could not otherwise be instituted as an individual employee grievance commencing at Step 1. Such policy grievance shall be filed in writing within ten (10) working days of the initial incident giving rise to the complaint. The grievance must be signed by the Chairperson, Committee Person or Union Representative.
- (b) The Employer shall have the right to lodge a grievance with the Union concerning the meaning, application or interpretation of any provisions of this Agreement commencing at Step 2 of the Grievance Procedure. The grievance shall be filed in writing with the Union by the Director or their designate within ten (10) working days of the initial incident giving rise to the complaint. A meeting shall be held between representatives of the Employer and the Union within seven (7) working days of filing of the grievance. The grievance shall be answered in writing by the Union within ten (10) working days from the date of such meeting.
- 9.06 An employee, other than a probationary employee, claiming that they have been discharged or suspended from employment without just cause shall file a signed, dated, written statement of such grievance setting out the nature of the grievance and the specific remedy sought at Step 2 of the Grievance Procedure providing such grievance is lodged with the Director or their designate within five (5) working days of the receipt by the employee of the notice of the discharge or suspension.
- 9.07 The parties expressly agree that this Article does not apply in the case of the layoff, failure to recall from layoff or discharge for any reason whatsoever of a probationary employee as defined in Article 12 - Seniority, paragraph 12.03.

- 9.08 Any complaint or grievance, which is not commenced or processed through the next stage of the grievance procedure within the time specified shall be deemed to have been dropped. However, time limits specified in the Grievance Procedure may be extended by mutual agreement in writing between the Employer and the Union. If no written answer has been given to the grievance within the time limits specified, the employee shall be entitled to submit the grievance to the next stage including arbitration.
- 9.09 Any step of the Grievance Procedure may be waived by mutual agreement in writing between the Employer and the Union.
- 9.10 Decisions arrived at between the Employer, the employee and the Union on the disposition of any specific employee, Union or Employer grievance shall be final and binding upon the Employer, the Union and the employee or employees concerned.
- 9.11 If final settlement of the grievance is not reached at Step 2 or 9.05 then the grievance may be referred in writing by either party to arbitration as provided in Article 10 - Arbitration, at any time within ten (10) working days after the final decision is given in Step 2 or 9.05. If no such written request for arbitration is received within the time limits then the grievance shall be deemed to have been abandoned.

#### **ARTICLE 10 - ARBITRATION**

- 10.01 Both parties to this Agreement agree that a properly constituted grievance as defined in Article 9 - Grievance Procedure, paragraph 9.02, 9.05 and 9.06 which has been properly carried through all the requisite step of the Grievance Procedure outlined in Article 9 and which has not been settled or abandoned, may be referred to a Board of Arbitration or by mutual agreement to a single Arbitrator, at the written request of either of the parties hereto.
- 10.02 (a) The Board of Arbitration shall be composed of one (1) person appointed by the Employer, one (1) person appointed by the Union and the third person to act as Chairperson chosen by the other two (2) members of the Board.
- (b) The notice shall continue the name of the first party's appointee to the Arbitration Board or request a single Arbitrator. Within ten (10) working days of the written request by either party for a single Arbitrator or Board of Arbitration, the other party shall nominate its nominee to the Board or an Arbitrator if it agrees to a single Arbitrator. The parties or nominees shall endeavour to agree as soon as possible to the single Arbitrator or Chairperson respectively.

- 10.03 Should the appointees fail to agree on a Chairperson, or the parties fail to agree on a single Arbitrator, the Ministry of Labour of the Province of Ontario shall be asked to nominate a person to act as Chairperson or single Arbitrator in the event of an agreement to a single Arbitrator by the parties, in accordance with the provisions of the *Ontario Labour Relations Act*.
- 10.04 No person may be appointed as an Arbitrator who has been involved in any attempt to negotiate or settle the grievance.
- 10.05 The decision of the Board of Arbitration, including any decision as to whether the matter is arbitral, shall be final and binding upon the parties and upon any employee affected by it. The decision of the majority is the decision of the Arbitration Board, but in the event there is no majority decision, the decision of the Chairperson will be final.
- 10.06 (a) The Board of Arbitration or single Arbitrator shall not have jurisdiction to amend, alter, modify, or add to, any of the provisions of this Agreement, nor to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement. Further, the Board of Arbitration is not authorized to deal with nor to adjudicate any matter not specifically assigned to it by the written grievance as specified in Article 9, or not covered by this Agreement or arising outside the terms of this Agreement.
- (b) The Board of Arbitration or Arbitrator, shall have no jurisdiction to hear a layoff, failure to recall from layoff or discharge grievance put forth by or on behalf of a probationary employee. The application of this Article shall not be done in an arbitrary, discriminatory or bad faith manner.
- 10.07 No monetary adjustments shall be made retroactive prior to the date of the original complaint or event as properly identified in accordance with Article 9, paragraphs 9.03, 9.05 and 9.06. An employee shall be obligated to mitigate damages as fully as possible and any monetary adjustments will be reduced by any employment income received by the grievor for the period applicable.
- 10.08 Each of the parties hereto will bear the fee and expenses of the nominee appointed by it and the parties will equally share the fee and expenses of the single Arbitrator or the Chairperson of the Board of Arbitration.
- 10.09 Time limits fixed in this Article may be extended by mutual agreement in writing between the Employer and the Union.

## **ARTICLE 11 - DISCIPLINE**

- 11.01 The reasons for any disciplinary action including the discharge of any employee, shall be reduced to writing and given to the employee and the Unit Chairperson.
- 11.02 All forms of discipline shall be void after one (1) year from their date. The employee will be required to sign an acknowledgement of having received same. Employees on approved leaves of absence exceeding thirty (30) continuous days will not have the leave period count towards the one (1) year period.
- 11.03 In the event an employee is to receive a suspension or other form of discipline as per Article 11.01, they shall have the presence of a Committee Person. In the event an employee is to be discharged they shall have the Chairperson present.
- 11.04 An employee, upon prior written request, shall be granted the opportunity to view their personal file. Information to be viewed may include:
- i) Application form;
  - ii) Written warnings and evaluations;
  - iii) Incident reports.

## **ARTICLE 12 - SENIORITY**

- 12.01 (a) Seniority for each full-time employee is based upon the length of continuous permanent full-time employment within the bargaining unit with the Employer since the last date of hire as a permanent full-time employee.
- (b) Seniority for any employee temporarily transferred outside the bargaining unit shall continue to accumulate.
- 12.02 (a) The Employer shall post an up to date seniority list on the Notice Board every January and July and a copy shall be sent to the Local Representative.
- (b) For the purpose of the preparation of the initial seniority list, the last date of hire as a full-time permanent employee of each employee shall be used in the seniority calculation.
- (c) An employee who has bonafide proof to challenge their seniority date shall present such proof within thirty (30) days from the date their name first appears on a seniority list. Failing such a challenge, their seniority standing shall be deemed correct as contained in the Employer's records.

12.03 An employee shall be considered a probationary employee until they have worked six (6) months continuously with the Employer and during this period they shall have no seniority rights.

It is expressly understood by both parties that during the probationary period an employee shall be considered as being employed on a trial basis and may be discharged at any time at the sole discretion of the Employer. The layoff, failure to recall from layoff or discharge of a probationary employee shall not be the subject of a grievance and/or arbitration pursuant to this Agreement.

On successful completion of the probationary period, an employee shall be placed on regular staff, their name shall be placed on the seniority list and their seniority shall date back to their last date of hire as a permanent full-time regular employee. Employees acquiring seniority on the same date shall be added to the seniority list in alphabetical order.

12.04 An employee's seniority shall be forfeited and their employment shall be deemed to be terminated and there shall be no obligation to rehire under the following conditions:

- (a) they voluntarily resign or quit. An employee shall be deemed to have resigned when:
  - i) they give notice of their desire to leave the Employer's employment and they complete their final shift;
  - ii) they are absent for more than three (3) consecutive working days without having applied for and obtained a leave of absence for a definite period from the Management, or in case of provable sickness unless the Management is properly notified of such condition by the employee or their agent within the third day of such absence;
  - iii) they fail to report for work at the expiration of a leave of absence without reason satisfactory to the Employer, or they use a leave of absence for a purpose other than that for which it was granted;
- (b) they retire;
- (c) they are discharged and not reinstated through the grievance procedure;
- (d) they are laid off for a period of the lesser of twelve (12) months or the length of the employee's seniority;
- (e) they fail to respond to a recall to work in accordance with paragraph 12.11 (b);

- (f) they are absent from work for more than twenty-four (24) months due to accident or illness; or become totally disabled.
- 12.05 (a) The term “vacancy” as used in this Agreement shall be defined as any permanent full-time regular job opening of more than twenty (20) working days’ duration except that vacancies of more than twenty (20) working days:
- i) caused by employees being on vacation, training for another position, on an approved leave of absence, temporarily performing other work for the Employer, or compensable or non-compensable accident or illness; or
  - ii) for a specific period or task of less than six (6) months shall be considered temporary.
- (b) The Employer may fill, at its discretion, a temporary vacancy.
- (c) When a vacancy other than a temporary vacancy occurs, which comes within the scope of the Agreement and which the Employer wishes to fill, the available position shall be posted for a period of five (5) working days prior to the Employer making a permanent appointment to such position in order that any interested employee may apply in writing. In order to be eligible for the posted vacancy, an employee must apply within the five (5) working day period.
- (d) In selecting a candidate to fill a vacancy within the bargaining unit, the Employer shall consider:
- i) proven skill, ability, qualifications, and efficiency;
  - ii) seniority.
- Where factors in i) are relatively equal, then ii) shall govern.
- (e) The Employer shall email the names of the successful applicants to the Union Chair.
- (f) When the Employer chooses not to fill any vacancy it shall inform the Union in writing within thirty (30) working days.
- (g) In the event the successful applicant within twenty (20) days worked of commencing work in the posted position, proves unsatisfactory or requests a return to their former position, they shall be returned to their former position without loss of seniority or privileges. Any other employee who changed classifications as a result of the posting shall return to their

former position without loss of seniority or privileges subject to the terms of this Agreement.

- 12.06 In the event an employee is selected for a higher job classification, the starting rate of pay shall be the first rate of pay in the higher classification that is either equal to or above the employee's former rate of pay. The date the employee receives the pay increase shall then become the anniversary date of the employee for the calculation of annual incremental increases.
- 12.07 Except for a vacancy which the Employer wished to fill occasioned by the placing of the successful applicant in the position so posted, any further vacancy may be filled at the discretion of the Employer without posting.
- 12.08 Any employee who has successfully bid under this Article shall not be entitled to bid on a posted job for twelve (12) months from the date of their successful bid, except with the Employer's permission in writing.
- 12.09 In the event an employee is permanently transferred to a supervisory position outside the bargaining unit and is then transferred back to the bargaining unit, the employee shall retain seniority previously acquired.
- 12.10 Lay-Off:
- (a) In the event of a layoff, the most junior employee on the seniority list within the classification shall be laid off first. An employee laid off shall be given the opportunity to displace the most junior employee on the seniority list provided they:
    - i) can perform the work required after an orientation period of one (1) day; and
    - ii) have more seniority than the employee they displaced. In the event the laid off employee cannot perform the work required after the one (1) day orientation period, the employee can displace in order the next most junior employee on the seniority list provided they meet the two conditions noted above.
  - (b) In the event the Employer requires additional employees, the Employer shall recall the most senior employee on the seniority list provided the employee can perform the work required with an orientation period of one (1) day.
  - (c) An employee exercising their right under this Article shall be paid the appropriate rate in the new classification.

- (d) This Article shall not apply to layoffs and recalls of three (3) working days or less.
- 12.11 (a) Before new employees are hired, the Employer shall recall employees on layoff by seniority provided that the employee possesses the necessary qualifications and skill to perform the required work.
- (b) When recalling an employee after layoff, they shall be notified by telephone or registered mail to the last address of the employee known to the Employer, and allowed ten (10) working days to report for work; however, they must advise the Employer within two (2) working days of the receipt of notification of return to work of their intention to return to work if they wish the Employer to hold the job open for them for the full ten (10) day period. If the employee is recalled and advises the Employer that they are not immediately available for work, other qualified employees shall be recalled but shall be temporarily employed until the employee reports within the ten (10) working day period.
  - (c) It shall be the employee's responsibility to keep the Employer notified as to any change in their address or telephone number so that they will be up to date at all times. If an employee fails to keep the Employer informed of their current address and telephone number, the Employer shall not be responsible for failure of a notice to reach such employee.

### **ARTICLE 13 - HOURS OF WORK**

- 13.01 (a) The following paragraphs are intended to define the normal hours of work and shall not be construed as a guarantee of employment, hours of work per day, or per week nor of days of work per week nor of overtime.
- (b) The normal work week shall consist of thirty-five (35) hours with a flexible work day to be mutually determined by the employee and their supervisor subject to the efficient operation of the Library. The normal work day shall include two (2) fifteen (15) minute rest periods and be exclusive of one-half (1/2) hour lunch period.
- 13.02 (a) Employees required by the Employer to work in excess of thirty-five (35) hours in any one (1) week, shall be allowed compensating time off without loss of pay, at the rate of one (1) hour time off for every authorized excess hour worked.
- (b) Compensating time off shall be taken at a mutually agreeable date subject to the following condition: All compensating time off must be taken within the calendar year in which it was earned.



## ARTICLE 14 - LEAVES OF ABSENCE

### 14.01 Personal Leave

- (a) While it is the prerogative of the Employer to grant a leave of absence, an employee who has completed their probationary period, may apply for a leave of absence without pay and without benefits for legitimate personal reasons. A request for such leave shall be made in writing, stating reasons, at least one (1) month prior to the desired commencement date of the leave unless the requested leave exceeds two (2) months wherein a two (2) month written notification shall be required. If the Employer grants such leave it shall confirm the terms of the leave in writing. The minimum time requirements for such leave requests may be waived in extenuating circumstances. Applicants under this provision shall be considered for the purposes of an adoption, and permission shall not be unreasonably withheld.
- (b) Seniority shall accrue during personal leave.
- (c) If an employee's approved leave of absence exceeds one (1) month, they must arrange to prepay the premiums for all benefits in the event the employee desires to continue to be covered by said benefits.

### 14.02 Bereavement Leave

- (a) The Employer will grant a leave of absence of four (4) consecutive calendar days with pay to a permanent employee for the purpose of arranging and/or attending the funeral of an immediate family member. The employee shall only receive pay for regularly scheduled work days. It is also agreed that one (1) day of the four (4) days allotted for bereavement may be used as a memorial day at another time.
- (b) An employee's "immediate family" shall mean husband, wife or common-law spouse as defined under the *Family Law Act*, parent, child, mother-in-law or father-in-law, brother, sister, grandchild and grandparent, step parent and step child.
- (c) In the event of the death of an employee's sister-in-law or brother-in-law, aunt and uncle, niece and nephew, the employee shall be granted a leave of absence of one (1) day with pay to attend the funeral, provided the funeral is on a day the employee would otherwise have worked.
- (d) An employee shall not receive paid bereavement leave while on any other authorized leave of absence as defined in this Article, their scheduled day off, vacation, paid holiday, or compensable or non-compensable illness or accident.

- (e) Additional leave without pay but without loss of seniority may be granted at the discretion of the Employer.
- (f) There shall be no loss of seniority for bereavement leave.

#### 14.03 Jury and Witness Duty Leave

If any employee is required to serve in any court of law, or is required by court subpoena to attend court proceedings by the Crown, or is required by subpoena to attend a case arising from the employee's duties at the Employer, the employee shall not lose regular pay because of necessary absence from work due to such attendance, and shall not be required to work on the day of such duty, provided that the employee:

- (a) Notifies the Employer immediately that they will be required to attend court;
- (b) Presents proof of service requiring the employee's attendance;
- (c) Deposits with the Employer the full amount of compensation received excluding mileage, travelling and meal allowance and an official receipt thereof;
- (d) The employee shall accrue all benefits including seniority as if they were performing their regular duties for the Employer provided they fulfil their commitments under paragraph 14.03.

#### 14.04 Pregnancy, Parental and Adoption Leave

- (a) Pregnancy, Parental and Adoption Leave shall be granted in accordance with the provisions of the *Employment Standards Act*.
- (b) Seniority shall accrue during any extended Pregnancy, Parental or Adoption Leave granted under paragraph 14.04 (b).
- (c) The employee returning to work after Pregnancy, Parental or Adoption Leave shall provide the Employer with at least two (2) weeks written notice.
- (d) On return from Pregnancy, Parental or Adoption Leave, the employee shall be placed in their former position subject to the terms of this Agreement.
- (e) An employee who commences a leave as set out above and who is in receipt of Employment Insurance (approved for Pregnancy or Parental benefits), shall be paid a supplementary employment benefit. That benefit will be the equivalent to the difference between eighty-five

percent (85%) of their regular weekly earnings and the sum of their weekly Employment Insurance Benefits and any other earnings. Such payment shall commence following completion of the one (1) week Employment Insurance waiting period, and receipt by the Employer of the employee's Employment Insurance Pregnancy or Parental Benefits stub, and shall continue while the employee is in receipt of such benefits for a period of fifteen (15) weeks, plus an additional ten (10) weeks for an employee taking parental leave.

The employee's regular weekly earnings shall be determined by multiplying their regular hourly rate on their last day worked prior to the commencement of the leave times their normal weekly hours.

The weekly top-up payment will be determined by multiplying the regular hourly rate as per wage Schedule "A" of the Collective Agreement times the average number of regular weekly hours immediately preceding the leave of absence or start of the pregnancy/parental leave whichever starts first. The average shall be determined by going back twenty-six (26) weeks of uninterrupted hours prior to the leave start.

Notwithstanding, the terms of this top-up plan will be construed so that it complies with Regulation 37(2) of the *Employment Insurance Act*. In no event will the top-up payment exceed the difference between eighty-five percent (85%) of the employee's actual weekly rate of pay that the employee was receiving on the last day worked prior to the commencement of the leave and the sum of the employee's EI benefit calculated without regard to any election to receive a lower EI benefit spread over a longer period of time as may be permitted under the *Employment Insurance Act* and any other earnings received by the employee.

#### 14.05 Leave of Absence

The Employer will grant leave of absence, without pay, for Union business to employees selected by the Union to attend conventions or conferences providing such leave of absence does not interfere with the continuance of efficient operations by the Employer. It is understood that the maximum total of all leave for the total bargaining unit granted under this section shall not exceed five (5) working days per request and requests for such leave of absence shall be made in writing at least ten (10) working days in advance. At no time shall more than one employee at a time be granted such leave of absence.

## **ARTICLE 15 - RATE OF PAY**

- 15.01 The parties agree that the schedule of wages, as set forth in Schedule "A" attached hereto, shall be maintained during the duration of this Agreement.
- 15.02 Employees shall be paid bi-weekly. The Employer will provide at least six (6) months' notice to the Union Chair or delegate and members prior to any change in pay date.

## **ARTICLE 16 - PAID HOLIDAYS**

- 16.01 The following paid holidays shall be granted to each eligible employee subject to the provisions set out herein:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Family Day

- 16.02 Where any of the above holidays falls on a Saturday or Sunday, another day shall be designated by the Employer as a holiday in lieu of the holiday falling on these days. The Employer shall notify the Union thirty (30) days in advance of the day designated as the Holiday.
- 16.03 An eligible employee shall receive their regular daily pay at their basic rate for each paid holiday.
- 16.04 To be eligible for holiday pay an employee must work their full scheduled work day immediately preceding and their full scheduled work day immediately following such holiday, unless the employee is otherwise on an approved leave of absence with pay including compensating time off as specified in Article 13.02. If any employee is absent on either of their last work day preceding, or their first work day following the paid holiday due to illness or accident, the employee shall be eligible for pay for the holiday. A medical doctor's certificate may be required at the discretion of the Director.
- 16.05 No employee who is off work due to a suspension, an unpaid leave of absence, Workers' Compensation or layoff, shall be entitled to pay for any paid holiday occurring within the period of such suspension, unpaid leave of absence, Workers' Compensation or layoff.

- 16.06 Where the paid holiday occurs in the period in which an employee is on their scheduled vacation, or on a scheduled day off, an eligible employee shall receive a day off with pay in lieu at a mutually agreed time.
- 16.07 An eligible employee required to work on a paid holiday shall be allowed compensating time off without loss of pay, at the rate of one (1) hour time off for every authorized hour worked at a mutually agreeable date. Such lieu time off shall be subject to the conditions outlined in Article 13, paragraph 13.02. The employee shall also receive payment at the rate of time and one-half (1 ½) their regular rate of pay for each authorized hour worked on the paid holiday.

**ARTICLE 17 - VACATION**

17.01 Vacations with pay for active permanent full-time employees shall be granted on the basis of length of continuous service as an active regular permanent full-time employee of the Employer as follows:

<u>Continuous Service as of January 1st</u>	<u>Vacation Entitlement</u>
i) 12 months but less than 5 years	3 weeks
ii) 5 years but less than 15 years	4 weeks
iii) 15 years but less than 23 years	5 weeks
iv) 23 years or more	6 weeks

- 17.02 Vacation entitlement shall be calculated based on the employee’s years of service as of January 1st.
- 17.03 Vacations shall be granted at times to be mutually agreed upon by the employee and the Employer, which shall be consistent with the efficient operation of the Library.
- 17.04 After an employee has completed at least six (6) months service they may, if they so request, and provided it does not interfere with the efficient operation of the Library, be granted vacation on a pro-rata basis provided the granting of said vacation does not leave the employee with a negative vacation entitlement balance.
- 17.05 If the employee has taken the vacation entitlement and terminates employment prior to the completion of the required year of service to the anniversary date of employment, any vacation pay advanced will be adjusted and returned to the Employer.
- 17.06 Employees with more than one (1) year of service shall not draw pay in lieu of vacation credits, except under special circumstances which must be authorized by the Employer. An employee may carry over a maximum of two (2) weeks’

vacation credit to the following year to be paid at the rate of pay in effect at the time the vacation credit was earned.

- 17.07 Payment for vacations shall be based on the employee's current regular weekly pay except if the employee has been on layoff, unpaid leave of absence or long term disability exceeding one (1) month. If the employee has been on layoff, unpaid leave of absence or long term disability exceeding one (1) month, their vacation and vacation pay shall be pro-rated in accordance with the number of days worked in the year that they earned the vacation, paid at the current regular hourly wage rate.

## **ARTICLE 18 - SICKNESS INSURANCE**

### **18.01 Short Term Disability Insurance**

The Corporation will provide, to eligible non-probationary permanent full-time employees who have completed six (6) months continuous service, a short term sick leave plan.

- 18.02 (a) Each full-time permanent employee who has completed their probationary period, shall be entitled to one (1) week of sick leave at one hundred percent (100%) of salary and fourteen (14) weeks of sick leave at sixty percent (60%) of salary during the first year of service as a full-time regular employee.
- (b) In each succeeding year of continuous service as a full-time employee, an additional week of sick leave at one hundred percent (100%) of salary shall be granted up to a maximum of ten (10) weeks at one hundred percent (100%) of salary and a remaining five (5) weeks of sick leave at sixty percent (60%) of salary. A year shall commence as per the calendar year, January 1st annually.
- 18.03 (a) One (1) week's earnings for hourly rated employees shall be calculated on the basis of thirty-five (35) hours per week paid at regular straight time rate as per Schedule "A".
- (b) One (1) week's earnings for salaried employees shall be calculated by dividing fifty-two (52) into their annual salary. One (1) day's earnings shall be calculated by dividing five (5) into one (1) week's salary.
- 18.04 For the purposes of this Article, "sickness" shall mean a physical or mental disability (other than a pregnancy) which renders the employee incapable of fulfilling the requirements of their job.

- 18.05 The Employer or designate may require an employee to provide a certificate of a qualified medical practitioner in support of a claim for sick pay after three (3) days or more or following the fourth (4th) occurrence.
- 18.06 In cases of long-term and continuous absence, a medical certificate shall be provided upon request. This medical certificate shall state the nature of the illness, the latest date of the medical examination, and the expected date of the employee's return to work.
- 18.07 Wherever possible an employee who is unable to return to work because of illness shall notify their immediate supervisor prior to the commencement of their normal working day and shall advise the supervisor of their expected date of return to work.
- 18.08 The unused portions of sick leave time shall not accumulate from year to year.
- 18.09 When an employee becomes ill during their annual vacation the Employer shall consider the period of illness as a sick leave absence rather than an annual vacation where a qualified physician certifies that the employee has been confined to a hospital or bed. The employee will be required to provide verification at the employee's expense of the medical condition.
- 18.10 Long Term Salary Continuance Insurance

The Employer shall pay on behalf of eligible permanent employees who regularly work at least thirty (30) hours per week and who have completed nine (9) months of continuous service as a full-time permanent employee, the full premium cost of the following long term salary continuance which will be subject to the terms, conditions and regulations of the governing master insurance policy or plan, pursuant to Article 18.15 (a).

Total Disability or Totally Disabled means that, during the elimination period and the following twenty-four (24) months, an insured employee is so disabled as a result of injury or sickness that they are unable to perform the material and substantial duties of their own occupation.

- 18.11 Eligible employees will be covered for any accident or sickness which causes total disability, except in the case of:
- (a) suicide, self-destruction or any attempt threat;
  - (b) declared or undeclared acts of war;
  - (c) service in the armed forces of any country;
  - (d) flying, except as a passenger in an aircraft for which a certificate of

airworthiness has been issued;

- (e)
  - i) the period commencing with the tenth (10th) week prior to the expected week of maternity confinement and ending with the sixth (6th) week after confinement; or
  - ii) any period of maternity leave taken or required to be taken in accordance with any law; or
  - iii) any period of maternity leave taken by agreement with the Employer; or
  - iv) any period for which maternity benefits are paid under the *Employment Insurance Act*.

18.12 The policy provides to qualified employees a monthly income equal to sixty-six and two thirds percent (66 2/3%) or normal monthly earnings in effect immediately prior to their disability up to a maximum of three thousand dollars (\$3,000.00) per month.

18.13 The benefits of this plan shall commence on the 105th day after total disability commences and are payable to age sixty-five (65) or to recovery, whichever occurs first.

18.14 Any benefits which are payable under this policy shall be reduced by the amount which an employee receives under the Workplace Safety and Insurance Board (WSIB) or similar legislation, any federal, provincial or municipal government plan, or any group insurance, retirement or pension plan in force within the County.

18.15 Long-term insurance benefits shall be payable only upon the following conditions:

- (a) During the first two (2) years that benefits are paid, an employee must be wholly and continuously disabled as a result of their sickness or accident and be prevented from performing each and every duty pertaining to their occupation.
- (b) The employee must not engage in any other occupation or employment for wage or profit.
- (c) An employee must be under the regular care and attendance of a legally qualified physician, surgeon or psychiatrist. It is not necessary for the employee to be confined to a house or hospital in order to collect benefits.



18.16 The employee may be given rehabilitation training designed to accommodate the ability of the individual. This training shall be based on the availability of employment and resulting from consultations with the claimant and their attending physician. Should rehabilitation efforts not prove successful, the claimant would continue to receive full benefits, pursuant to the definition of total disability in Article 18.15.

## **ARTICLE 19 - BENEFITS**

19.01 The Employer shall pay the full premium costs of the following health and welfare insurance for all eligible permanent full-time employees who work at least thirty (30) hours per week and who have completed their three (3) months continuous service as a full-time permanent employee:

(a) Extended Health Care: Pay Direct Prescriptions - \$2.00 per prescription.

Vision Care (including laser surgery) up to \$450.00 in 24 month period. Eye Examination up to \$120.00 in 24 month period.

Chiropractic Services and Massage Services will be covered up to a combined maximum of \$600.00 per calendar year, with no deductible.

Mental Health - \$500.00 per calendar year.

(b) Group Life Insurance (including Accidental Death and Dismemberment) - coverage of two (2x) times annual salary.

The foregoing health and welfare insurance shall be subject to the terms, conditions, rules and regulations of the governing master insurance plan or policy.

(c) All full-time employees are eligible for the Employee Assistance Program. Terms and conditions of the program will be administered as per the Carrier.

(d) Upon presentation of receipt, the Employer agrees to pay for one (1) safety winter coat for the Library Van Driver every three 3 years.

(e) Upon presentation of receipt, the Employer agrees to pay for CSA approved safety footwear for the Library Van Driver up to a maximum of \$150 per year.

19.02 The Employer shall pay sixty percent (60%) of the premium costs of Dental Insurance (Manulife or equivalent) with the O.D.A. fee schedule one (1) year in arrears for all eligible permanent full-time employees who have completed three

(3) months continuous service as a full-time permanent employee. The employee shall pay forty percent (40%) of the premium costs.

Orthodontic coverage will be provided for all insured, with a lifetime maximum of one thousand five hundred dollars (\$1,500.00) payable at fifty percent (50%) reimbursement.

The Dental Insurance shall be subject to the terms, conditions, rules and regulations of the governing master insurance plan or policy.

19.03 The Ontario Municipal Employee's Retirement System (OMERS) and Canada Pension shall apply to the employees covered by this Agreement. The Employer shall contribute to the Canada Pension Plan in accordance with the Act and to OMERS, for full-time employees as per the regulations of the Plan.

19.04 (a) All benefits shall terminate at the end of the month following the month of the commencement of a layoff or one month after the commencement of an unpaid leave of absence subject to 14.01 (c).

(b) Employees who retire early from the Corporation and have twenty-five (25) years of continuous service, are between the ages of 55 and 65, or meet the eligibility criteria of OMERS (i.e. the 90 factor) shall be eligible for the following coverage and the employee will pay fifty percent (50%) of the premium cost.

- Extended Health Care (excluding Dental)
- Employee Life Insurance at one (1x) times annual salary, frozen at date of retirement
- Dependent Life Insurance

Semi-private coverage will be available and the employee will pay one hundred percent (100%) of the premium cost. All benefits will cease when the retired employee reaches age 65.

19.05 It is understood and agreed that in assessing the expense required for these negotiated employee benefits outlined within this Article, the parties have taken into account any and all savings on premiums or elimination of premiums that may be realized during the period of this Agreement under the *Employment Insurance Act* or any other government legislated Plan, and full employee's portion of any savings resulting from this assessment are included as part of the negotiated wage increases and improved benefits contained in this Collective Agreement.

19.06 The Employer may at any time substitute another carrier for any plan provided that the level of total benefits are not less than the current benefits in effect at

the time of any change. The Employer shall provide to the Union the proper information in order for it to determine the level of benefits.

## **ARTICLE 20 - TERMINATION OF EMPLOYMENT**

20.01 An employee shall give to the Employer, two (2) weeks' notice, in writing, of their intention to resign, exclusive of any vacation time. The last day worked shall be taken to be the effective date of the termination of employment and the employee shall receive, in addition to their regular pay, pay equal to any vacation or compensating time earned to the last day worked.

## **ARTICLE 21 - GENERAL**

21.01 A copy of this Agreement shall be issued by the Employer to all present employees and to new employees at the date of hiring. The parties shall equally share the cost of reproduction of the Agreement.

### **21.02 Travel Allowance**

Employees who are authorized to attend employment related functions and required by management to drive the employee's personal vehicle shall be reimbursed for all approved kilometres in accordance with the current County policy.

## **ARTICLE 22 - PAID EDUCATION LEAVE**

22.01 The Employer agrees to pay into a special fund the sum of twenty-five dollars (\$25.00) each year of the Collective Agreement for the purpose of providing paid education leave. Such monies to be paid annually into a trust fund established by the National Union, UNIFOR effective from the date of ratification, and sent to the following address:

UNIFOR Paid Education Leave Program  
UNIFOR  
115 Gordon Baker Road  
Toronto, ON M2H 0A8

**ARTICLE 23 - HEALTH AND SAFETY**

23.01 The Corporation and the Union agree that they mutually desire to maintain standards of safety and health in order to prevent accidents, injury and illness, and shall abide by the *Occupational Health and Safety Act*.

The parties agree to participate in either a Health and Safety Advisory Group or Joint Health and Safety Committee, whichever is applicable.

**ARTICLE 24 - DURATION**

24.01 This Agreement shall be effective from the first day of January, 2024, and continue in full force and effect up to and including, December 31, 2026 and from year to year thereafter unless within the period of ninety (90) days prior to the expiry date, either party gives to the other party, written notice of termination or desire to amend this Agreement.

DATED THIS 12th DAY OF February , 2024.

**BRUCE COUNTY PUBLIC  
LIBRARY BOARD**

*Brooke McLean*

\_\_\_\_\_  
Brooke McLean

*Joanna Aegard*

Joanna Aegard (Feb 26, 2024 08:56 EST)

\_\_\_\_\_  
Joanna Aegard

*S. Morphy*

\_\_\_\_\_  
Sean Morphy

*Jenn Robinson*

\_\_\_\_\_  
Jenn Robinson

**UNIFOR  
LOCAL 2458**

*Lisa Tucker*

Lisa Tucker (Feb 23, 2024 14:14 EST)

\_\_\_\_\_  
Lisa Tucker

*Ken*

Ken Durocher (Feb 23, 2024 17:08 EST)

\_\_\_\_\_  
Ken Durocher

*Nancy Kuhl*

Nancy Kuhl (Feb 23, 2024 17:45 EST)

\_\_\_\_\_  
Nancy Kuhl

*Lindsay*

Lindsay Moffatts (Feb 23, 2024 18:34 EST)

\_\_\_\_\_  
Lindsay Moffatt

**SCHEDULE "A" - WAGE RATES**

**Effective: January 1, 2024**

**Negotiated Increase: 2.25%**

<b>JOB CLASSIFICATIONS</b>	<b>START</b>	<b>3 MONTHS</b>	<b>6 MONTHS</b>	<b>12 MONTHS</b>
Program Coordinator	29.72	31.21	32.75	34.42
Collection Maintenance Coordinator	29.72	31.21	32.75	34.42
Communications & E-Services Coordinator	29.72	31.21	32.75	34.42
Digital Initiatives Coordinator	29.72	31.21	32.75	34.42
Inter-Library Loan Coordinator	29.72	31.21	32.75	34.42
Technical Services Coordinator	29.72	31.21	32.75	34.42
*Van Driver	17.54	18.38	19.26	20.67

*\*One-time wage adjustment of \$0.50 applied prior to wage increases.*

**Effective: January 1, 2025**

**Negotiated Increase: 3.00%**

<b>JOB CLASSIFICATIONS</b>	<b>START</b>	<b>3 MONTHS</b>	<b>6 MONTHS</b>	<b>12 MONTHS</b>
Program Coordinator	30.61	32.15	33.73	35.45
Collection Maintenance Coordinator	30.61	32.15	33.73	35.45
Communications & E-Services Coordinator	30.61	32.15	33.73	35.45
Digital Initiatives Coordinator	30.61	32.15	33.73	35.45
Inter-Library Loan Coordinator	30.61	32.15	33.73	35.45
Technical Services Coordinator	30.61	32.15	33.73	35.45
Van Driver	18.07	18.93	19.84	21.29

Effective: January 1, 2026

Negotiated Increase: 3.00%

JOB CLASSIFICATIONS	START	3 MONTHS	6 MONTHS	12 MONTHS
Program Coordinator	31.53	33.11	34.74	36.51
Collection Maintenance Coordinator	31.53	33.11	34.74	36.51
Communications & E-Services Coordinator	31.53	33.11	34.74	36.51
Digital Initiatives Coordinator	31.53	33.11	34.74	36.51
Inter-Library Loan Coordinator	31.53	33.11	34.74	36.51
Technical Services Coordinator	31.53	33.11	34.74	36.51
Van Driver	18.61	19.50	20.44	21.93

## LETTERS OF UNDERSTANDING

Between:

**BRUCE COUNTY PUBLIC LIBRARY BOARD**

-And-

**UNIFOR LOCAL 2458**

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1) **Temporary Employees Who Are Hired Permanently**

When a temporary employee in the bargaining unit is the successful applicant for a permanent vacancy within the bargaining unit they shall be placed on the seniority list and their seniority shall date back to their last date of hire as a temporary employee.

2) **Bruce County Policy E21**

Flexible Working Arrangements is applicable to UNIFOR Library staff.

3) **Women's Advocate**

The County will work in cooperation with the Union by having tools in place which includes recognizing a Women's Advocate (and per site) to be selected by the Union. The Employer will assign a female management support person to work jointly with the Unifor Women's Advocate recognizing our collective responsibility. The advocate will consult with employees and management to discuss issues that may be raised and may refer employees to community agencies, employee assistance plan and resources as appropriate. The advocate will act in an advisory capacity and will not have authority to file grievances.

In the conduct of their duties as a Women's Advocate, the employee will be subject to the provisions herein that govern the Union committee and Union representatives in the conduct of their duties and will generally operate in a manner so as to minimize disruption to the workplace.

The Union acknowledges that the Women's Advocate(s) have regular duties to perform on behalf of the Employer and that such persons will not leave their regular duties without first notifying their immediate Supervisor. Permission from the Supervisor shall not be unreasonably withheld and when resuming their regular duties, they will report to their immediate Supervisor so that the length

of time they are absent from their regular duties will be under reasonable control. In accordance with this understanding, such employees shall not suffer loss of pay for regularly scheduled hours of work while advocating. This does not apply to time spent on matters outside the regular scheduled working hours.

The Employer agrees to pay loss of earnings to the Women's Advocate to take Unifor Women's Advocate training and bill the Union for such costs.

If there is not a Women's Advocate available, then the Employer and the Union agree to utilize the Women's Advocate from other Unifor workplaces.

DATED THIS 12th DAY OF February , 2024.

**BRUCE COUNTY PUBLIC  
LIBRARY BOARD**

*Brooke McLean*

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Brooke McLean

*Joanna Aegard*

Joanna Aegard (Feb 26, 2024 08:56 EST)

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Joanna Aegard

*S. Morphy*

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Sean Morphy

*Jenn Robinson*

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Jenn Robinson

**UNIFOR  
LOCAL 2458**

*Lisa Tucker*

Lisa Tucker (Feb 23, 2024 14:14 EST)

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Lisa Tucker

*Ken Durocher*

Ken Durocher (Feb 23, 2024 17:08 EST)

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Ken Durocher

*Nancy Kuhl*

Nancy Kuhl (Feb 23, 2024 17:45 EST)

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Nancy Kuhl

*Lindsay Moffatt*

Lindsay Moffatts (Feb 23, 2024 18:34 EST)

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Lindsay Moffatt













# FINAL BCPL Collective Agreement Exp. 2026 (002)


Final Audit Report


2024-02-26


Created:	2024-02-23
By:	Cassandra Carreau (ccarreau@brucecounty.on.ca)
Status:	Signed
Transaction ID:	CBJCHBCAABAAX1-GdDWYDY__65fxBQkRBEPD6ZgPVZiD


## "FINAL BCPL Collective Agreement Exp. 2026 (002)" History


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-  Document emailed to Sean Morphy (smorphy@brucecounty.on.ca) for signature  
2024-02-23 - 6:05:11 PM GMT
-  Email viewed by Sean Morphy (smorphy@brucecounty.on.ca)  
2024-02-23 - 6:05:30 PM GMT
-  Document e-signed by Sean Morphy (smorphy@brucecounty.on.ca)  
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-  Document emailed to lisa.tucker@unifor.org for signature  
2024-02-23 - 6:06:02 PM GMT
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2024-02-23 - 7:13:18 PM GMT
-  Signer lisa.tucker@unifor.org entered name at signing as Lisa Tucker  
2024-02-23 - 7:14:01 PM GMT
-  Document e-signed by Lisa Tucker (lisa.tucker@unifor.org)  
Signature Date: 2024-02-23 - 7:14:03 PM GMT - Time Source: server
-  Document emailed to ken@uniforlocal2458.ca for signature  
2024-02-23 - 7:14:04 PM GMT
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2024-02-23 - 10:08:36 PM GMT


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2024-02-23 - 10:45:56 PM GMT


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2024-02-23 - 11:34:33 PM GMT


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2024-02-26 - 1:56:01 PM GMT


 Signer jaegard@brucecounty.on.ca entered name at signing as Joanna Aegard  
2024-02-26 - 1:56:35 PM GMT

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2024-02-26 - 1:57:51 PM GMT

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Signature Date: 2024-02-26 - 1:58:14 PM GMT - Time Source: server

 Agreement completed.

2024-02-26 - 1:58:14 PM GMT