

October 30, 2015

Richard VanGrol
Business Representative,
Teamsters Local 31

Dear Mr. Van Grol,

Re: Trades Adjustment

This letter is in response to your request for clarification into the Trades Adjustment, previously found within the collective agreement.

Attached are the following documents:

- Sample pages from the wage scale for the July 1-2003 – June 30, 2010 and July 1, 2010 – July 1, 2012 collective agreements that reflect the trades adjustment.
- Summary of the K-12 Public Education Support Staff Framework Agreement 2006-2010
- Summary of the K-12 Public Education Support Staff Framework Agreement 20010-2012
- Summary of the K-12 Public Education Support Staff Framework Agreement 2012-2014

Background:

The Trades Adjustment was negotiated in the 2003 – 2010 round of collective bargaining.

Districts were notified by BCPSEA that within the 2010-2012 round of collective bargaining no additional funds had been added to continue adding the trades adjustments. We were instructed to either include the topic in our local bargaining to fund them (in a net zero mandate) by securing other trade-offs with the union.

We were not able to achieve this within bargaining, but as we were very late to finalize our agreement – we continued the practice of adding the trades adjustment amount of 0.30 to positions who worked through the JCR process until June 30, 2014.

We explained to Teamsters Local 31 Business Agent Arlene Munoz, that the Trades Allowance funding had been discontinued at collective bargaining in the 2012, and that Teamsters 31 would need to raise the issue as a monetary item in the next round of bargaining - if they wanted it to continue. We explained that a higher priority for the District was the wages of the Education Assistants, which we had significant turnover issues with.

To be clear, the trades adjustment was not subtracted from existing employees' wages – we simply ceased the practice of continually adding to either a new position or a position evaluated under the JCR process.

During the negotiations for the 2014-2019 collective agreement, neither of the parties brought the matter forward as a monetary item. Therefore, on July 1, 2014, the process for applying the Trades adjustment ceased.

Specific Inquiry

You inquired specifically about Plumbers and Carpenter positions:

- Plumbers: JCR received August 2014, processed April 2015 with a wage that was JCR's of \$27.78 (Copy of Rating Attached)

The following JCR's were processed with trades adjustments:

- Carpenters: JCR received September 2013, processed December 2014 with a wage retroactive of \$27.48 plus \$.30 = \$27.78 (Copy of Rating Attached)
- Carpenter/Joiner: JCR received September 2012, processed February 2015 with a wage retroactive of \$28.50 plus \$.30 = \$28.80

I hope this clarifies the process and its background.

Thanks,



Marnie Wright
Director, Human Resources

BRITISH COLUMBIA
PUBLIC SCHOOL EMPLOYERS'
ASSOCIATION

Summary: *K-12 Public Education Support Staff Framework Agreement 2006-2010 (the “Framework Agreement”)*

Background

On May 22, 2006 a Letter of Understanding (LoU) was concluded between the BC Public School Employers' Association, 11 school board signatories to the LoU and 13 support staff union signatories to the LoU, establishing a Framework Agreement. The school boards are:

- 23 (Central Okanagan)
- 28 (Quesnel)
- 37 (Delta)
- 41 (Burnaby)
- 57 (Prince George)
- 59 (Peace River South)
- 62 (Sooke)
- 63 (Saanich)
- 71 (Comox Valley)
- 78 (Fraser-Cascade)
- 79 (Cowichan Valley)

The unions include 8 Canadian Union of Public Employees (CUPE) locals, 4 Construction Maintenance and Allied Workers (CMAW) locals, and 1 United Steelworkers local.

The school boards and local unions subsequently concluded, also on May 22, individual Memoranda of Agreement (MoA) consolidating the LoU and their locally negotiated collective agreement provisions.

K-12 Framework Agreement: 2006-2010

The Framework Agreement serves three purposes:

- Settles the compensation aspects of the 13 collective agreements
- Provides guidance to other boards and unions on the financial aspects of 2006-2010 collective agreements
- In recognition of a number of sectoral employment policy matters, creates a series of funds that can be accessed by employers and support staff unions other than those who are signatories to the agreement if they agree to the terms of the agreement in this round of bargaining.

While not binding on any parties other than the signatories, Government will not fund, and BCPSEA will not be able to approve, financial settlements in excess of the framework agreement unless the additional monies result from net zero trade-offs.

The agreement elements include:

Compensation

- Term of agreement: July 1, 2006 – June 30, 2010
- General wage increase of 2% in each of the four years of the agreement
- Incentive payment of up to \$3700 for each full time equivalent employee including temporary and casual employees
- Fiscal dividend.

Policy Matters

The maintenance of a skilled workforce to support K-12 public education was seen as a policy imperative of school boards, government and support staff unions. To that end, the Framework Agreement makes a series of commitments to support skills upgrading and provide funds to address the employment implications resulting from changes in public education:

- Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee
 - Skills enhancement and retraining fund of \$3 million (one-time fund)
 - Apprenticeship fund of \$3 million (one-time fund)

- Workforce Adjustment fund of \$4 million (one-time fund) to support issues arising from non-routine and fundamental restructuring
 - Apprenticeship Sponsor funding of \$828,000 on July 1, 2007, 2008 and 2009, cumulative
 - Workforce adjustment fund of \$4 million (one time fund)
 - Labour market fund of \$1.65 million July 1, 2007 and \$828,000 on each of July 1, 2008 and 2009, cumulative; creation of labour market committee and criteria
 - Trades adjustment of \$1.65 million July 1, 2007 and \$828,000 on each of July 1, 2008 and 2009, cumulative
- Liaison on education policy matters with the Minister of Education through a series of scheduled meetings.

Other Matters

There were two other matters that the parties believed were necessary to address during the term of the agreement:

- Education Assistants Committee to investigate and make recommendations regarding education assistant hours and payment
- Long Term Disability and Joint Early Intervention plan for the remaining districts and locals not previously covered by Bill 7, the *Public Education Support Staff Collective Bargaining Assistance Act* (2000).

School boards and their support staff unions are expected to continue negotiations and attempt to conclude a collective agreement. The Framework Agreement provides the necessary direction on compensation and selected policy matters that have employment implications. The provincial government has committed to funding the commitments established in the agreement. The Framework Agreement is not subject to further negotiation. Where employers and unions conclude a collective agreement and accept the terms and commitments established in the Framework Agreement, the parties will append the agreement to the collective agreement, making the necessary amendments to incorporate the terms.

Compensation Settlement		
Term	July 1, 2006 to June 30, 2010	
General Wage Increase	July 1, 2006 - 2.0% July 1, 2007 - 2.0% July 1, 2008 - 2.0% July 1, 2009 - 2.0%	
Incentive Payment	Up to \$3,700 per FTE	
Labour Market Adjustments (Trades employees)	July 1, 2006 - \$ 1,656,000 July 1, 2007 - \$ 828,000 July 1, 2008 - \$ 828,000	Targeted wage adjustment to trades employees to address recruitment and retention concerns.
Labour Market Adjustment Fund	July 1, 2007 - \$ 1,656,000 July 1, 2008 - \$ 828,000 July 1, 2009 - \$ 828,000	Allows districts the ability to apply to the Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee (see below) to address demonstrated recruitment and retention problems.
Fiscal Dividend	<i>Depends upon the fiscal surplus achieved in fiscal 2009/10</i>	
Policy Issues		
Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee - The parties established a joint committee of four representatives of support staff unions and four representatives of BCPSEA (district employers). - The Committee shall develop specific criteria to be used in allocating the following funds:		
Skills Enhancement and Retraining Fund	\$3,000,000	Used to support skills training, retraining or professional enhancement.
Apprenticeship Opportunities Funding	\$3,000,000	Used to facilitate and support apprenticeship opportunities in the public education sector.
Apprentice Sponsor Funding	July 1, 2007 - \$ 828,000 July 1, 2008 - \$ 828,000 July 1, 2009 - \$ 828,000	Used to support apprenticeship opportunities.
Workforce Adjustment Committee	\$4,000,000	To address workforce adjustment issues arising from non-routine and fundamental restructuring within a school district.

Liaison on Education Policy Matters

Schedules dates for representatives of support staff unions to meet with the Minister of Education to discuss education policy matters that have employment implications.

Education Assistants Committee

Establishes a Committee to investigate and make recommendations concerning the issue of educational assistants working hours and not being paid.

Long Term Disability and Joint Early Intervention

Allows Non-Bill 7 districts access to the government funded Long-term Disability plan and Joint Early Intervention Service; access is contingent upon the district joining the Public Education Benefits Trust.

SupportStaff

ISSUES

BRITISH COLUMBIA
PUBLIC SCHOOL EMPLOYERS'
ASSOCIATION

Example: How to implement the wage increases and the trades adjustments

Classifications	Job #	Base Rate (last agreement final rate)	July 1/06 +2%	July 1/06 + \$.60	July 1/07 +2%	July 1/07 + \$.60	July 1/08 +2%	July 1/08 + \$.60	July 1/09 +2%	July 1/09 + \$.30
Carpenter		\$ 25.00	\$ 25.50	\$ 26.10	\$ 26.62	\$ 27.22	\$ 27.77	\$ 28.37	\$ 28.93	\$ 29.23
Special Ed Assistant		\$ 25.00	\$ 25.50		\$ 26.01		\$ 26.53		\$ 27.06	
Custodian		\$ 19.00	\$ 19.38		\$ 19.77		\$ 20.16		\$ 20.57	

The above spreadsheet is intended to illustrate implementation for a job that will receive the trades/apprentice sponsor monies and others that do not get adjustments.

#6363

ADVICE OF RATING

Melissa - Job Description

Employee: Leo Bilodeau & Adam MellishPosition: Plumbing -Location: Facilities Manager

This is to advise that the rating for the position to which you have been appointed is as follows:

Sub-Factors	Substantiating Data	Degree	Points
Knowledge		8 ✓	104
Experience		6 ✓	78
Judgement		4 ✓	40
Initiative		(3) -	30
Mental Effort		3 -	30
Physical Activity		4 ✓	20
Dexterity		4 ✓	20
Accountability		3 ✓	30
Safety of Others		3 ✓	24
Supervision of Others		1 -	7
Contacts		5 ✓	40
Disagreeable Conditions		4 -	40
TOTAL POINTS			488

Current \$27.76

\$27.78

The Job Content Review Committee recommendation is as follows:

Upgrade to: \$27.78Effective Date: August 28, 2014

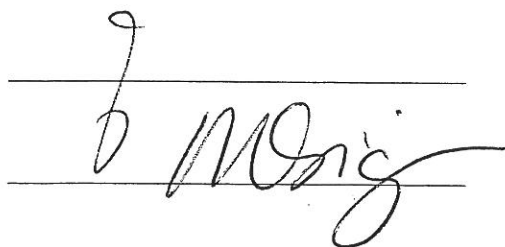
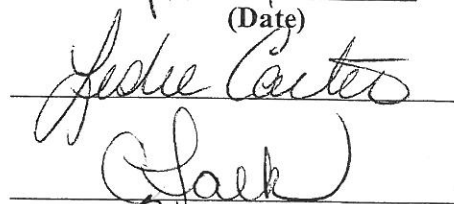
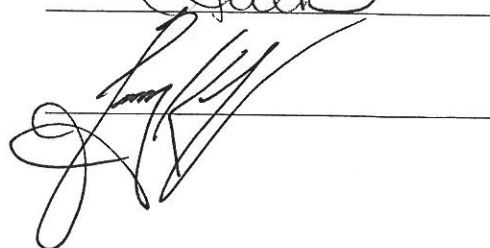
Re-Classify to: _____

Effective Date: _____

Unchanged: _____

Signed by the Job Content Review Committee Members on April 7, 2015.

(Date)


ADVICE OF RATING

Employee: Carpenters
 Position: Group Submission
 Location: FA Facilities

Mike Jansen (6025)
 Hardy New (6180)
 Richard Strub (3683)
 Justin Edwards (7314)
 * (Luke Jemell (7494) started Sept 15, 2014-NA)

This is to advise that the rating for the position to which you have been appointed is as follows:

Sub-Factors	Substantiating Data	Degree	Points
Knowledge		8	104
Experience		7	91
Judgement		4	40
Initiative		3	30
Mental Effort		3	30
Physical Activity		4	20
Dexterity		4	20
Accountability		3	30
Safety of Others		3	24
Supervision of Others		1	7
Contacts		4	32
Disagreeable Conditions		3	30
TOTAL POINTS			458

Current rate \$27.76

\$27.48

The Job Content Review Committee recommendation is as follows:

Upgrade to: \$27.44 Effective Date: Sept 24, 2013
 Re-Classify to: _____ Effective Date: _____
 Unchanged: _____

Signed by the Job Content Review Committee Members on Dec 2/14

(Date)

[Signature]
[Signature]

[Signature]
[Signature]
[Signature]

[Signature]

2013-04 September 18, 2013

By E-mail: Two Pages

Bargaining Update: Framework Agreement Reached

The parties resumed discussions on Monday, September 16th and continued late into the night on Tuesday concluding on Wednesday, September 18th with a two-year provincial framework agreement that the parties are recommending for local ratification.

Over the course of these lengthy bargaining sessions the parties discussed their respective positions and considered the long-term implications of what was proposed by the parties. After extensive consideration the union accepted a staggered wage increase with an end lift of 3.5% with no contributions of savings from the collective agreement. The timing of the wage increase is as follows:

July, 1, 2013	1.0%
February 1, 2014	2.0%
May 1, 2014.....	0.5%

The other elements of the framework agreement include:

- Acceptance of the framework contingent on the completion of local bargaining by December 20, 2013.
- An ongoing commitment to the work of the Support Staff Education and Adjustment Committee (SSEAC).
- The establishment of an Education Assistants (EA) committee to explore the issues of Education Assistant best practices as well as the potential to recognize credentials and qualifications to regulate the employment of Education Assistants.
- A joint endeavour to look at opportunities to reduce sick leave costs, better manage replacement costs and attendance related issues.
- An immediate change to make participation in JEIS mandatory for continued access to sick leave as well as for access to LTD benefits.
- A BlueNet pay direct drug card along with the adoption of the BlueRX Formulary for prescription drugs for plans where it would be cost neutral.
- Renewal of Letters of Understandings from the 2011 framework on the PEBT and Demographic, Classification and Wage Information.
- Meetings between the parties and the Ministry of Education to examine and discuss any impediments arising from, and the options to facilitate, the introduction of shared services.

Following local bargaining within the districts, ratification by Boards of Education, Union locals and the BCPSEA board will be required to finalize the agreements.

Boards are reminded that they are required to have approved savings plans before they can conclude an agreement with the Union local. The savings plan submission should be forwarded to Claire Avison at the Ministry of Education (Claire.Avison@gov.bc.ca). More detailed communication and tools to assist with the creation of savings plans are also being sent to district staff by the Ministry of Education.

There will be a series of conference calls set up for tomorrow to explain the agreement. A separate email will be sent out with the call-in information.

Questions

If you have any questions, please contact your district liaison.

2011-07 December 15, 2011

By E-mail: 2 pages plus attachments

Framework Agreement Reached With K-12 Public Education Support Staff Unions

We are pleased to advise that arising from positive and collaborative bargaining sessions, BCPSEA and representatives of the sector's support staff unions (covering approximately 30,000 employees) achieved a framework agreement (attached) under the net zero compensation mandate established by the provincial government.

As we have previously reported, BCPSEA and school district representatives have been meeting with representatives of the Canadian Union of Public Employees (CUPE) K-12 Presidents' Council Provincial Bargaining Committee (PBC) and representatives of the other support staff unions in the K-12 public education sector to engage in provincial discussions complementary to local district discussions under the delegated authority model for support staff bargaining in the K-12 public education sector.

The purpose of these discussions was to develop an agreement in principle that could then form part of any memorandum of settlement at the district level. The process is intended to be similar to the Framework Letter of Understanding achieved by BCPSEA and representatives of the sector's support staff unions in the 2006 round of negotiations.

Highlights of the two-part framework agreement reached on December 14 are as follows:

1. Letter of Understanding — Term July 1, 2010 – June 30, 2012

Continues and expands the scope of the Support Staff Education and Adjustment Committee (SSEAC), created under the 2006 framework agreement, to include:

- a) an examination and discussion of any impediments arising from and the options to facilitate the introduction of shared services
- b) a focus on best practices to integrate skill development for support staff employees with district goals and student needs
- c) a study of the potential for regionalization of wages and benefits
- d) an investigation of benefit standardization for the purpose of additional efficiencies during the life of the collective agreement
- e) recommendations to address issues associated with hours of work and service delivery
- f) a review of practices in districts having modified school calendars and the resulting impact on support staff
- g) skills enhancement for support staff.

At least six (6) months prior to the expiry of collective agreements between K-12 employers and support staff unions, representatives of employers and support staff unions shall meet to discuss the process of provincial bargaining for the next round of collective bargaining.

To support these policy discussions on issues of mutual interest to employers and support staff unions, the Ministry of Education will provide funds in the total amount of \$750,000.

2. **Letter of Agreement** that confirms the commitment that \$7.5M/year of the \$165M Class Organization Fund (COF) announced by the Minister of Education in October 2011 to deal with complex classroom issues will be focused on education assistants, who are integral to the delivery of educational programs in our province's classrooms.

Next Steps

The framework agreement will apply to boards of education and support staff unions that are signatories to the Letter of Understanding. While the framework agreement is not binding on districts and unions, these documents create a "framework agreement" for the K-12 public education sector.

It is now the responsibility of each school district and their respective local support staff union(s) to conclude local bargaining and ratify their collective agreements. Parties who conclude agreements by February 29, 2012 will be able to include the framework agreement in their local collective agreement and participate in the terms of the framework agreement. It should also be noted that following school district ratification, all school district collective agreements require ratification by the BCPSEA Board of Directors.

Background

BCPSEA is the accredited bargaining agent for the province's 60 public boards of education and has adopted collective bargaining practices and procedures unique to the K-12 public education sector. With respect to support staff bargaining, when the BCPSEA constitution and bylaws were drafted, they sought, to the extent possible, to replicate the bargaining structure that had existed prior to the creation of the association. At the time it was generally believed that the existing system of collective bargaining for support staff was functional and effective.

The BCPSEA constitution and bylaws establish a "delegated authority" model for support staff bargaining. The bargaining agent, BCPSEA, delegates its bargaining authority through its bylaws to individual boards or groups of boards. The employers bargain directly with their respective union locals. The reference to groups of boards was designed to permit regional groupings of boards for bargaining purposes (such as the Okanagan Labour Relations Council and the Vancouver Island Labour Relations Council).

The role of BCPSEA under the delegated authority model is to provide assistance to boards of education in concluding collective agreements. This includes providing research, legal advice, coordination and, where requested, becoming involved directly in negotiations or dispute resolution.

Questions

If you have any questions, please contact:

Renzo Del Negro 604 730 4511 renzod@bcpsea.bc.ca

Jacquie Griffiths 604 730 4514 jacquieg@bcpsea.bc.ca

Please direct any media inquiries to:

Deborah Stewart 604 730 4506 deborahs@bcpsea.bc.ca

July 1, 2010 – June 30, 2012

SCHEDULE "A.1" - Wages and Allowances

MAINTENANCE

	Wage	Trades Adjustment 30¢ / hour
Project Coordinator - Facilities	30.41	
Coordinator - Network Systems Support	24.59	
Electronics Technician	24.59	
Technical Support – Infrastructure Support	31.33	
Technical Support - Secondary Schools	26.44	
Technical Support – Servers	26.44	
Technical Support – Integrated Team Administrator	25.26	
Technical Support – Hardware	25.15	
Technical Support – Helpdesk	25.15	
Trades Foreman		
	31.92	32.22
Electrical	31.68	31.98
Transportation	31.44	31.74
Plumbing	31.35	31.65
HVAC	30.54	30.84
Electronics	30.54	30.84
DDC (Direct Digital Controls)	29.64	29.94
Carpentry	29.37	29.67
Painting	28.86	29.16
Grounds		
Groundskeeper	24.78	
Journeyman /Trades	26.47	26.77
Journeyman - Gardener	26.47	26.77
Journeyman - Equipment Maintenance	26.47	26.77
*Journeyman/Trades Mechanic	25.64	25.94

July 1, 2010 – June 30, 2012

SCHEDULE "A.1" - Wages and Allowances

MAINTENANCE

	Wage	Trades Adjustment 30¢ / hour
Project Coordinator - Facilities	30.41	
Coordinator - Network Systems Support	24.59	
Electronics Technician	24.59	
Technical Support – Infrastructure Support	31.33	
Technical Support - Secondary Schools	26.44	
Technical Support – Servers	26.44	
Technical Support – Integrated Team Administrator	25.26	
Technical Support – Hardware	25.15	
Technical Support – Helpdesk	25.15	
Trades Foreman		
Electrical	31.92	32.22
Transportation	31.68	31.98
Plumbing	31.44	31.74
HVAC	31.35	31.65
Electronics	30.54	30.84
DDC (Direct Digital Controls)	30.54	30.84
Carpentry	29.64	29.94
Painting	29.37	29.67
Grounds	28.86	29.16
Groundskeeper	24.78	
Journeyman /Trades	26.47	26.77
Journeyman - Gardener	26.47	26.77
Journeyman - Equipment Maintenance	26.47	26.77
*Journeyman/Trades Mechanic	25.64	25.94

LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 34 (ABBOTSFORD)

(Hereinafter referred to as the "Board")

AND:

OF THE FIRST PART

TEAMSTERS LOCAL UNION NO. 31

SUBJECT: Union/Industry Advancement Fund

(Hereinafter referred to as the "Union")
OF THE SECOND PART

The parties agree that the Union/Industry Advancement Fund was initiated in the January 1, 1992 - December 31, 1993 Collective Agreement(s). It is understood by the parties that the assessment for the employees covered by the Transportation Collective Agreement was paid directly to the Teamsters by the employer. It is also understood that the employees covered by the Support Staff Collective Agreement received a five cents (.05) wage increase for the sole purpose of assessing the Union/Industry Advancement Fund levy by way of an employee deduction.

The parties hereby agree to provide all classifications in the previous Transportation Collective Agreement a five cents (.05) per hour wage increase to facilitate the deduction of the Union/Industry Advancement Fund levy from all affected employees.

The Board shall make an assessment of five cents (.05) per hour worked during the term of this Agreement for regular and school-term employees. Such an assessment will also be made for individuals in casual assignments.

Payment of said funds shall be made to Teamsters Local Union No. 31 Union/Industry Advancement Fund no later than the 15th day following the end of the pay period in which deductions were made. The payment will be separate from any other payment made (Article 7.3 - Dues Check Off) to Teamsters Local Union No. 31.

The Teamsters Local Union No. 31 Union/Industry Advancement Fund "shall be for the enhancement of all persons dependent upon any industry represented by Teamsters Local Union No. 31".

SIGNED this 1st day of May, 2003.

PARTY OF THE FIRST PART

PARTY OF THE SECOND PART

Sd/- Ron Dufault
Associate Superintendent, Human Resources

Sd/- Ross Peterson
Secretary-Treasurer

Support Staff Collective Agreement

SCHEDULE "A.1" - Wages and Allowances

MAINTENANCE

Rate Effective Date	01-Jul-02	01-Jul-06	Trades Adjustment 01-Jul-06 60¢ / hour	01-Jul-07	Trades Adjustment 01-Jul-07 60¢ / hour	01-Jul-08	Trades Adjustment 01-Jul-08 60¢ / hour	01-Jul-09	Trades Adjustment 01-Jul-09 30¢ / hour
Coordinator- Facilities Project		26.61	27.21	27.75		28.92	29.52	30.11	30.41
Coordinator- Network Systems Support	22.72	23.17		23.64		24.11		24.59	
Electronics Technician	22.72	23.17		23.64		24.11		24.59	
Software/Helpline Support	22.72	23.17		23.64		24.11		24.59	
Technical Support - Secondary Schools	22.72	23.17		23.64		24.11		24.59	
Trades Foreman - Carpentry, Electrical, Grounds, HVAC, Painting, Plumbing, Transportation	23.72	24.19	24.79	25.29	25.89	26.41	27.01	27.55	27.85
Groundskeeper	21.35	21.78		22.21		22.66		23.11	
Journeyman - Gardener	22.72	23.17	23.77	24.25	24.85	25.35	25.95	26.47	26.77
Journeyman/Trades	22.72	23.17	23.77	24.25	24.85	25.35	25.95	26.47	26.77
Journeyman - Equipment Maintenance	22.72	23.17	23.77	24.25	24.85	25.35	25.95	26.47	26.77
*Journeyman/Trades Mechanic	21.96	22.40	23.00	23.46	24.06	24.54	25.14	25.64	25.94
Maintenance - General (Incumbency) (Hired prior to Oct. 24, 1994)	19.63	20.02		20.42		20.83		21.25	
Maintenance - General (Hired after Oct. 24, 1994)	18.57	18.94		19.32		19.71		20.10	
Maintenance - Equipment	19.63	20.02		20.42		20.83		21.25	
Warehouse	18.57	18.94		19.32		19.71		20.10	
*Mechanic's Helper	18.43	18.80		19.17		19.56		19.95	
Delivery Driver	18.16	18.52		18.89		19.27		19.66	
On-Call Pager Rate (In accordance with Article 12.6)	19.63	20.02		20.42		20.83		21.25	

* INCLUDES \$.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND.

LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 34 (ABBOTSFORD)

AND:

TEAMSTERS LOCAL UNION NO. 31

(Hereinafter referred to as the "Board")
OF THE FIRST PART

SUBJECT: Union/Industry Advancement Fund

(Hereinafter referred to as the "Union")
OF THE SECOND PART

The parties agree that the Union/Industry Advancement Fund was initiated in the January 1, 1992 - December 31, 1993 Collective Agreement(s). It is understood by the parties that the assessment for the employees covered by the Transportation Collective Agreement was paid directly to the Teamsters by the employer. It is also understood that the employees covered by the Support Staff Collective Agreement received a five cents (.05) wage increase for the sole purpose of assessing the Union/Industry Advancement Fund levy by way of an employee deduction.

The parties hereby agree to provide all classifications in the previous Transportation Collective Agreement a five cents (.05) per hour wage increase to facilitate the deduction of the Union/Industry Advancement Fund levy from all affected employees.

The Board shall make an assessment of five cents (.05) per hour worked during the term of this Agreement for regular and school-term employees. Such an assessment will also be made for individuals in casual assignments.

Payment of said funds shall be made to Teamsters Local Union No. 31 Union/Industry Advancement Fund no later than the 15th day following the end of the pay period in which deductions were made. The payment will be separate from any other payment made (Article 7.3 - Dues Check Off) to Teamsters Local Union No. 31.

The Teamsters Local Union No. 31 Union/Industry Advancement Fund "shall be for the enhancement of all persons dependent upon any industry represented by Teamsters Local Union No. 31".

SIGNED this 1st day of May, 2003.

PARTY OF THE FIRST PART

PARTY OF THE SECOND PART

Sd./ Ron Dufault
Associate Superintendent, Human ResourcesSd./ Ross Peterson
Secretary-Treasurer

Support Staff Collective Agreement

July 1, 2003 - June 30, 2010

SCHEDULE "A.1" - Wages and Allowances

MAINTENANCE

Rate Effective Date	01-Jul-02	01-Jul-06	Trades Adjustment		Trades Adjustment		Trades Adjustment		Trades Adjustment	
			01-Jul-06 60¢ / hour	01-Jul-07	01-Jul-07 60¢ / hour	01-Jul-08	01-Jul-08 60¢ / hour	01-Jul-09	01-Jul-09 30¢ / hour	
Coordinator- Facilities Project		26.61		27.75		28.92		30.11		
Coordinator- Network Systems Support	22.72	23.17	27.21	23.64	28.35	24.11	29.52	24.59	30.41	
Electronics Technician	22.72	23.17		23.64		24.11		24.59		
Software/Helpline Support	22.72	23.17		23.64		24.11		24.59		
Technical Support - Secondary Schools	22.72	23.17		23.64		24.11		24.59		
Trades Foreman - Carpentry, Electrical, Grounds, HVAC, Painting, Plumbing, Transportation	23.72	24.19	24.79	25.29	25.89	26.41	27.01	27.55	27.85	
Groundskeeper	21.35	21.78		22.21		22.66		23.11		
Journeyman - Gardener	22.72	23.17	23.77	24.25	24.85	25.35	25.95	26.47	26.77	
Journeyman/Trades	22.72	23.17	23.77	24.25	24.85	25.35	25.95	26.47	26.77	
Journeyman - Equipment Maintenance	22.72	23.17	23.77	24.25	24.85	25.35	25.95	26.47	26.77	
*Journeyman/Trades Mechanic	21.96	22.40	23.00	23.46	24.06	24.54	25.14	25.64	25.94	
Maintenance - General (Incumbency) (Hired prior to Oct. 24, 1994)	19.63	20.02		20.42		20.83		21.25		
Maintenance - General (Hired after Oct. 24, 1994)	18.57	18.94		19.32		19.71		20.10		
Maintenance - Equipment	19.63	20.02		20.42		20.83		21.25		
Warehouse	18.57	18.94		19.32		19.71		20.10		
*Mechanic's Helper	18.43	18.80		19.17		19.56		19.95		
Delivery Driver	18.16	18.52		18.89		19.27		19.66		
On-Call Pager Rate (In accordance with Article 12.6)	19.63	20.02		20.42		20.83		21.25		

* INCLUDES \$.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND.