

Second Collective Agreement
between the
Public Service Alliance of Canada
and the
Municipality of Watson Lake



January 1, 2011 to December 31, 2013

Table of Contents

Table of Contents.....	i
Article 1.....	1
Purpose of Agreement	1
Article 2.....	1
Interpretation and Definitions	1
Article 3.....	5
Application	5
Article 4.....	5
Recognition	5
Article 5.....	5
Future Legislation.....	5
Article 6.....	5
No Strikes and Lockouts	5
Article 7.....	6
Management Rights.....	6
Article 8.....	6
Employer Directives	6
Article 9.....	6
Human Rights.....	6
Article 10.....	8
Appointment of Representatives.....	8
Article 11.....	8
Union Access to Employer Premises.....	8
Article 12.....	8
Time Off for Union Business.....	8
Article 13.....	10
Check-Off.....	10
Article 14.....	11
Information	11
Article 15.....	11
Provision of Bulletin Board Space and Other Facilities	11
Article 16.....	12
Processing of Grievances	12
Article 17.....	14
Arbitration Procedure.....	14
Article 18.....	15
Designated Paid Holidays	15
Article 19.....	16
Leave – General	16
Article 20.....	17
Vacation Leave.....	17
Article 21.....	19
Sick Leave	19
Article 22.....	20
Special Leave	20
Article 23.....	22
Other Types of Leave	22

Article 24.....	25
Prepaid Leave Plan	25
Article 25.....	27
Short Term Leave for Training Purposes	27
Article 26.....	28
Injury on Duty Leave.....	28
Article 27.....	29
Overtime	29
Article 28.....	30
Pay	30
Article 29.....	32
Reporting Pay.....	32
Article 30.....	32
Stand-by Pay	32
Article 31.....	33
Pay for Travel on Behalf of Employer	33
Article 32.....	33
Vacancies, Job Postings, Promotions and Transfers	33
Article 33.....	34
Job Descriptions.....	34
Article 34.....	34
Classification.....	34
Article 35.....	36
Employee Performance Review and Employee Files	36
Article 36.....	37
Contracting Out.....	37
Article 37.....	37
Continuous Service	37
Article 38.....	38
Layoff and Job Security	38
Article 39.....	38
Discharge and Discipline	38
Article 40.....	38
Hours of Work	38
Article 41.....	39
Labour-Management Committee	39
Article 42.....	40
Safety and Health.....	40
Article 43.....	41
Technological Change.....	41
Article 44.....	42
Duty Travel	42
Article 45.....	42
Uniform Clothing Issue	42
Article 46.....	43
Retirement Program	43
Article 47.....	44
Group Benefit Program	44

Article 48.....	45
Heating and Propane Assistance	45
Article 49.....	45
Special Allowances.....	45
Article 50.....	45
Social Justice Fund	45
Article 51.....	46
Travel Allowance.....	46
Article 52.....	47
Notice of Termination	47
Article 53.....	47
Re-opener of Agreement and Mutual Discussions	47
Schedule “A” – Rates of Pay	50
APPENDIX “A”	53
Town of Watson Lake	53
APPENDIX “B”	54
Town of Watson Lake	54
APPENDIX “C”	55
Prepaid Leave Plan	55