

ARTICLE 21 - CLASSIFICATION AND WAGE SCALE

21.01 Wages of Employees covered by this Agreement shall be:

		1%	* ESD * 0.45%	0.50%	1% + ESD *	0.5%	1% + ESD *	0.50%	1% + ESD *
	Effective	Effective	Effective	Effective	Effective	Effective	Effective	Effective	Effective
<u>Classification:</u>									
<u>Maintenance Department Tradesperson</u>	May 1, 2014	July 1, 2015	May 1, 2016	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Gasfitter, Millwright, Plumber, Refrigeration Mechanic	30.50	30.81	30.95	31.10	31.41	31.57	31.89	32.05	32.37
Electrician, Mechanic, Electronic Technician, Equipment Repairman	30.42	30.72	30.86	31.01	31.32	31.48	31.79	31.95	32.27
Audio Visual Technician	28.16	28.44	28.57	28.71	29.00	29.15	29.44	29.59	29.89
Band Instrument Repairman, Brick Layer, Carpenter, Locksmith, Painter, Appliance Repairman, Welder, Industrial Warehouseperson, Roofing Inspector, Roofer, Gardener	29.01	29.30	29.43	29.58	29.88	30.03	30.33	30.48	30.78
Apprentice (as per Article 22)									
<u>Classification:</u>									
<u>Maintenance Department Non - Tradesperson</u>									
Utility Person	22.15	22.37	22.47	22.58	22.81	22.92	23.15	23.27	23.50
Laborer	20.42	20.62	20.71	20.81	21.02	21.13	21.34	21.45	21.66
Student (75% of Laborer Rate)	15.33	15.47	15.53	15.61	15.77	15.85	16.01	16.09	16.25
<u>Classification:</u>									
<u>GROUNDS DEPT NON-TRADESPERSON</u>									
Grounds person 1	22.15	22.37	22.47	22.58	22.81	22.92	23.15	23.27	23.50
Gang Mower Operator	22.27	22.49	22.59	22.70	22.93	23.04	23.27	23.39	23.62
Student (75% of Laborer Rate)	15.33	15.47	15.53	15.61	15.77	15.85	16.01	16.09	16.25

(*) Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD

The Board agrees to continue to pay at the tradesman rate those employees:

- (a) who have been in the employ of the School District prior to May 15, 1981 and
- (b) who maintain continuous employment in School District No. 57, and
- (c) who are hired as tradesmen, and
- (d) who do not have a valid Tradesman Certificate.

It is agreed that subsequent to May 15, 1981, new employees must have a valid Tradesman Certificate to obtain tradesman status and tradesman pay. A copy of the valid Tradesman Certificate is to be submitted to the Human Resources Department and filed in the employee's personnel file.

- 21.02 It is understood that no Employee covered by this Agreement will be required to perform regular or substantial amounts of work covered by other classifications within this Agreement.
- 21.03 The employer will provide a chargehand for each grounds crew of 3 or more personnel in addition to the chargehand appointments in Valemount, and Mackenzie. Chargehand positions will be posted and filled in accordance with Article 8.01, 8.02, and in the event of no applications for a posting the employer may appoint the chargehand.
- 21.04 Chargehands will be paid \$1.00 per hour in addition to their regular wage rate. This premium will be paid for all hours actually worked, including overtime, This premium will also be paid on statutory holidays.
- 21.05 The employer will designate replacement chargehands during temporary absences of regular chargehands, due to vacation or illness, without any posting process, provided the absence does not exceed 60 days. Designation will be in accordance with Regular Employee preferences, within crews, if practicable. Replacement chargehand requirements in excess of 60 days will be posted.
- 21.06 Employees designated to provide Occupational First Aid attendant services, as required by the Workers' Compensation Board Occupational First Aid Regulations, will be paid a premium of sixty dollars (\$60.00) for each pay period.

Designated backup Occupational First Aid attendants will receive a premium of fourteen dollars (\$14.00) for each pay period.