

**HIGHLIGHTS OF CHANGES
CIVIL SERVICE MASTER AGREEMENT
APRIL 1, 2007 - MARCH 31, 2010**

MONETARY - Adjustments and where applicable, retroactive pay for wages, monthly car allowance, standby, callback, shift premium and life insurance will be made on the **September 27** pay.

Wage Increases

April 1, 2007	2.9%
April 1, 2008	2.9%
April 1, 2009	2.9%

Mileage - Effective April 1, 2007

- Second breakpoint increased from 24,000 kms to 27,000 kms
- Article 29.01 - New Rates - use of own vehicle on business:

0 - 16,000 kms	39.87 cents/km
16,000.1 - 27,000 kms	35.18 cents/km
over 27,000 kms	26.97 cents/km
- Article 29.01 - DNR Light Truck Rate

0 - 16,000 kms	43.50 cents/km
16,000.1 - 27,000 kms	38.81 cents/km
over 27,000 kms	30.60 cents/km
- Article 29.01 (a) - Monthly Allowance
\$309.92 + 22.86 cents/km
- Article 29.01(b) - Monthly Allowance
TPW Engineering Survey Tech or Project Engineer
\$833.71
- Article 29.01(c) - Monthly Allowance - T&PW Scale House Operators and Road Transport Inspectors

8 kms - 24 kms	\$62.14
24 kms - 48.3 kms	\$94.70
over 48.3 kms	\$159.82
- Article 29.03 - Transportation Allowance For Hours Midnight - 6:00 am

\$7.44

- Article 17.05 - Transportation Allowance For Callback - \$8.99

Standby Compensation

- Article 17.01 - Increase by same as wage increase of 2.9% on April 1 of each year.
April 1, 2007 \$15.31 - Regular
April 1, 2007 \$30.60 - Holiday

Life Insurance - April 1, 2007

- Increase coverage to 2 x employee's annual salary and cost shared by employer 50%

Drug Card Co Pay - April 1, 2007

- Maximum annual amount to apply on a per subscriber (the employee/family) rather than on a per participant basis. This is an improvement for families.
- Maximum annual amount to increase by 5% in each year of the Agreement.
- New amount April 1, 2007: \$446.00

Shift Premiums - Effective August 14, 2007

- The current flat rates in Article 35.12 are replaced with an hourly rate of \$1.50 per hour.
- A new weekend premium is established at \$1.00 per hour
- No employee can earn more than one of the shift premiums for the same hour (ie no pyramiding)

NON MONETARY

Term

3 Years - April 1, 2007 - March 31, 2010

Vacation

Employees entitled to 6 weeks vacation after 24 years of service

Family Illness Benefit

- Expand definition of family to include brother, sister, aunt or uncle - whether or not living with the employee, and any other relative residing with the employee.

- Remove criteria that no one other than employee can provide for needs and substitute with requirement that family member is in need of the employee's assistance.

Adoption Leave

- In case of foreign adoption the leave may begin when the employee arrives in the country of the child(s) origin to complete the adoption process.

Term Appointments

- Employer may appoint for a maximum term of 3 years where there is 3rd party funding for a specific project.

Job Posting

- The current Letter of Understanding language that states: "The Union and Employer may agree that job postings be restricted to aboriginal peoples, racially visible persons, persons with disabilities, and women and men in non-traditional roles. " is moved to Article 11.02 (d) and 11.02 (d) - (f) are relettered.

Grievance Procedure - Mediation

- A clause will be added after "Step 2" to provide that the grievance may be referred to mediation at any point in the grievance or arbitration process after Step 2.

Joint Consultation

- The parties have agreed to establish a joint committee to address issues of employee accommodation. The "tech change" meetings will be the forum utilized for this work.

Injury Pay Provisions

- Article 36.02, which contains a reference to a top up of 85% (this was based on a statute provision that was repealed in 1999 and has not been applied by the employer), will be amended to reflect the practice of continuing salary at 100% - but made subject to the requirement for employees to report, and the employees to deduct, any other publically funded 3rd party payment that would result in the employee earning more than 100% of their pre disability salary.