

SUMMARY OF TERMS OF SETTLEMENT

PSS AGREEMENT

March 9, 2015 Ratification Meeting

Term and General Wages

1 Year – September 1, 2014 to August 31, 2015

- 2.6% wage increase retroactive to Sept. 1, 2014

Article 1 Purpose

- Add an anti-discrimination clause and a clause referencing commitment to a harassment-free workplace

Article 3 Definitions

- Add probation period for Term Specific
- Clarify 2 weeks' notice to terminate term specific contract applies only when contract is shortened as a result of the employee being replaced returning early or the project/activity ending early.

Article 5 Employment, Job Postings, Promotions, Transfers, and Probationary/Trial Periods

- Clarify that when a continuous employee works in a temporary position, their former position will be held for them for 12 months

Article 7 Lay-Off and Recall

- Provide for the possibility of early termination with payment of entitlements as an alternative to waiting on the recall list for a year when there is little or no likelihood of being placed

Article 15 Sick Leave With Pay

- Remove provision requiring use of sick leave in quarantine circumstances from this Article and add a paid leave provision in Article 19 to apply in such circumstances

Article 19 Leaves of Absence

- One day personal leave at full pay
- Other 4 days personal leave at half pay (only option)
- Unpaid leave will not be granted during the first 2 weeks or last 2 weeks of the school year unless otherwise agreed to by the Supervisor

Article 20 Benefits

- Increase Health Spending Account from \$750 to \$800 effective January 1, 2016

Article 29 Staff Development Fund

- Increase in the Staff Development fund from \$60,000 to \$85,000 effective April 1, 2015

Article 30 Management Rights

- Notification of allegations and right to Association representation required prior to any investigation meeting involving HR
- Notification of right to Association representation required prior to any disciplinary action taking place
- Letters of Expectations to be removed from personnel file after 3 years if no further similar issues or discipline

Appendix C

- Increase the Area Leader and Team Leader allowances by 2.6%

Other

- Various 'housekeeping' items correcting references, minor wording changes and updates of Letters of Understanding