

COLLECTIVE AGREEMENT

BETWEEN

LAKEHEAD UNIVERSITY

AND

UNIFOR, LOCAL 229

July 1, 2025, to June 30, 2028

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ARTICLE 1 - GENERAL PURPOSE

1.01 The purpose of this Agreement is to secure for the University and the Union the full benefits of orderly and legal bargaining with respect to hours, wages, and working conditions. This Agreement moreover seeks to provide for fair and peaceful adjustment of all disputes that may arise between the parties. It is recognized as a duty of the parties hereto and of all employees to cooperate fully, individually, and collectively for the advancement of the conditions set forth herein.

ARTICLE 2 – RECOGNITION

2.01 The University recognizes the Union as the exclusive bargaining agent for all its employees at Thunder Bay, save and except supervisors, persons above the rank of supervisor, operating engineers, security personnel, academic employees, office staff, persons regularly employed for not more than 24 hours per week and students employed during the vacation period of May 1st to Labour Day.

2.02 The University may employ skilled workperson on a temporary basis on special projects, who will not be employees within the meaning of this Agreement. The University agrees that, for the duration of this Agreement, work normally performed by employees within the bargaining unit shall continue to be performed by employees within the bargaining unit, provided that this Article shall not deprive the University of the right to contract out work beyond the scope of the existing staff to perform expediently at the time. When possible, the University will advise the Unit Chairperson in advance when it will be contracting out work.

The University reserves the right to contract out work performed by the bargaining unit members in the housekeeping department who quit or retire. The University agrees, for the duration of this agreement, that no bargaining unit employees, employed in the housekeeping department, employed on the date of ratification of this agreement, shall be laid off or terminated as a result of the employer contracting out bargaining unit work of the housekeeping department.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Union recognizes the right of the University to hire, lay off, promote, demote, transfer or suspend, or otherwise discipline or discharge an employee for just cause subject to the right of the employee concerned to lodge a grievance in the manner and to the extent herein provided.

3.02 The Union further recognizes the exclusive right of the University to operate and manage its affairs in all respects in accordance with its obligations and to make and alter from time to time rules and regulations which shall not be inconsistent with the provisions of this Agreement. The Committee of the Union shall be informed of any changes as outlined in this paragraph and such changes shall be posted on bulletin boards for five (5) days to give the employees time to acquaint themselves with these changes before they take effect.

ARTICLE 4 - RELATIONSHIP

4.01 The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practiced by either party with respect to any member of the bargaining unit in any matter with regard to conditions of employment as provided in this agreement based on the prohibited grounds as defined in the Ontario Human Rights Code.

4.02 It is agreed that there shall be no solicitation of members, collection of dues, or other Union activities on the premises of the University during working hours except as specifically provided for in this Agreement.

4.03 It is agreed that the Unit Chairperson and Shop Steward shall be given the opportunity of interviewing each new employee upon completion of thirty (30) days' employment and prior to the completion of their probationary period for the purpose of informing such employee of the existence of the Union, its dues and other information that is in this Agreement and have such employee sign an application for membership in the Union and the authorization card dues deduction. Such interviews shall not exceed ten minutes.

4.04 The University shall advise the Union monthly of the names of new employees hired.

4.05 Upon request, a Union Representative may visit the University premises for the purpose of participating in the settlement of a grievance.

4.06 Access to Records:

a) There shall be one official file maintained in the Office of Human Resources for each employee.

b) Employees shall have a right of access to their records administered by the Office of Human Resources for the purpose of ensuring accuracy and completeness. Access is gained through advance written notice of five (5) calendar days to the Associate Vice-President, Human Resources.

c) An employee having had access to their records may request corrections of or amendments to the contents of any such records. If the request is denied they may submit a notation indicating their disagreement.

d) Any reprimand or warnings given in writing and becoming part of an employee's file shall be destroyed after twenty-four (24) months have elapsed, providing another warning or reprimand relating to a similar offense has not been given within that period.

e) Notwithstanding the above, in the case where an employee has been suspended and incurs any subsequent disciplinary action, the parties shall meet to agree upon an extension to the date the original suspension would have otherwise been removed.

Employees may have copies of documents in their personal files reproduced at their own expense.

ARTICLE 5 - UNION SECURITY AND DUES DEDUCTION

5.01 As a condition of employment, all employees shall become members of the Union on completion of their probationary periods. Probationary employees shall pay equivalent union dues commencing the first full month of employment. They shall remain members in good standing as long as they are employed by the University.

5.02 The University shall deduct monthly from each employee the amount of regular union dues, fees, and assessments as established by the Local Union. The amount of such dues shall be certified to the University by the Financial Secretary of the Union.

5.03 The Union shall notify the Associate Vice-President, Human Resources in writing of any authorized change to regular union dues, fees, and assessments at least twenty (20) working days prior to the effective date of the change. If such deductions require modifications to the University payroll system, the parties will meet to discuss and mutually agree to such changes.

5.04 The amounts so deducted shall be remitted to the Financial Secretary of the Union before the end of the month in which such dues are deducted.

5.05 The University will at the same time of forwarding each remittance provide the Union with a statement showing the names of those employees from whose pay the deduction was made and the period for which these deductions were made.

5.06 The Union will indemnify and save harmless the University from any claims and disputes by reason of its acting hereunder.

5.07 The University shall include on each employee's T4 income tax form the total amount of union dues deducted by the University.

ARTICLE 6 - STRIKES AND LOCKOUTS

6.01 The Union agrees that during the term of this Agreement, there shall be no strikes, suspension or slowdown of work, picketing, or other interference with the operation of the University's business, and to this end, the Union will take affirmative action to prevent an employee from engaging in any such activity.

6.02 The University agrees that there will be no lockout of employees so long as this Agreement is in effect.

ARTICLE 7 - PROBATIONARY PERIOD

7.01 All new employees shall be considered probationary employees for a period of three (3) months following the date of last hire. Where deemed necessary, the probationary period for an employee may be extended by mutual agreement for a further one (1) month. The Union shall be advised in writing of the University's intent within the initial three (3) month probationary period. Agreement to extend probationary periods will not be unreasonably withheld.

7.02 The discharge, dismissal, termination, or layoff of a probationary employee is within the sole discretion of the University. Such discretion shall not be exercised in a discriminatory, arbitrary, or capricious manner. This shall be a lesser standard for the purposes of s.43.1(2) of the Labour Relations Act.

ARTICLE 8 - SENIORITY, LAYOFF AND RECALL

Seniority

8.01 a) The first three (3) and up to four (4) months of an employee's service in accordance with the terms of this Agreement shall be considered a probationary period. Upon completion of the probationary period, an employee shall be entered on the seniority list as of the date of the start of the probationary period.

b) i) Departmental Seniority shall be defined as the length of service within a particular department in the bargaining unit.

ii) Bargaining Unit Seniority shall be defined as the length of service in the bargaining unit.

iii) Service shall be defined as the length of total employment with the University.

8.02 The University agrees to consider the seniority of employees in making promotions, demotions, transfers, staff reductions, rehiring, and shift preferences.

8.03 In all cases of promotion, demotion, transfers, layoffs, and shift preferences, the senior employee shall be given preference after consideration of the following factors: posted qualifications, knowledge, experience, previous work record, and ability to perform

the normal requirements of the job. Where seniority is an issue between two or more employees, the University shall first rank the employees in order of departmental seniority for the purpose of determining the senior employee. In the event of a tie or if neither employee has seniority in the department in question, their bargaining unit-wide seniority shall be the determining factor for seniority ranking.

8.04 When the University deems that a written test is necessary to assist in the selection process, the testing material will be reviewed in advance with a designated representative of the Union.

8.05 Seniority lists shall be posted on the agreed-upon bulletin boards by the University upon the signing of this Agreement and amended every six months thereafter. Copies of the seniority lists will be supplied to the Shop Steward and the Union office. Upon the posting of the seniority lists, employees shall have thirty (30) days in which to file complaints against their seniority standing to Human Resources, and if no complaints are filed it is deemed that the seniority lists as posted are correct.

Layoff and Recall

8.06 In the event of layoff, the University shall lay off employees in the reverse order of their seniority within their department providing that there remain on-the-job employees who then have the ability to perform the work.

8.07 a) The University agrees that should it develop a plan that could result in a layoff, reduction, or increase in bargaining unit positions, it will notify the Chairperson of the Union one (1) month in advance of the changes. Upon request of the Union, a Union/Management Committee meeting would be arranged to discuss such plans prior to implementation.

b) In the event of permanent layoffs, the University will provide the Union with two (2) months' notice, and meet with the Union/Management Committee to discuss reasons for the layoffs and attempt to find alternatives.

c) Individual employees who are permanently laid off shall be provided with one week's notice per full year of service to a maximum of eight (8) weeks with a minimum of two (2) weeks' notice.

d) Employees who are permanently laid off shall receive severance pay from the University in the amount of one week's regular pay for each year of employment to a maximum of twenty-six (26) weeks' pay.

e) A temporary layoff is the layoff of a full-time employee for a short-term period of up to a maximum of fifty (50) working days. Employees will be provided notice in the event of a temporary layoff.

8.08 In determining the order for layoff, the Shop Steward shall rank seniority over all employees within the same department and the Unit Chairperson shall rank seniority over all Shop Stewards. This seniority ranking provision does not apply:

a) where the Shop Steward or Unit Chairperson is the only employee within a given department; or

b) where the University's operating requirements would be unduly prejudiced by the application of this provision.

8.09 An employee who is subject to lay-off shall have the option to exercise their seniority for the purpose of bumping per the following steps:

a) bump the junior employee working on the same shift within the same Department, or

b) bump the most junior employee in the same department or classification.

In the event the employee's seniority does not provide bumping entitlement in a) or b) above, the employee may bump the most junior employee in the bargaining unit, provided that the displaced employee meets the requirements of the job being performed.

The most junior employee displaced by the exercise of bumping may be laid off.

Notwithstanding the above, an employee may elect lay off in lieu of exercising their bumping right.

8.10 No new employee shall be hired until those laid off for two (2) years or less have been given an opportunity to return to work in their respective departments and have failed to notify the University of their intention to do so, in accordance with the provisions which immediately follow, or have been found unable to perform the work available.

8.11 It is the sole responsibility of the employee who has been laid off to notify the University of their intention to return to work within three (3) working days (exclusive of Saturdays, Sundays, and paid holidays) after being notified to do so by registered mail

addressed to the last address on record with the University (which notification shall be deemed to have been received on the second day following the date of mailing) and to return to work within seven (7) working days after being notified. The notification shall state the job to which the employee is eligible to be recalled and the date and time at which the employee shall report to work. The employee is solely responsible for their proper address is on record with the University.

Where the employee fails to notify the University or to return to work in accordance with the provisions of the immediately preceding paragraph, they shall lose all seniority and be deemed to have quit the employ of the University.

8.12 In the event that a layoff commences on the day immediately following a paid holiday, an employee otherwise qualified for holiday pay shall not be disentitled thereto solely because of the day on which the layoff commenced.

ARTICLE 9 - LOSS OF SENIORITY

9.01 An employee shall lose their seniority standing (subject to complain or grievance procedure) and their employment shall be terminated for any of the following reasons:

a) if the employee voluntarily leaves the employ of the University, retires or is retired under the terms of the University Pension Plan;

b) if the employee is discharged and not reinstated pursuant to the provisions of the grievance procedure herein defined;

c) if the employee has been laid off for more than two (2) years;

d) if the employee has been laid off for more than two (2) weeks and fails to signify within three (3) working days after they have been notified to return to their employment by the University by registered mail addressed to their last known address or fails to return to work within seven (7) working days of such notice.

e) The inability of an employee to work by reason of illness or accidental injury shall not result in the loss of seniority rights during a period of two (2) years and such period may be extended by consent of both parties. Any correspondence related to the individual's employment status under this article will be forwarded to the Unit Chairperson.

The parties agree that this clause will be interpreted in accordance with the Ontario Human Rights Code.

9.02 It is the responsibility of each employee covered under the terms of this Agreement to advise the Office of Human Resources and the Union Office of his current residential address and telephone number.

ARTICLE 10 - SHOP STEWARD

10.01 The Union shall have the right to appoint one (1) Unit Chairperson to represent the bargaining unit covered under the terms of this collective agreement. In addition to a Unit Chairperson, the Union shall have the right to appoint up to five (5) stewards who shall be entitled to represent all full-time employees. The Union shall notify the Employer in writing of such stewards.

10.02 The Unit Chairperson and other stewards will be allowed reasonable time off to carry on Union business only as such business pertains to this Agreement. To conduct such business, the stewards shall obtain the permission of their supervisors before leaving their jobs or work areas and shall notify their supervisors upon their return. Such permission shall not be unreasonably withheld.

10.03 Subject to the approval of the Director of Physical Plant or Director, Residence Services and upon written request at least ten (10) working days in advance (where possible), a leave of absence without pay and without loss of position or seniority may be granted to employees selected by the Union as delegates for legitimate union business such as conventions, conferences or special meetings.

10.04 The Employer will recognize a negotiating committee which shall consist of four (4) employees or less, selected by the Union. More than one (1) employee from a department would require written approval of the Associate Vice-President of Human Resources.

The employer shall be notified of the names of employees selected for this committee. All members of the committee shall be regular employees of the University who have acquired seniority.

The employer shall pay the regular wages to such employees up to a maximum of forty (40) hours of collective bargaining.

10.05 Union/Management Committee: The Union/Management Committee shall be made up of equal numbers of representatives selected by each party. There shall be at least two (2) members present from the Committee of the Union. Meetings will be scheduled for the first Tuesday of every month, provided that either party presents an agenda to the other party by the preceding Tuesday.

ARTICLE 11 - HOURS OF WORK

11.01 The regular work week for all employees shall be forty (40) hours per week inclusive of lunchtime. Such forty (40) hours are to be worked in a five (5) day period of eight (8) hours each with two (2) consecutive days off per week.

The hours of work shall be defined as follows:

6:00 a.m.	to	2:00 p.m.
7:00 a.m.	to	3:00 p.m.
8:00 a.m.	to	4:00 p.m.
4:00 p.m.	to	12:00 midnight
6:00 p.m.	to	2:00 a.m.
10:00 p.m.	to	6:00 a.m.

11.02 A shift of 9:00 a.m. to 5:00 p.m. shall be applicable to Housekeeping only.

11.03 Employees (excluding Housekeeping) hired before July 1, 1991, will not be assigned without their agreement to a regular shift containing Saturday and Sunday hours or a shift other than 8:00 a.m. to 4:00 p.m.

11.04 Each eight (8) hour shift includes one twenty (20) minute lunch break and two ten (10) minute rest periods. All lunch breaks and rest periods must be taken on the University premises unless alternate arrangements are made in advance with the immediate supervisor. The specific times for lunch breaks and rest periods shall be determined by the immediate supervisor.

Lunch breaks and rest periods shall be taken in an area that ensures staff will be compliant with designated breaks. Breaks and rest periods may not be accumulated for later use (i.e. to extend lunch breaks/rest periods, arrive late, and leave early). Rest periods may not be combined to allow for a half-hour rest period.

11.05 Modified work days or work weeks can be proposed by the employee or the employer. Provided the proposal is acceptable to the employee, the supervisor, and the Director of Physical Plant or Director of Residence Services, the modified work days or work-week shall be granted. The hours worked shall be on average equivalent to the regular work week. Limits may be placed on the time involved in modified work and the number of employees who may participate at any given time.

11.06 For those employees having an assigned area of work, they shall remain in such areas during their hours of work. In the absence of emergent circumstances, employees shall not vacate their assigned area during hours of work without the approval of their supervisor.

11.07 Employees will be performing duties specific to their work assignment upon the commencement of their shift and shall continue to perform such duties until the conclusion of their shift save and except during lunch breaks and rest periods as stipulated in Article 11.04.

ARTICLE 12 - OVERTIME

12.01 Authorized work performed in excess of eight (8) hours per day or forty (40) hours per week shall be paid for on the following basis:

a) Monday through Saturday - time and one half (1 1/2) the employee's regular hourly rate

b) Sunday - two (2) times the employee's regular hourly rate.

For the purpose of this clause, Saturday and Sunday shall be considered the normal sixth (6th) and seventh (7th) consecutive days worked.

12.02 Any scheduled overtime work shall be distributed on a rotating basis to currently active employees according to seniority within the department concerned. Physical Plant

will review and post overtime assigned quarterly on December 1st, March 1st, June 1st, and September 1st of each year.

12.03 Any employee who has completed their regular day's work and is called in to work extra time shall be paid at the appropriate overtime rate as defined by Article 12.01 for their classification and shall receive a minimum of four (4) hours at this rate.

When an employee is called back to work and when the particular job and related problems have been completed, the employee shall return home. However, if the employee has worked their normal shift and logged twelve (12) additional clock hours of overtime from the said callback, they shall return home for eight (8) hours of rest for health and safety reasons before returning to work. The employee could return to work the balance of their scheduled shift and any regular scheduled hours lost due to this clause shall be paid for by the Employer.

12.04 The University will pay a meal allowance when an employee is required to work overtime for two hours or more immediately following a normal workday. The allowance will be equivalent to the cost of a standard dinner meal in the University Residence Cafeteria.

12.05 By mutual agreement between the University and the employee involved, equivalent time off may be granted in lieu of cash payment for overtime worked. An employee will not be allowed to accumulate more than 40 hours maximum in credits towards leave in lieu per calendar year. If a mutual agreement cannot be reached, a cash payment will be made. Leave in lieu shall be administered by the procedure developed and posted in Physical Plant and Residence dated December 2005.

12.06 All time in excess of twelve (12) hours of continuous work in one shift will be paid at double time.

ARTICLE 13 - WAGES

13.01 The University agrees to pay and the Union agrees to accept the schedule of wage rates attached hereto as Schedule "A" during the term of this Agreement.

13.02 Regular paydays shall be every second Friday during the term of this Agreement.

13.03 If an employee is transferred to a classification that has a higher rate of pay than their present classification, they shall receive the higher rate of pay, provided they work a minimum of three (3) hours in the new classification, and the transfer shall be in writing.

13.04 The University will advise the Union as to any new job classifications which may develop and the rate of pay for such new classifications will be negotiated prior to filling this new classification. If the parties are unable to agree on the rate of pay for the job in question, such dispute shall be submitted to grievance and arbitration. The new rate shall become retroactive to the time the position was first filled by an employee.

13.05 All employees shall be paid the rates as set out in Schedule "A". All employees working the 4:00 p.m. to 12:00 midnight shift, the 6:00 p.m. to 2:00 a.m. shift, or the 12:00 midnight to 8:00 a.m. shift shall be paid a \$1.00 per hour shift differential.

13.06 No supervisor or foreman shall perform any duties within the bargaining unit, except in the instance of supervisory instruction.

13.07 a) When replacement of a regular lead hand is authorized by the Director of Physical Plant or designate or Director, Residence Services that is not covered by 13.07(b), the most senior employee, working in the same department, on the same shift (subject to Article 8.03) will be awarded the position for the replacement period. For the purpose of this clause, 6:00 a.m. to 2:00 p.m., 7:00 a.m. to 3:00 p.m., 8:00 a.m. to 4:00 p.m., and 9:00 a.m. to 5:00 p.m. will be considered the same shift. Employees have the right to refuse.

b) In some circumstances the Director of Physical Plant or the Director, of Residence Services may choose to post for an acting lead hand to be used in the absence of the regular lead hand.

ARTICLE 14 - JOB POSTING

14.01 a) Positions in Grounds, Shipping, and/Receiving and Maintenance will be posted to be filled by bargaining unit members once approved. Positions not approved will not be filled by contracting out or be performed in another bargaining unit. All approved positions will be posted for five (5) working days on the University website and the Office of Human Resources bulletin board. The posting will indicate the current location and

hours of work with the understanding that the location and hours of work may be modified to address the needs of the University. Employees shall apply in writing to the Office of Human Resources for such jobs posted.

b) Housekeeping positions that the University has not contracted out will be posted for five (5) working days. The posting will indicate the current location and hours of work with the understanding that the location and hours of work may be modified to address the needs of the University. Employees shall apply in writing to the Office of Human Resources for such jobs posted.

14.02 If the successful applicant to a job posting is a regular employee of the University who has acquired seniority pursuant to Article 8, they shall be placed on trial for a period of three (3) months from the assumption of new duties. Where deemed necessary, the trial period for an employee may be extended by mutual agreement for a further one (1) month. The Union shall be advised in writing of the University's intent within the initial three (3) month trial period. Agreement to extend trial periods will not be unreasonably withheld.

If the employee successfully completes the trial period, they shall be confirmed in their new position and entered on the seniority list in the new department from the date of the start of the trial period. If the employee is not able to carry out the duties of their new position satisfactorily, or if they request a return to their former position, they shall be transferred back to their former position with no loss of seniority, wages, and other rights and privileges that their former position called for. Upon such occurrence, any other employee promoted because of the rearrangement of positions shall also be returned to their former position without loss of seniority and at their former wage rate, and the employer may fill the position from other applicants to the original posting or may re-post the position.

If the successful applicant to a job posting has not acquired seniority pursuant to Article 8, they shall be placed on a probationary period in accordance with the provisions of Article 7.

14.03 If an employee shall, as herein provided, acquire seniority in the new department as security against layoff and in the event that such employee is to be laid off they may, by reason of their retained seniority, return to their previous job.

14.04 A "working day" shall be defined to be Monday to Friday inclusive, but excluding paid holidays pursuant to Article 18.01.

14.05 Any employee who is interested in positions that may become vacant while they are not actively at work may leave their application with Human Resources. The employee must be available for work within fourteen (14) calendar days from the posting expiry date. Vacation days will not be included in the calculation of the fourteen (14) calendar days.

14.06 A temporary vacancy is a vacancy created by an employee's absence due to maternity leave, compensable or non-compensable illness or injury, or any other leave of absence.

a) A temporary vacancy expected to last up to three (3) months that has been authorized for replacement will be filled by a non-full-time employee who is not a member of Unifor.

b) A temporary full-time vacancy that exceeds or is expected to exceed three (3) months shall be posted in accordance with Article 14. The number of subsequent openings resulting from the posting of a temporary vacancy shall be offered to the four (4) most senior qualified applicants to the first posting. Should a second posting be required, it would be open to non-full-time employees only who are not members of Unifor.

c) An employee filling a temporary vacancy shall be required to serve a trial period. When a full-time employee successfully completes the trial period, seniority earned during the filling of the temporary position will be entered on the seniority list in the new department from the date of the start of the trial period.

d) When a temporary vacancy occurs, a full-time employee who has earned seniority in the department will be given the right of first refusal to fill the temporary vacancy based on previous seniority earned in that department. Should no employee have the right of first refusal, then the position will be posted.

e) When filling a temporary full-time vacancy expected to exceed four (4) weeks, the University will inform the Union how it intends to fill the vacancy.

ARTICLE 15 - LEAVE OF ABSENCE

15.01 Bereavement Leave:

a) If the parent, spouse (includes both married and common-law couples), child, grandchild, sibling, mother-in-law, father-in-law, grandparent, of an employee, for the purpose of attending the funeral of such deceased person, will not be required to attend at work for a period of up to five (5) consecutive working days following the death of such person, and the Employee will not suffer any reduction in pay as a result of the non-attendance at work under such bereavement leave. Those immediate family members listed above include step, in-law and foster.

b) In the event of the death of a close friend or a relative not referred to in Article 15.01(a), the employee, upon request, may be granted a paid leave of absence for the time required to a maximum of one (1) day for the purpose of attending the funeral.

c) When circumstances indicate an additional two (2) days may be granted by the employee's immediate supervisor.

d) In the event the burial/service is held at a later date, the member can split the allocated bereavement days.

e) In the event a death occurs in the employee's immediate family while the employee is on vacation, the following shall occur:

- i) Vacation ceases as of the date of death for the approved duration listed above. The employee shall return from vacation on the date originally scheduled;
- ii) Bereavement leave shall be applied as date of death;
- iii) Vacation days unused as a result of the applied bereavement leave will be returned to the employee's bank for future use.

15.02 Special Leave: An employee may be granted, at the discretion of the supervisor, special leave of up to three (3) days per year without loss of regular pay in the event of serious illness or injury of a member of the employee's family as defined in Article 15.01(a).

It is intended that "serious illness or injury" means potentially grave consequences which usually require hospitalization or confined to bed rest. The employee shall be required to submit reasonable documentary evidence to support the absence.

15.03 Personal Leave of Absence: Leave of absence without pay may be granted to an employee for purposes of military service, health, education, or any valid personal reason, at the discretion of the Director of Physical Plant, Director, Residence Services or Facility Supervisor for a personal leave of absence must be made in writing and submitted for approval through the employee's immediate supervisor to the Director of Physical Plant or Director, Residence Services at least two (2) weeks prior to the start of such leave, except in cases of emergency where such notice would not be practical.

15.04 If a personal leave of absence is granted, the duration of such leave of absence shall be established by the University in accordance with Article 15.08.

15.05 Maternity/Paternity/Adoption Leave:

a) Subject to the provisions of the Ontario Employment Standards Act, the University shall grant maternity leave without loss of seniority to any eligible employee upon request for a period of seventeen (17) weeks.

b) Maternity leave is taken without pay and may be granted at any time within eleven (11) weeks of the expected date of birth. The University may initiate the leave of absence at an earlier date if, in the judgment of the University, the employee cannot perform their normal duties adequately.

c) The employee must give their supervisor a minimum of two (2) weeks' notice in writing of the date they intend to begin their leave.

d) If the employee wishes to return to work less than six (6) weeks after the birth, they must provide a medical certificate stating that they are fit to resume work, along with one week's notice of their intention to return.

e) An employee who has completed three (3) years of full-time service and agrees to return to the University for at least one year following the leave shall, for a seventeen (17) week period, have their maternity leave benefits under the Employment Insurance Act topped up to ninety-five percent (95%) of the member's regular salary.

Maternity leave with supplemental salary is granted on the understanding that the member shall return to the University. In the event that a member is unwilling or unable to make the commitment to return to the University following their leave, maternity

leave shall be taken without pay.

In the event that an employee does not fulfill their obligation to return to the University, they shall be obliged to repay to the University any supplemental monies received during their maternity leave.

An employee must qualify for and be entitled to Employment Insurance Commission benefits to receive the top-up benefit and must apply for Employment Insurance benefits before the top-up benefit becomes payable. The employee shall provide the employer with proof that they are receiving such benefits.

f) Upon request, an employee who legally adopts a child, other than the child of a spouse, and provides a copy of the proposed adoption made by the employee under the Adoption Act of a child five (5) years of age or younger shall be granted a leave of absence with pay for three (3) days.

g) The non-birth parent is entitled to one (1) day of paid leave at the time of the birth of their child.

h) An employee taking paternity or adoption leave shall give the supervisor as much advance notice as possible of the taking of the leave. The employee shall confirm in writing the duration and reasons for such leave prior to the leave being granted.

i) An employee who is on any other form of approved leave, whether paid or unpaid, is not eligible for paternity or adoption leave.

j) The Director of Physical Plant or Director of Residence Services shall authorize unpaid extensions to maternity/paternity/adoption leaves.

An employee having completed a minimum of three (3) years of full-time continuous service and who agrees to return to the University for one year following their parental leave will be entitled to parental leave benefits topped up to 95% of the employee's regular salary for a twelve (12) week period. In the event an employee does not fulfill the above obligation regarding a return, they shall be obliged to repay the University for any supplemental monies received during the parental leave.

At no point shall payments under 15.05 (e) and (j) exceed the amount of top-up available under the twelve (12) month Employment Insurance rate.

For All Employees

15.06 During a leave of absence an employee shall not, without the consent of the University, engage in gainful employment. If the employee does engage in other employment without the consent of the University, he shall be dismissed without notice.

15.07 When an employee is granted a leave of absence without pay, the employer will pay all contributions on behalf of that employee to all the employee benefit programs provided for in Article 19, in respect of the entire calendar month in which the leave has been granted. The employee may maintain membership in the benefit programs in which he was enrolled immediately prior to such leave of absence without pay, provided that the benefits programs so permit and that the employee pays the total cost of the premiums to the employer.

15.08 Credits for service or seniority, vacation, or sick leave shall not accrue or accumulate to an employee during the period of an unpaid leave of absence which extends beyond fourteen (14) calendar days.

15.09 Circumstances may arise whereby an employee is placed on a leave of absence without pay for medical reasons. If such employee, upon their return to work, proves unable to satisfactorily perform their normal duties for a period of at least fifteen (15) consecutive working days, they shall be returned to the leave of absence in effect prior to their return to work and such leave shall then be deemed to have continued without interruption.

15.10 Political Leave:

a) The University recognizes the right of every citizen to enter political life if they so desire. However, proper regard must be paid to the administrative, technical, and service needs of the University. Leave of absence without pay will be granted to an employee seeking election to public office in the Parliament of Canada or Ontario Legislature.

b) The length of leave may vary but shall not exceed the period from the date of official filing of nominations to date seven (7) days after the election.

c) In the event of the candidate being defeated, they will be entitled to resume their normal duties.

d) In the event of the candidate being elected to the Parliament of Canada or Ontario Legislature, they will be granted a leave of absence without pay for the term for which they have been elected. At the end of this time, if they contest a second election and are successful, they will be required to resign their position. If they are not re-elected or do not wish to stand again, they will be entitled to resume their employment with the University but there is no guarantee of reinstatement in their former position.

15.11 Full-Time Union Office Leave:

An employee who is on a University approved Union office leave will continue to accumulate seniority but shall not accumulate credits for service, vacation, or sick leave.

15.12 Doctors' Appointments:

Whenever possible employees will schedule all appointments outside working hours and/or on off days, however, employees, with the permission of their supervisor, may be allowed an early departure or late arrival to attend medical, dental, and legal appointments not requiring a half day's absence. These absences will be unpaid. Such permission shall not be unreasonably withheld.

ARTICLE 16 - SICK LEAVE

16.01 Sick leave with pay shall be granted to all permanent full-time employees on the basis of one and one half (1 1/2) days per month. Any unused portion of this sick leave shall be allowed to accumulate to a maximum of one hundred and twenty (120) days.

16.02 Enrolment in the University Long Term Disability Plan is mandatory.

16.03 a) To receive sick leave pay, the employee may be requested to produce a doctor's certificate if the absence due to illness exceeds two (2) days.

b) When the Employer perceives that there may be an abuse of sick leave, a Human Resources Officer may interview such employees regarding the sick leave usage. Once an employee has been interviewed, the Human Resources Officer may request a doctor's note for periods of sick leave that are less than two (2) days in duration. The ability of the Human Resources Officer to request notes under this clause shall expire three (3) months after the interview takes place.

16.04 Absence due to an accident covered by Workers' Compensation is not considered to be covered by this Article.

16.05 Each employee shall be notified annually no later than April 30th as to the number of sick leave credits they have accumulated as of the previous December 31st.

16.06 Following prolonged or serious illness **or injury**, the employer may require certification that an employee is medically fit before permitting them to return to their regular duties. The employer may require to have Lakehead University forms completed to determine fitness for employment and if any accommodation is required. Such forms shall be filled out by the employees' appropriate physician and when requested will be paid by the employer.

16.07 Medical certificates or reports which are signed by a member of the employee's immediate family are inadmissible.

16.08 An employee shall be responsible to notify their department at or before the beginning of their shift of any illness which will prevent them from reporting to work and of their expected date of return.

16.09 No sick leave credits are earned by an employee during the period of time that they are absent from work and no longer on the University payroll.

16.10 The parties agree that the University has properly discharged its obligations with respect to premium rebates under the Employment Insurance Act.

ARTICLE 17 - VACATIONS

17.01 Employees shall receive vacations with pay according to the length of service as follows:

After 1 year of service (one week of which may be taken after the completion of six (6) months of service)	15 days
After 7 years of service	20 days
After 15 years of service	25 days
After 25 years of service	26 days
After 26 years of service	27 days

17.02 Vacation schedules shall be established on the basis of bargaining unit seniority consistent with the continuing efficient operations of each department.

17.03 The vacation year runs from anniversary date to anniversary date (unless this date has been altered by Article 15.08). Vacation must be used within one year following the date of earning such vacation. In special circumstances, vacation may be carried over from one vacation year to the next with prior approval of the supervisor and director, and such approval shall not be unreasonably withheld.

17.04 No vacation is earned by an employee during the period of time that they are absent from work and no longer on the University payroll.

17.05 An employee or their estate shall receive payment for any unused annual vacation entitlement or portion thereof due to them as of the effective date of termination.

17.06 If a designated or declared holiday falls within an employee's vacation period, it will be added to the employee's vacation or be given on another date selected by the employee, provided that the arrangement selected does not interfere with the regular workload and/or vacation schedules of other employees. When bereavement leave as per Article 15.01 a) or b) occurs during an employee's vacation period, such vacation time affected will be returned to the employee's vacation entitlement bank.

ARTICLE 18 - DESIGNATED HOLIDAYS

18.01 The following days shall be recognized as paid designated holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Family Day
Civic Holiday	Two (2) Floating Days

and one (1) in conjunction with the Christmas or New Year's holiday to be taken immediately before or after these holidays at the discretion of the University to employees who have attained seniority.

18.02 Employees shall receive a day's pay for these holidays not worked, provided they have worked their last scheduled shift prior to, and their first scheduled shift after, the holiday.

18.03 If an employee is absent from the said shifts or either of them as a result of illness they shall nevertheless be entitled to pay for the holiday. The University shall require that an employee absenting themselves on such account shall, prior to receiving pay for such holiday, furnish a medical certificate issued by a qualified medical practitioner certifying that the employee was unable to work due to illness. The medical certificate must reflect that the employee had been seen by the physician on, immediately before, or immediately after, the day of absence.

18.04 If an employee is required to work on a designated holiday, they shall receive time and one half (1 1/2) plus their regular pay.

18.05 An employee called in on a statutory holiday will be paid for the holiday and in addition will receive double time for the hours worked.

18.06 In the event that the designated holiday falls on an employee's day off or during their vacation period, the employee shall receive an additional day off, or one day added to their vacation.

18.07 The floating holiday shall be taken at any point during the year upon mutual agreement between the University and the employee. In special circumstances, floating holidays may be carried over from one year to the next with prior approval of the supervisor and the Director, and such permission will not be unreasonably withheld.

18.08 Employees may use floating holidays or vacation days during the Christmas break, in order of seniority, provided that, as determined by the Employer, sufficient numbers of employees are available to perform required work during this period. After regular vacation requests are posted, requests for time off during the Christmas break shall be submitted to the appropriate manager prior to November 1st. The manager will review and respond to the request no later than December 1st.

ARTICLE 19 - HEALTH, WELFARE, AND PENSION

19.01 As a condition of employment, each regular employee shall enroll, subscribe and participate in:

- a)** the Ontario Health Insurance Plan (O.H.I.P.);

- b) the Supplemental Group Medical Benefits Plan;
 - c) the University Group Life Insurance Plan;
 - d) the University Pension Plan;
 - e) the University Dental Plan; and
 - f) the University Eye Care Plan
- unless specifically exempted by legislation or regulation.

19.02 The University shall contribute one hundred percent (100%) of the billed rate for coverage under the Supplemental Group Medical Benefits Plan, University Group Life Insurance Plan, University Dental Plan and University Eye Care Plan referred to in 19.01 above.

19.03 To the University Pension Plan the University and the employee shall each contribute an amount based on the Letter of Understanding regarding Pension Plan.

19.04 The Employee shall contribute one-hundred percent (100%) of the billed rate for coverage under the Long Term Disability Plan.

19.05 An employee who wishes to retire shall endeavor to provide six (6) months' notice in writing to their supervisor.

19.06 In the event that any of the foregoing hospital and medical plans for any reason become unavailable or are discontinued, the University shall continue to contribute towards the premium for any hospital or medical plans substituted therefore, sums of money equivalent to those being paid at the date of such unavailability or discontinuance.

19.07 The University shall establish and maintain a Joint Employment Benefits Committee to which the Union shall have the right to appoint one member.

19.08 The existing terms of the policies and the rules and requirements of the carriers of the various insurance plans shall govern.

19.09 Retired eligible members shall have the right to remain enrolled in the Supplemental Group Medical Benefits Plan and the basic University Dental Plan. The retired member shall pay one hundred percent (100%) of the premium costs of their coverage under 19.01 b) and e).

ARTICLE 20 - GRIEVANCE PROCEDURE

20.01 An employee having a complaint as to the interpretation, application, or administration of this Agreement shall have the right to process such complaint through the grievance procedure as set out hereunder, provided that such action is undertaken within three working days (of the employee) following the incident which is the basis of the complaint.

Grievances:

Step 1. An employee having a complaint shall discuss it with their supervisor, with their Shop Steward present if they so desire. If they are not satisfied, they shall then, within three (3) working days, present it as a grievance in writing to their supervisor, who shall, within five (5) working days, give a written reply as to the disposition of the grievance. Should the employee not be satisfied with the disposition of the grievance then it may be referred to Step 2. If the Step 1 meeting does not take place the grievance shall not proceed.

Step 2. The Unit Chairperson may, within five (5) working days of the receipt of the Supervisor's written response, request a meeting of the parties through the office of the Associate Vice-President, Human Resources. Such a meeting shall be held within five (5) working days of the request for the meeting.

The Unit Chairperson may be accompanied by the Business Representative at this meeting if they so desire. The Associate Vice-President Human Resources shall provide the written decision within five (5) working days of this meeting.

20.02 If the parties are unable to resolve the grievance, the University or the Union may refer the matter to arbitration within eight (8) days.

20.03 Time limits shall be computed by excluding Saturdays, Sundays and designated holidays except as stated otherwise.

20.04 An allegation by either party that this Agreement has been misinterpreted or violated may be lodged in writing as a Policy Grievance commencing at Step 2 of the Grievance Procedure and thereafter the Grievance Procedure shall apply.

20.05 In circumstances where Steps 1 and 2 do not involve the immediate supervisor, the parties may mutually agree to move directly to Step 3.

ARTICLE 21 - ARBITRATION

21.01 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, either of the parties may, after exhausting any grievance procedure established by this Agreement, notify the other party in writing of its desire to submit the difference or allegation to Arbitration and the notice shall contain the name of the first party's appointee to an Arbitration Board. The recipient of the notice shall, within five (5) days, inform the other party of the name of its appointee to the Arbitration Board. The two (2) appointees so selected shall, within five (5) days of the appointment of the second of them, appoint a third person who shall be the Chairman.

21.02 If the recipient of the notice fails to appoint an Arbitrator, or if the two appointees fail to agree upon a Chairman within the time limit, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party, or they may request the Labour-Management Arbitration Commission for the Province of Ontario to fill the vacancies.

21.03 The Arbitration Board shall hear and determine the difference or allegation and shall issue a decision and the decision is final and binding upon the parties and upon any employee affected by it. The decision of a majority is the decision of the Arbitration Board but if there is no majority, the decision of the Chairman governs.

Authority of Arbitration Board

21.04 It is understood and agreed that the Arbitration Board shall have authority only to settle disputes under the terms of this Agreement and may only interpret and apply this Agreement to the facts of the particular grievance involved. Only grievances arising from the interpretation, application, administration, or alleged violation of this Agreement, including a question as to whether a matter is arbitrable, shall be arbitrable.

21.05 In dealing with matters of discipline, disciplinary demotion, or transfer, the conferring parties or Board of Arbitration shall have the power to

- a)** confirm the action of management, union, or employee;
- b)** reverse the action of management, union, or employee;

c) make any other arrangement which is just and equitable in the opinion of the conferring parties or the Board of Arbitration.

21.06 Each of the parties hereto will bear the expense of the Arbitrator appointed by it or for it and the parties will jointly bear the expense of the Chairman of the Arbitration Board. The proceedings of the Arbitration Board will be expedited by the parties hereto.

21.07 The parties agree that no Arbitration Board set up under this Article shall have the power to add to, delete from, change, or make any decision contrary to the provisions of this Agreement.

21.08 No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or settle the grievance.

ARTICLE 22 - DURATION OF AGREEMENT

22.01 This Agreement shall be in effect from the 1st day of July 1, 2025, to June 30, 2028, and shall continue automatically thereafter for periods of one year each unless either party notifies the other in writing not more than three (3) months and not less than two (2) months prior to the expiration date that it desires to amend this Agreement.

ARTICLE 23 - JURY AND WITNESS DUTY

23.01 An employee who is called for jury duty or is compelled by subpoena to attend as a witness before anybody in Canada, except in cases involving personal litigation, shall not suffer any loss of salary, wages, or seniority while so serving. The employee shall remit to the University all compensation received for service as a juror or witness, other than amounts received for traveling and/or living expenses.

23.02 The employee shall inform their supervisor as soon as possible after receiving notification of being called and shall supply the supervisor with a copy of the summons.

23.03 The employee will come to work during those regularly scheduled hours that they are not required to attend court.

ARTICLE 24 - GENDER CLAUSE

24.01 The parties to this Collective Agreement agree that it shall be written in gender-neutral language.

ARTICLE 25 - WORK DESCRIPTION

25.01 The University agrees to provide the Union with job descriptions for all positions covered by this Collective Agreement.

ARTICLE 26 - UNIFORMS

26.01 The quantity, issue, and control of protective clothing, uniforms, and safety footwear shall be regulated by the University.

26.02 The employer agrees to supply:

a) Employees with a pant/shirt or equivalent pantsuit combination totaling five (5) items every year.

b) Employees performing dirtier jobs with a pant/shirt combination totaling six (6) items every year.

c) Employees who are required to shovel snow and maintenance personnel shall be provided with parkas and winter boots.

d) Should clothing wear out and additional clothing is required, a request for new clothing may be made to the immediate supervisor.

e) The University will make all possible efforts to supply uniforms no later than September 1st of each applicable year.

f) The University and the employees are encouraged to buy from a Canadian manufacturer.

26.03 Employees shall be required to wear their uniforms at all times while performing their jobs of work and shall be further required to keep their uniforms clean and in proper repair.

26.04 All items of uniform on the charge to an individual employee shall be returned to the University on termination of employment.

26.05 The University agrees, upon request, to form a committee to discuss uniform needs and selection. The committee shall consist of one (1) female and one (1) male Union representative and one (1) University representative.

26.06 Upon presentation of a valid sales receipt to the Physical Plant or Residence Administration Office, the University shall reimburse each regular employee a maximum of two hundred and twenty-five dollars (\$225.00) towards the purchase of appropriate CSA approved safety footwear during every two (2) year period.

All employees shall be required to wear appropriate safety footwear while at work. Appropriate footwear is of a grade and with the features required for the job, as specified by the University.

26.07 The University shall supply pictured identification cards that employees will be required to wear and be visible at all times.

ARTICLE 27 - HEALTH AND SAFETY

27.01 Cooperation on Safety:

a) The University and the Union agree that they mutually desire to maintain standards of health and safety in the University in order to prevent work-related accidents, injury, and illness.

b) The University recognizes its responsibilities under the Ontario Occupational Health and Safety Act and shall maintain a joint health and safety committee. The Union shall have the right to select one (1) designate member and one (1) alternate member to the Lakehead University Joint Health and Safety Committee - Retail and Physical Support Services.

c) The committee shall exercise the powers of the committee as outlined in the legislation.

d) The University shall cooperate with the committee as outlined in the legislation.

e) As outlined in the legislation, a committee member is at work when attending meetings, conducting workplace inspections, investigating a fatality or critical injury in the

workplace, and preparing for meetings (for a period of one hour or such longer period of time as the committee deems necessary).

f) The Union agrees to endeavour to obtain the full cooperation of its membership in the observation of all safety rules and practices.

g) Pregnant employees may request to be transferred from their current duties if, in the professional opinion of the employee's physician, the pregnancy may be at risk. If such a transfer is not feasible, the pregnant employee may be placed on an unpaid leave of absence until they become eligible for maternity leave benefits.

ARTICLE 28 - PRIVACY AND SECURITY

28.01 The parties recognize that the Employer, its employees, learners, and the general public may require security and safety precautions through the installation of video cameras, audio recorders, or other monitoring devices in designated work sites.

Employees shall be advised of such precautions. Information obtained through video cameras, and audio devices installed for surveillance purposes shall not be used to monitor an employee for work performance.

Nothing in this article shall prohibit the employer from using surveillance equipment in addressing any performance-related issues should they arise.

ARTICLE 29 - TECHNOLOGICAL CHANGE

29.01 Technological change means the automation of equipment, or the mechanization or automation of operations, or the replacement of existing equipment or machinery or new equipment or machinery.

Where the University has decided to introduce a technological change that could significantly alter the status of an employee within the bargaining unit, the University will notify the Union in writing and meet with the Union to discuss the impact of such changes and to consider practical ways of minimizing adverse effects (if any) upon the employees concerned.

Where new or greater skills are required than are already possessed by affected employees under the present methods of operation, such employees will be given an

opportunity, where practical, for a reasonable amount of retraining at the University's expense to perfect or acquire the skills necessitated by the new method of operation. There shall be no reduction in wage or salary rates during the training period of any such employee. Training shall be given during the hours of work whenever possible.

Employees who are subject to layoff under the conditions referred to above will be given notice of the impending change in employment status at the earliest reasonable time.

The University agrees that an employee required to operate a video display terminal for more than four (4) hours per day will be eligible for an eye examination when they assume such a position and once per year thereafter.

ARTICLE 30 - LONG TERM DISABILITY

30.01 When an employee on Long Term Disability (LTD) begins a work hardening program, the two (2) year time frame (clock) referred to in Article 9.01(e) will be paused. Once the employee completes the work hardening program, comes off LTD, and returns to regular employment, the clock will be reset at zero. If the employee is unable to complete the work hardening program, the clock will restart from when it was paused. For the purpose of this letter, Article 15.09 does apply. While on work hardening, the employee will be paid by Lakehead University for the actual hours worked and will receive a prorated credit for vacation, seniority, and sick leave.

ARTICLE 31 - MINUTE OF SILENCE

31.01 A minute of silence will be observed annually by employees on April 28 at 11:00 a.m. in memory of those persons who have died in industrial accidents. The one minute of silence will be observed without loss of production.

SCHEDULE "A"

Department and Classification	1-Jul-25	1-Jul-26	1-Jul-27
Grounds - Lead Hand	28.31	28.88	29.46
Groundswoker	24.14	24.63	25.12
Caretaker I- Lead Hand	26.77	27.31	27.85
Caretaker I	23.84	24.63	24.81
Caretaker II	24.14	24.63	25.12
Receiver/Shipper - Lead Hand	27.02	27.56	28.11
Receiver/Shipper/Trucker	24.14	24.63	25.12

Department and Classification	1-Jul-25	1-Jul-26	1-Jul-27
MAINTENANCE DEPARTMENT			
Maintenance – Lead Hand	37.18	37.93	38.69
Maintenance (Skilled Trades)	33.50	34.17	34.85
Maintenance A	28.64	29.22	29.80

LAKEHEAD UNIVERSITY
AND
Unifor, Local 229
LETTER OF UNDERSTANDING
Re: Grounds Maintenance

Pursuant to Article 13.03, the Union and the University agree that a Groundworker, shall receive the Maintenance A rate of pay while performing duly authorized maintenance work on grounds equipment and that the three (3) hour minimum as set out in Article 13.03 shall be waived.

SIGNED FOR:

**BOARD OF GOVERNORS OF
LAKEHEAD UNIVERSITY**

Unifor, Local 229

Roshni Antony
Associate Vice-President, Human Resources

Kari Jefford
President

LAKEHEAD UNIVERSITY

AND

Unifor, Local 229

LETTER OF UNDERSTANDING

Re: Maintenance Department

1. For the purpose of this Letter of Understanding, members of the Department shall hold the designation of Maintenance Tradesperson.
2. The Maintenance Department will be comprised of various designations including, but not limited to;
 - Carpenter
 - Locksmith
 - Floor Installer
 - Painter/Glazier
3. Full Flexibility: Maintenance Tradespersons shall perform assigned work to their full capacity based on their level of skills and training and without restriction.
4. Assignment Practice: The University is not limited in its practices of assigning work within the Department.
5. Issues regarding seniority, lay-off, and transfer will conform to the existing terms of the collective agreement.
6. The term Maintenance Tradesperson for the purpose of this Understanding shall include;
 - a) An employee who, at the time of signing this Letter of Understanding, works in the Maintenance Department
 - b) An individual who has served a bona fide apprenticeship as per the provincial standards and has a certificate of completion which substantiates their claims of such qualifications
 - c) An individual who holds a certificate of qualification in a trades designation as listed in 2. above.

At the time of hiring pursuant to b) and c) above, the applicant shall be required to present proof of qualification to the University for inclusion in the employee's personnel file, and subsequent to the hiring decision, the University shall show the certificate of qualification to the Maintenance Trades Steward

7. The University agrees to deduct Unifor Skilled Trades Council dues as may be adopted by the Unifor Skilled Trades Council, which are currently ½ hour dues once per year. The first such deduction will be made from the employee's first pay following the completion of their probationary period. Thereafter, a dues deduction will be made in

January of each succeeding year or upon completion of one month's work in the calendar year.

For this Letter of Understanding deductions shall be made following the ratification of the Collective Agreement.

8. In contracting out regular repair and maintenance work which is normally performed by the Maintenance Tradesperson, the University will consider such factors as economics, available equipment, available manpower, and time constraints. The University will not contract out regular repair and maintenance work if a Maintenance Tradesperson is on lay-off.
9. The Department will elect a Maintenance Trades Steward pursuant to the terms of Article 10.
10. License Fees: The University agrees to pay the cost of necessary licensing fees in order to maintain an employee's currency of qualification for the trades listed in 2. above (subject to further discussion regarding compensation for the renewal of the collective agreement).

SIGNED FOR:

**BOARD OF GOVERNORS OF
LAKEHEAD UNIVERSITY**

Unifor, Local 229

Roshni Antony
Associate Vice-President, Human Resources

Kari Jefford
President

LAKEHEAD UNIVERSITY
AND
Unifor, Local 229
LETTER OF UNDERSTANDING

Re: Rotation of Overtime Opportunities for Full-Time Employees in the Housekeeping
Department

1. Effective the date of ratification of the collective agreement commencing July 1, 1993, all accumulated overtime records that were kept for the purpose of equitable distribution shall be abolished for all employees in the Housekeeping Department.
2. Commencing on the date of ratification of this agreement, all overtime (including open overtime) shall be distributed in accordance with Article 12.02 in the following manner:
 - a) each employee shall receive a "credit" for each date of overtime opportunity
 - b) an employee shall not be considered to have had an overtime opportunity when they are unavailable due to:
 - i) sick leave
 - ii) vacation
 - iii) Workers' Compensation
 - iv) at work at the time
 - v) unavailability to respond to overtime request
 - c) the University shall record all overtime credits and post the results as per Article 12.02
 - d) employees with a lesser number of credits shall be given first opportunity for future overtime in order of seniority.

SIGNED FOR:

**BOARD OF GOVERNORS OF
LAKEHEAD UNIVERSITY**

Unifor, Local 229

Roshni Antony
Associate Vice-President, Human Resources

Kari Jefford
President

**LAKEHEAD UNIVERSITY
AND
Unifor, Local 229**

LETTER OF UNDERSTANDING

Re: Workplace Insurance/Modified Work

A. WORKPLACE INSURANCE

1. Provided that the employee is entitled to loss of earnings benefits from the Workplace Safety & Insurance Board (WSIB), the University agrees that absences related to an approved claim for a compensable injury or occupational disease will:
 - a) not have an effect on continuous service dates and will not have an effect on the maintenance of existing seniority, nor on the accumulation of seniority, vacation credits or sick leave credits for a period of two (2) years after the date of injury or the date of a recurrence of the injury that has been approved by WSIB under the initial claim, and
 - b) not result in reductions in benefits to the employee under the Supplemental Group Medical Benefits Plan, the University Dental Plan, the University Eye Care Plan, the University Group Life Insurance Plan, the University Pension Plan, and (when applicable to an employee) the University Long Term Disability Plan for a period of one (1) year following the date of injury or the date of a recurrence of the injury that has been approved by WSIB under the initial claim, on the condition that the employee continues to maintain their share of contributions to benefits.

In the second year following the date of injury, the employee may choose to maintain any or all of the aforementioned benefits on the condition that they pay 100% of the premiums or contributions to the plans which they choose to maintain and provided that the benefit plans so permit.

It is agreed that "date of injury" has the same meaning as "date of injury" as defined in the Workplace Safety and Insurance Board operational policy.

2. The University will provide the employee with a copy of the WSIB Employer's Report of Injury/Disease (Form 7).
3. Provided that the employee is entitled to loss of earnings (LOE) benefits from the WSIB, the University agrees that an injured/ill employee is entitled to a percentage of their pre-injury net wages, as determined by the WSIB, while they are absent from work on an approved claim relating to a compensable injury or occupational disease.
4. After a claim has been submitted to the WSIB for LOE benefits, an employee will be allowed to use accumulated sick leave credits to cover the entire absence or some portion of the absence. An employee may, at their discretion, choose to cover an additional

portion of the absence through the application of vacation, overtime, or other credits, once sick leave credits have been exhausted.

An employee who has sick leave, vacation, overtime, or other credits will be advanced an amount equal to 100% of their gross earnings. On approval of the claim for temporary benefits:

- a) an amount equal to the reimbursement paid to the University by the WSIB with respect to the claim will be credited back to the employee's sick leave, vacation, overtime, or other credits, as applicable, and
 - b) while the absence continues, an amount equal to the difference between the WSIB daily LOE rate and the employee's daily pay rate (i.e. a "top-up") will be debited from the employee's sick leave credits. An employee may, at their discretion, choose to have the "top-up" debited from vacation, overtime, or other credits, once sick leave credits have been exhausted. Once the discretionary credits of the employee's choice have been exhausted, the employee will be placed on a leave of absence without pay from Lakehead University and will be paid directly by the WSIB once the claim for LOE benefits has been approved. Once an employee has been placed on a leave of absence without pay, they will remain on the leave of absence without pay until they are able to return to suitable, alternative, or pre-injury employment.
5. If an employee has been advanced wages by the University with respect to a claim and the WSIB has not reimbursed the University, the employee will reimburse the University. At the discretion of the employee, reimbursement may be made through the application of sick leave, vacation, overtime, or other credits.

B. MODIFIED WORK (WORKPLACE INSURANCE CLAIMS)

1. The University agrees to accommodate the work or the workplace to the needs of an employee who is impaired as a result of an approved, compensable injury or occupational disease to the extent that the accommodation does not cause the University undue hardship. Such accommodations may include but are not limited to, changes to equipment, materials, processes, and hours of work. In some cases, it may be necessary to develop new job classifications and to determine new rates of pay.
2. In the case of an employee with a temporary partial disability, the goal of accommodation will be to provide meaningful, suitable work of a temporary nature which the employee will be able to perform until they are able to meet the essential duties of their pre-injury work.
3. In the case of an employee with a permanent partial disability, the goal of accommodation will be to modify the pre-injury job in such a way that the employee is able to perform the essential duties of the pre-injury job.
4. When it is not possible to modify the pre-injury job of an employee with a permanent partial disability in such a way that he is able to perform the essential duties of the pre-injury job, the University will offer the employee the first available job within the bargaining unit which falls within the medical capacity of the injured employee as determined through a comparison of the Physical Demands Analysis (PDA) of the job and the Functional Abilities Evaluation (FAE) or Functional Capacities Assessment (FCA) of the injured employee.

When required, the FAE and/or FCA will be paid for by the University. The FAE or FCA will be completed by a healthcare provider of the employee's choosing. The healthcare provider may be a physiotherapist, occupational therapist, or licensed physician.

5. When no suitable vacancies exist within the bargaining unit, the development of a new job classification for an employee may be considered when job tasks are available and funded, and when the physical demands of the combined job tasks fall within the medical capacity of the injured employee as determined through a comparison of the PDA of the new job and the FAE or FCA of the injured employee. When required, the FAE and/or FCA will be paid for by the University. The FAE or FCA will be completed by a healthcare provider of the employee's choosing. The healthcare provider may be a physiotherapist, occupational therapist, or licensed physician.
6. It is understood that an injured employee will not be prevented from applying for or filling any job by reason of their disability provided that they are able to perform all of the essential duties of the job and is otherwise qualified to perform the work. It is also understood that the employee's disability will have no impact on layoff or recall provisions under the collective agreement.
7. The University and the Union agree that a joint "Modified Work Committee" with equal representation of Union and management members will facilitate the accommodation of employees with permanent, partial work-related disabilities in the workplace. The Union representative of the Committee shall be deemed to be at work while attending meetings of the Committee or conducting the work of the committee, and the University shall pay the Union representative at the appropriate regular or premium rates.

SIGNED FOR:

**BOARD OF GOVERNORS OF
LAKEHEAD UNIVERSITY**

Unifor, Local 229

Roshni Antony
Associate Vice-President, Human Resources

Kari Jefford
President

LAKEHEAD UNIVERSITY
AND
Unifor, Local 229
LETTER OF UNDERSTANDING

Re: Residence

The parties agree that for the purpose of collective agreement administration and for the following items only, Residence shall be considered a separate division:

1. acting lead hand status
2. temporary lead hand status
3. booking vacations
4. probation and trial reporting.
5. overtime and call-ins for Caretaker I

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LAKEHEAD UNIVERSITY
AND
Unifor, Local 229
LETTER OF UNDERSTANDING

Re: Violence Against Women

The parties agree that when there is adequate proof from a recognized professional (doctor, lawyer and professional counselor) that a woman is in an abusive relationship, they will not normally be subject to discipline for attendance or performance problems without the University giving full consideration to the facts in the case and the circumstances surrounding the incident. It is expected that the individual concerned will seek assistance, and all parties should be aware that Lakehead University does provide its employees with access to an Employee Assistance Program. This provision is being provided in good faith by Lakehead University and it is agreed that it will not be utilized by the Union, its officials, or employees to subvert the application of otherwise appropriate disciplinary measures.

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LAKEHEAD UNIVERSITY

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LETTER OF UNDERSTANDING

Re: Outsourcing

During this collective agreement Lakehead University intends to reduce the number of Housekeeping employees through outsourcing. Outsourcing actions will be strictly limited to positions where employees quit or retire.

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Unifor, Local 229

LETTER OF UNDERSTANDING

Re: Snow Removal

Whereas the parties both understand and agree that the University is required to maintain a safe environment for staff and students. In order to maintain adequate snow removal for the University the following apply.

- 1) The University will place zero (0) to **nine (9)** UNIFOR members “on-call” on a weekly basis. The call list will be filled by both the Grounds Department and the Caretaker II’s who work the day shift.
- 2) Each member who is placed on-call will be paid a shift differential of one dollar (\$1.00) for the regular scheduled hours worked while assigned to being “on-call”. When staff are called/required, overtime pay is applied as per the collective agreement.
- 3) On-call rotations will be made from November 1 to **April 30** on the following basis:
 - i. On call schedule will be posted by September 15th of each year.
 - ii. Employees assigned to the on-call weekly basis who do not report to work due to approved vacation, sick leave, or any other type of leave will not receive the on-call premium for that day
 - iii. Someone required/requested to come in that is not on call will be compensated for the day in question.
 - iv. On-call schedules will be for a seven (7) day period and run from Sunday to Saturday. Should available bargaining unit members all be utilized and unable to meet the snow removal requirements, the University may contract out the additional work.
- 4) In the event of unforeseen weather conditions outside of the agreed to date range as per #3 and on-call schedules as per #3 iv), scheduled on- call list and duration will be at the discretion of the supervisor.

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AND

Unifor, Local 229

LETTER OF UNDERSTANDING

Re: Pay Equity

The parties understand that they have an obligation to pay equity as defined in the *Pay Equity Act* and agree to meet after ratification to look at the pay equity process as it pertains to this bargaining unit.

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AND

Unifor, Local 229

LETTER OF UNDERSTANDING

Re: Pandemic Planning

Recognizing that a pandemic will affect all workplaces, the employer agrees to develop a Pandemic Plan in consultation with the Joint Health and Safety Committee (JHSC) or the Unifor designated Health and Safety Representative (HSR). The employer will review the plan annually with the JHSC or HSR or whenever circumstances require the plan to be revised. The Precautionary Principle will be the guiding principle of the Plan. The JHSC meets at least as often as required by the legislative and negotiated requirements or more frequently if required. If the JHSC members are not at the workplace, conference calls or other digital communication methods are acceptable to hold meetings. Remote or off-site meetings are also acceptable if larger spaces are needed to maintain physical distancing. Appropriate minutes of meetings will be maintained and shared. Hazard assessment will be done as required.

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AND

Unifor, Local 229

LETTER OF UNDERSTANDING

Re: Mental Health Training

The parties agree that a psychologically healthy work environment is a desirable objective for both the Employer and its employees.

The parties are committed to raising awareness around mental health issues. Raising awareness is a key step towards ending the stigmas associated with suffering from a mental illness and creating a safe and comfortable workplace environment for everyone.

Understanding the above, the parties agree to work together during the life of the agreement in the hopes of engaging managers and employees on mental health issues and their effect on the workplace. This will be a standing discussion item on the Joint Occupational Health and Safety Committee.

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AND

Unifor, Local 229

LETTER OF UNDERSTANDING

Re: Retro Pay

Retroactivity will be paid for all hours by the Employer to all eligible employees on the payroll as of the expiry date of the agreement and to all new employees hired since that date. Retroactivity will be paid within 60 days of the date of ratification. Employees who have left will be paid within the same retroactive period of 60 days.

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LETTER OF UNDERSTANDING

Re: Volunteerism Leave

Regular Full Time and Term Full Time employees shall be entitled to Volunteerism Leave pursuant to the Workplace Leaves of Absences Policy dated December 8, 2020.

SIGNED FOR:

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Associate Vice-President, Human Resources

Kari Jefford
President

Appendix A

The following represents the agreed to terms for the new classification of Caretaker II

1. There shall be no more than six (6) *Caretaker II* positions filled during the life of this agreement. After six (6) positions have been filled, as positions become vacant because of attrition, the University and the Union can discuss increasing the number of positions.
2. A *Caretaker II* will be assigned to the home department of Housekeeping but will also be assigned work in other departments as required.
3. Seniority is gained in the home department.
4. When assigned to a department other than the home department, the level of pay will be the greater of the rate for the job being performed and the rate of pay in the home department.
5. When a *Caretaker II* is assigned out of their home department and additional work occurs in the home department, the *Caretaker II* shall have the first option of being reassigned to the home department.
7. Where there is more than one (1) *Caretaker II* in any department, assignments outside the home department must be equitably rotated.
8. *Caretaker II* will not be used to circumvent Article 14.06 - temporary vacancies.
9. The assignment of a *Caretaker II* shall not result in a layoff or prevent the recall of an employee in a department.
10. Caretaker II's will receive the rate of pay for vacation and/or sick days in the department where they worked the majority of their shifts for that period.

Signatures to Agreement

Dated at Thunder Bay, Ontario this _____th day of _____, 2026.

SIGNED FOR:

**BOARD OF GOVERNORS
LAKEHEAD UNIVERSITY**

Unifor, Local 229

“FOR YOUR INFORMATION” ITEMS

The following link is to the University policies and procedures.

<https://www.lakeheadu.ca/about/policies-procedures>