

Collective Agreement

Between

Waterloo Catholic District School Board (hereinafter call "the Employer")

And

The Association of Professional Student Services Personnel (hereinafter called "the Association")

September 1, 2012 to August 31, 2014

The Employer and the Association agree to follow the terms of the 2008-2012 Collective Agreement subject to the amendments attached. For clarity, the term Collective Agreement includes any and all applicable Letters of Understanding.

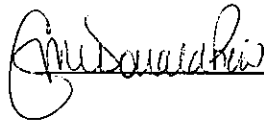
For the Board



Date

Dec 19/12

For the Association



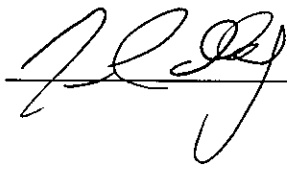
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December 19/12

CMAR
or 7c

Subject to any required modifications and replacements, and except as it may be amended by statute, regulation of PPM, the parties agree that the terms and conditions relevant to this bargaining unit contained in the *Putting Students First Act, 2012* and in the Memorandum of Understanding between the Ministry of Education and the Association of Professional Student Services Personnel attached hereto, dated July 30, 2012, shall form part of the Terms and Conditions of Employment and part of the revised Collective Agreement as required by the *Putting Students First Act, 2012*, for the restraint period September 1, 2012 to August 31, 2014 or any extension thereof. Such terms contained in the MoU shall supersede any provisions of the 2008-2012 collective bargaining agreement between the parties which are inconsistent or not substantively identical to such terms.

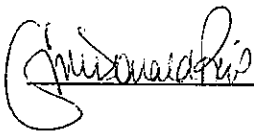
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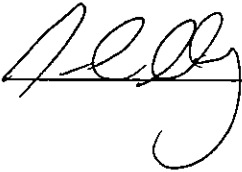
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The Board agrees during the term of the collective agreement to maintain the coverage for eligible employees in the active employ of the Employer under the Green Shield group benefits plan contract number WAT 16796, in effect as of August 31, 2012 subject to their respective terms and conditions including enrolment requirements.

The Board agrees to post the applicable Benefit Plan Booklet on the Board's intranet site. Employees are encouraged to consult the Benefits Plan Booklet for a complete listing of benefits coverage.

For the Board



Date

Dec 19/12

For the Association



Date

December 19/12

ARTICLE 5 - COMMUNICATIONS

5.01 Except as otherwise provided in this agreement, all correspondence from the Board to the Chapter shall be forwarded to the SecretaryPresident(s) of the Chapter. The Chapter shall advise the Board in writing of the name and address of the SecretaryPresident(s) and shall keep that information current. All correspondence from the Chapter to the Board shall be forwarded to the Senior Manager of Human Resources, or designate.

5.02 The Board shall supply to the Chapter the names, and work locations of all employees covered by this agreement on an annual basis, by October 31 of each year. The Chapter shall supply to the Board the names of its Executive and various committee members following each election and/or change.

5.03 The Board shall supply to the Chapter in writing the names, and work locations of any newly hired employees indicating the classification, rate of pay, and amount of experience credited to the employee, within ten (10) working days of the hire date. The Board shall further supply the Chapter with names of any employees who resign, retire, take a leave of absence, are laid-off or recalled, or are discharged within ten (10) working days of the leaving or recall date.


5.04 The Board shall supply to all newly hired employees a copy of the current collective agreement at the time of hire.

5.05 Upon completion of the negotiations to determine the provisions of this collective agreement, the Board shall print sufficient copies for the members, Board personnel and Association personnel, and the Board shall distribute copies to the membership of the bargaining unit within forty-five (45) days of the signing of the memorandum of settlement.

5.06 Bulletin Boards

The Board shall supply a Bulletin Board in a place easily seen by bargaining unit members for the use of the Chapter and for posting of Board notices applicable to the employees.

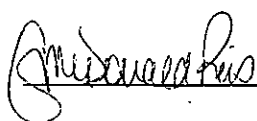
For the Board



Date

Dec 19/12

For the Association



Date

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ARTICLE 20 - EMPLOYEE BENEFITS

20.01 The Board agrees to contribute ninety percent (90%) towards the premium of the Extended Health Care Plan for all eligible employees who request to participate in the Plan.

Vision care ~~\$325.00~~250.00 and the cost of eye examinations to a maximum to \$75.00 every 24 months.

Chiropractic coverage will include \$30.00 per visit per person to a maximum of ~~\$5~~600.00 per year.

20.02 The Board agrees to pay one hundred percent (100%) of the premium to provide \$50,000 or 1.25 times salary, which ever is greater, of Group Life Insurance coverage and Dismemberment Insurance Plan, approved by the Board for each eligible employee as a condition of employment.

20.03 a) Effective October 1, 2008, the Board agrees to contribute ninety percent (90%) towards the premium of the Dental Plan for all eligible employees who request to participate in the Plan. The reimbursement level for the dental care fee structure shall be the ODA rate in effect as of October 1, 2007.

b) Effective September 1, 2009, the Board agrees to contribute ninety percent (90%) towards the premium of the Dental Plan for all eligible employees who request to participate in the Plan. The reimbursement level for the dental care fee structure shall be the ODA rate in effect as of September 1, 2008.

~~c) Effective September 1, 2010, the Board agrees to contribute ninety percent (90%) towards the premium of the Dental Plan for all eligible employees who request to participate in the Plan. The reimbursement level for the dental care fee structure shall be the ODA rate in effect as of September 1, 2009.~~

~~dc) Effective September 1, 2010, the Board agrees to contribute ninety percent (90%) towards the premium of the Dental Plan for all eligible employees who request to participate in the Plan. The reimbursement level for the dental care fee structure shall be the ODA rate in effect in the current year as of September 1, 2010.~~

Orthodontic

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The Board agrees to contribute ninety percent (90%) towards the premium of 50% co-insurance for orthodontics to a lifetime maximum of \$2,500.00 for active employees, adults and children, ~~with a cap of \$1,000.00 per annum.~~

Major Restorative

The Board agrees to contribute ninety percent (90%) towards the premium of 50% co-insurance for major restorative to an annual maximum of ~~\$2000~~1,500.00 for active employees, adults and children.

20.04 Part or all of the increased contributions towards the Employer Health Tax (E.H.T.), Extended Health, Dental Benefits and Life Insurance Benefits will be covered by the Employment Insurance Discount Return.

20.05 Every new eligible employee must participate as a condition of employment in the Extended Health and Dental Plans as outlined in Article 20. It is understood that employees who are covered for Extended Health Care and Dental insurance as dependents on a spousal plan are not obligated to participate in the Extended Health Care and Dental insurance.

20.06 The Board shall continue to make payroll deductions for the Long Term Disability Insurance Plan as determined by the carrier. Employees shall contribute 100% towards the premiums. Participation in the Plan is a condition of employment for all new full-time permanent employees.

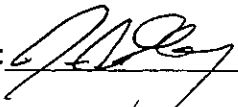
20.07 The Board shall make Canada Savings Bonds and Registered Retirement Savings Plans available for purchase through the Board approved payroll deduction plan.

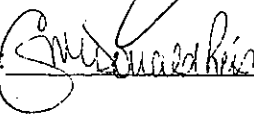
20.08 It is understood that the Employer may at any time substitute another carrier for any plan provided the benefits conferred thereby are not in total decreased. The Board shall provide at least thirty (30) days notice, in writing, to the Chapter if it intends to change carrier(s).

20.09 Once an employee is no longer receiving a salary from the Board due to accident, sickness, retirement, leaves, etc., the Board will cease payment of premiums. The employee will be allowed to continue the benefits at their own expense subject to the conditions of the plan and the conditions of this Collective Agreement.

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20.10 As of the date of certification of the Chapter, all employees of the Board in this bargaining unit shall be deemed to be participating in all benefit plans (unless spousal coverage exists and/or the employee has opted not to participate), and no proof of eligibility will be required.

20.11 The Board will pay to employees who are absent due to a Workplace Safety and Insurance Board approved claim, the difference between the benefit received from the Workplace Safety and Insurance Board and the employee's regular pay by utilizing the appropriate portion of the employee's sick leave credits, for the full period of the absence or until the sick leave credits are exhausted.

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