

COLLECTIVE AGREEMENT

between

THE CITY OF EDMONTON

- and -

THE EDMONTON POLICE SERVICE SENIOR OFFICERS' ASSOCIATION

Duration: July 4, 2010 - December 18, 2010

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NOTES

- 1 An asterisk (*) designates a clause that existed in the previous Agreement which has been reworded.
- 2 A double asterisk (**) designates a new clause.

COLLECTIVE AGREEMENT

between

THE CITY OF EDMONTON

A Municipal Corporation

(hereinafter called the "City")

Of The First Part

- and -

THE EDMONTON POLICE SERVICE SENIOR OFFICERS' ASSOCIATION

of the City of Edmonton, in the Province of Alberta

(hereinafter called the "Association")

Of The Second Part

1 Amendment and Termination

1.01 WITNESS that this Agreement shall become effective upon the first day of the pay period following ratification by the parties and shall continue in force and effect beyond the expiration date from year to year thereafter unless terminated by written notice from either party to the other not more than ninety (90) days, nor less than thirty (30) days, prior to the expiration date. If amendment is desired, the contents of the amendment shall be transmitted to the other party within the time limit set out above and the existing Agreement shall remain in force until replaced by a new Agreement pursuant to the provisions of the Police Officers' Collective Bargaining Act. Changes to this Agreement agreed upon by the parties hereto, however, may be made at any time, provided that such changes are properly reduced to writing and executed by the authorized signatories of the parties to the Agreement.

- * 1.02 The duration of this Agreement shall be for the period from July 4, 2010 to December 18, 2010. All items shall come into force and effect on the above-specified commencement date, unless otherwise specified in this Agreement.

2 Scope

The scope of this Agreement shall include all sworn- in personnel of the Edmonton Police Service who have the legal powers and authority of a Police Constable and who hold a rank above the rank of Staff Sergeant, excluding Chief of Police and Deputy Chief of Police.

3 Definitions

- 3.01 The words "anniversary date" when used in this Agreement shall mean the annual anniversary of the last date of a member's appointment with the City to be employed on a continuing basis.
- 3.02 The words "average daily hours of work" when used in this Agreement shall mean the average scheduled hours of work assigned to a member, exclusive of overtime, in a bi-weekly pay period divided by ten (10). The average scheduled hours of work shall be calculated over the member's complete shift cycle. Where a member is not subject to a shift cycle, the average scheduled hours of work shall be determined by dividing the total hours worked by the member in the preceding four (4) pay periods by four (4) and further dividing this quotient by ten (10).
- 3.03 The words "calendar year" when used in this Agreement shall mean a period of twelve (12) consecutive months commencing January 1 and ending December 31.
- 3.04 The words "Chief of Police" when used in this Agreement shall mean the Senior Executive Officer of the Edmonton Police Service appointed by the City or the Executive Officer of the Service acting in his stead.
- 3.05 The word "member" when used in this Agreement shall mean a person holding a rank coming within the scope of this Agreement and shall apply to Part I of this Agreement only.
- 3.06 The words "Police Commission" when used in this Agreement shall mean the Commission as set out in the City of Edmonton Bylaw No. 14040.
- 3.07 The word "position" when used in this Agreement shall mean a specific set of duties and conditions developed for the purpose of assignment to a single incumbent.
- 3.08 The word "rank" when used in this Agreement shall mean a level of authority as denoted by a common descriptive title and may include more than one pay level.
- 3.09 The words "regular rate of pay" when used in this Agreement shall mean the rate of pay assigned an incumbent within the pay range specified for the rank in Appendix I of this Agreement.
- 3.10 The words "vacation credits" when used in this Agreement shall mean earned vacation entitlement in hours, based on service and accumulated on a bi-weekly basis.
- 3.11 Words in the singular shall include the plural, and words in the plural shall include the singular unless otherwise indicated in the context. Masculine gender as used herein shall also mean and include the feminine, unless otherwise indicated in the context.

4 Residual Rights

Matters on which this Agreement is silent shall be determined by law, City policy, the Police Commission or the Chief of Police, as befits the case.

5 Recognition

- 5.01 The City recognizes the Association, through its accredited officers or representatives, as the exclusive agent for those members covered by this Agreement, for the purpose of collective bargaining in respect to wages, hours of work, fringe benefits, working conditions and pensions.
- 5.02 The City agrees to deduct from the wages of each member covered by this Agreement dues and assessments that the Association may levy from time to time. Dues shall be deducted on a bi- weekly basis and remitted to the Association. Assessments shall be deducted as decided by the membership.
- 5.03 The Association shall inform the City as to the names and addresses of its officials. The Association shall also inform the City in writing of any changes to such list of names.

6 Working Conditions

- 6.01 Insofar as reasonable and practicable, having regard to the exigencies of the Edmonton Police Service, the regular hours of duty for each member shall be eight (8) consecutive hours per day including lunch for five (5) days per week with consecutive off days. Subject to the terms and conditions of this Agreement, the Chief of Police reserves the right to call to duty any member at any time.
- 6.02 The member acknowledges that this is a management position with hours of work that may vary based on the needs of the Edmonton Police Service. The member agrees that the position is not entitled to and will not be compensated for any additional hours of work that may from time to time be required and the annual salary takes into account such additional hours of work.

6.03 Duty Officer Compensation (Watch Differential/Working Christmas and/or New Year's)

* Members who work a watch one- half ($\frac{1}{2}$) or more of which falls between 16:00 and 24:00 shall receive a watch differential of \$1.10 per hour.

Members who work a watch one- half ($\frac{1}{2}$) or more of which falls between 24:00 and 08:00 hours shall receive a watch differential of \$1.20 per hour.

A member required to work a watch a major portion of which falls between 16:00 hours and 24:00 hours on Christmas Eve and/or New Year's Eve shall receive two and one- half ($2\frac{1}{2}$) times the regular hourly rate of pay assigned his rank for said watch, however, a member may, at the discretion of the Chief of Police, be excused from such duty without loss of regular pay.

Duty Officers will have the option of banking hours worked on either Christmas Eve or New Year's Eve.

A member shall be eligible for watch differential for regularly scheduled hours worked on statutory holidays.

6.04 Court Time

- * 6.04.01 A member who is detailed for first watch duty and required to attend both forenoon and afternoon sessions at Court on the same calendar day, may apply for, and be granted the watch preceding or following such sessions off, subject to the operational requirements of the Police Service. If approved, hours equivalent to one (1) regular watch shall be deducted from his accumulated time or vacation. After attendance at Court, such member will be credited with appropriate Court time.
- * 6.04.02 A member who is detailed for third watch duty and required to attend both forenoon and afternoon sessions at Court on the same calendar day, may apply for, and be relieved from duty for said watch, subject to the operational requirements of the Police Service. If approved, hours equivalent to one (1) regular watch shall be deducted from his accumulated time or vacation. After attendance at Court, such member will be credited with appropriate Court time.
- 6.04.03 When a member is required to and does attend Court to carry out his duty as a witness during hours other than those of his watch, he shall be allowed equivalent Court time credit but not less than four (4) hours for each such attendance, provided that no member shall be credited for more than one Court appearance in the forenoon and one in the afternoon of any one calendar day, provided, however, that where such attendance or attendances commence during the one (1) hour immediately preceding his watch or are completed within one (1) hour immediately following his watch, he shall be paid at the specified overtime premium for the interval between the scheduled commencement time of the appearance and the commencement of his watch or between the termination of his watch and the completion time of his Court appearance, as the case may be.
- 6.04.04 On a day a member finished his last watch at or between 02:00 hours and 08:00 hours, the minimum Court time credit allowed for one Court appearance (a.m. or p.m.) shall be five (5) hours. If a member attends Court as a witness in the forenoon and afternoon of the same calendar day, he shall be credited with ten (10) hours.
- 6.04.05 On one of a member's off duty days, the credit allowance for one Court appearance (a.m. or p.m.) shall be eight (8) hours. If a member attends Court as a witness in both the forenoon and afternoon of the same off duty day, he shall be credited with sixteen (16) hours.
- 6.04.06 It shall be the duty of members to attend any Court when required. If any prescribed witness fee is payable for such attendance, the same shall be remitted to the City.
- 6.04.07 Notice of Cancellation or Change

Members shall receive a minimum of eight (8) hours' notice of a cancellation or change in a Court appearance. In the event that a member does not receive the above notice and upon appearing at Court finds the session has been cancelled or re-scheduled, he shall receive the appropriate minimum Court time credit allowed for one Court appearance (morning or afternoon).
- ** a) Members who receive notice of cancellation or re-scheduling of a court session from the Crown within the two (2) hour period of the time they were required to appear, shall not be required to appear at Court to be

eligible for the appropriate minimum Court time credited.

**

- b) Members shall not be eligible for afternoon court time credit in instances where they are subpoenaed to attend forenoon and afternoon Court, and they are advised by the Crown in the forenoon that afternoon Court attendance is not required.

6.04.08 Court sessions shall be credited as forenoon (a.m.) or afternoon (p.m.) in accordance with the following:

6.04.08.01 A Court attendance shall constitute a forenoon (a.m.) session when a member attends a Court session which commences in the forenoon (a.m.) and adjourns at or prior to 12:30 p.m.

6.04.08.02 A Court attendance shall constitute an afternoon (p.m.) session when a member attends a Court session which commences in the afternoon (p.m.).

6.04.08.03 A Court attendance will constitute a forenoon (a.m.) and afternoon (p.m.) Court appearance when a member attends a Court session which commences in the forenoon and adjourns after 12:30 p.m.

6.04.09 Where a member is required by subpoena to attend and give evidence in a Court more than forty (40) kilometers outside of the City, the following provisions shall apply:

6.04.09.01 If the member's trip is during the course of scheduled weekly hours, the member will receive straight-time rate but will be relieved of normal duties for at least eight (8) hours prior to the commencement of his trip and at the conclusion of his trip.

6.04.09.02 In order to accommodate 6.04.09.01., there will be no penalty for the employer for any shift change required to relieve the member of duties prior to and after his trip.

6.04.09.03 Each day that the member is on such duty will be considered as an eight (8) hour tour of duty. No overtime provision will apply nor will there be any reduction to the consideration of an eight (8) hour tour of duty if the member's trip is in fact less than eight (8) hours in duration.

6.04.09.04 The member will receive per diem allowances for meals and expenses (including commercial transportation expenses) as per the current City Policy.

6.04.09.05 If the member's trip involves a day of scheduled weekly leave, then the member will receive twice the member's hourly rate of pay for each hour traveled.

6.04.09.06 The Chief may authorize a member to utilize his private vehicle in lieu of commercial travel and the member shall be reimbursed in accordance with City Policy.

6.04.10 If the member is required by subpoena to attend Court outside the City, the member shall first determine if a department vehicle is available for transportation. In the event that a department vehicle is unavailable, the member may utilize his private vehicle and the Service agrees to pay the appropriate City of Edmonton rate for mileage. (Mileage will be calculated for miles driven outside the City limits.) In no event will mileage be paid for Court appearances within the City of Edmonton.

6.04.11 A member, who is in receipt of disability benefits from the Income Protection Plan, will remain on his normal schedule and if required to attend Court sessions as a witness, shall be compensated in accordance with the provisions of 6.04. A member who is in receipt of disability benefits from the Long Term Disability Plan is not entitled to Court Time benefits. A member who has been receiving Workers' Compensation benefits will remain on his normal schedule and if required to attend Court sessions as a witness, shall be compensated in accordance with the provisions of 6.04.

6.04.12 A member, who is on voluntary leave of absence, and is required to attend Court sessions as a witness, shall be considered to be on second watch and shall receive four (4) hours' pay at his regular rate of pay for each forenoon or afternoon Court session attended, subject to Articles 6.04.08.01 and 6.04.08.02.

7 Remuneration

7.01 The rates of pay established in Appendix I shall apply during the term of this Agreement. Positions shall be assigned to pay levels in accordance with the first two (2) administrative principles and members shall be paid every two (2) weeks.

7.02 Members in the Service as of the date of the signing of this Agreement shall be eligible for such retroactive settlement as is specifically set out in this Agreement. Where the effective dates of items of settlement are not specifically set out within this Agreement, they shall be deemed to be the date of the signing of this Agreement.

7.03 Past members including retired members who were in the service between the expiration date of the previous agreement and the date of signing this agreement shall automatically receive any retroactive adjustment of the regular rate of pay applied as a percentage to the portion of the gross earnings, earned during the retroactive period, which is accumulated on the basis of the regular rate of pay or any application thereof.

7.04 A member who, for any reason other than paid vacation leave, has been absent or unable to perform his assigned duties for a period of thirty (30) or more consecutive calendar days shall have his anniversary date, for increment adjustment purposes, extended by the number of consecutive days of such leave.

7.05 Should the City issue a member with an incorrect pay cheque, then the City shall make the necessary monetary adjustments and/or take such internal administrative action as is necessary to correct such errors at its earliest reasonable occasion.

8 Statutory Holidays

8.01 The following days shall be recognized as statutory holidays for the purpose of this Agreement:

- * New Year's Day, Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day (July 1 and July 2 when July 1 is a Sunday), Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day (December 26), and any other holiday which the City allows employees as a whole.

8.02 Members shall be entitled to receive recognized statutory holidays without loss of pay.

- 8.02.01 A member who voluntarily works on a recognized statutory holiday or a member whose regular off days or days of annual vacation leave are coincident with a statutory holiday shall receive an additional one (1) times their regular rate of pay.
- 8.02.02 A member who is assigned to work a statutory holiday or a member who works a regularly scheduled shift on a day which is coincident with a statutory holiday shall receive two (2) times his regular rate of pay.
- 8.02.03 A member who works on such statutory holidays shall have the option to bank up to three hundred and twenty (320) hours of such time. Accumulation in excess of three hundred and twenty (320) hours shall be paid out or the member shall be scheduled time off by the Service.
- ** 8.02.04 Employees shall be eligible for the premium pay provisions of Article 8.02.01 on the normal calendar day, or the legal date for observance of the statutory holiday established by legislation. Premium pay provisions shall not apply under any circumstances to a day in lieu of the actual statutory holiday as may be established by the City.
- ** 8.02.05 In order to comply with the requirements of the Holiday Act when July 1 falls on a Sunday, members shall be eligible for premium pay for hours worked on:
- ♦ Sunday, July 1 and
 - ♦ Monday, July 2
- ** 8.02.06 All members shall receive the recognized statutory holiday for which they are eligible, either:
- ♦ with pay, or
 - ♦ other day off with pay in lieu of such statutory holiday, or
 - ♦ pay in lieu of such statutory holiday.
- In order to be eligible for the statutory holiday, employees must be:
- a) available for work in accordance with their shift preceding, during and following the designated day for observance of the holiday, or
 - b) on approved leave for a period of ten (10) working days or less duration.
- Further to 8.02.06 (b), the following limitations apply:
- ♦ If the leave is a result of a compensable accident, members shall only be eligible for the statutory holiday if the period of leave commences after the observed date of the statutory holiday.
 - ♦ If the statutory holiday or lieu day occurs during a period of sick leave that is ten (10) working days or less, the member shall receive such day paid as a statutory holiday and the remaining days shall be paid from accumulated sick leave entitlement.
- 8.03 The cessation of hours of work arising from the implementation and operation of Article 8.02. shall not be construed as a layoff.

9 Annual Vacation Leave

- 9.01 A member shall earn vacation credits commencing with the bi-weekly pay period in which his date of entry into the City's service occurs and continue to earn such

credits from pay period to pay period thereafter, based on the following:

- 9.01.01 Fifteen (15) times the average daily hours of work per annum upon entry into the City's service.
 - 9.01.02 Twenty (20) times the average daily hours of work per annum, commencing with the pay period which includes his eighth (8th) anniversary date of continuous service with the City.
 - 9.01.03 Twenty-five (25) times the average daily hours of work per annum, commencing with the pay period which includes his seventeenth (17th) anniversary date of continuous service with the City.
 - 9.01.04 Thirty (30) times the average daily hours of work per annum, commencing with the pay period which includes his twenty-third (23rd) anniversary date of continuous service with the City.
- 9.02 A member shall receive his annual vacation entitlement in each vacation year, in an unbroken period, unless otherwise mutually agreed by the member and the City. The member may be allowed to take vacation leave to the maximum of his vacation credits. However, the City shall establish annual periods of either May 1 to April 30, or January 1 to December 31, as the vacation year, for the purpose of scheduling vacation leave.
- 9.03 Members shall be allowed to carry over vacation credits in accordance with the following:
- Each member's vacation record shall be balanced and verified annually at payroll year end. Each member shall be allowed to carryover two (2) times his current annual vacation entitlement, for use in the forthcoming year.
- When a member's vacation credits exceed the specified allowable limit, the member shall carry over such excess vacation entitlement or shall receive a cash payout of the excess vacation credits, whichever is mutually agreed between the member and the City. Where agreement is not reached, the City shall determine whether a payout or a carry over occurs. A member who is allowed to carry over vacation credits in excess of allowable carry over shall be provided one (1) year in which to use such excess credits.
- 9.04 The rate of pay for vacation entitlement shall be the member's regular rate of pay for the position to which the member is permanently appointed or serving a trial term thereof.
- 9.05 On termination of employment, for whatever reason, a member shall be paid out for any unused vacation credits at his regular rate of pay for the position to which the member is permanently appointed or serving a trial term thereof. In the case of death, payment shall be made to his estate.
- 9.06 A member granted leave of absence without pay for a period in excess of two (2) consecutive pay periods shall cease to earn vacation credits commencing with the third pay period and continuing until he returns to work.
- 9.07 A member absent because of non-occupational disability shall earn vacation credits in accordance with the following:
- 9.07.01 A member who is in receipt of Income Protection Benefits shall continue to earn vacation credits.
 - 9.07.02 A member who is in receipt of Long Term Disability Benefits shall cease to earn vacation credits until the employee returns to work for the City in any form of

remunerated employment.

- 9.08 If a permanent member is absent for thirteen (13) consecutive pay periods or more because of sickness and/or accident which occurred as a result of his employment and such absence is recognized as compensable by the Workers' Compensation Board, the member shall cease to earn vacation credits commencing with the fourteenth (14th) pay period and continuing until he returns to work.
- 9.09 If an employee produces evidence within twenty- four (24) hours of his/her return to work, satisfactory to the City, proving that he/she was incapacitated to the extent which required the employee to be confined to residence or hospitalized, through non- occupational sickness and/or injury for a period of three (3) working days or more during his/her annual vacation, such whole period shall not be included in the employee's annual vacation entitlement, but shall be charged to the employee's sick pay entitlement, subject to the agreement of the City. The conversion of vacation to income protection will only be considered if the employee had reported the disability to the City during the period of confinement. Decisions on an employee request to convert vacation to Income Protection shall be copied to the Association.
- 9.10 All necessary and reasonable travel expenses, including food and lodging, actually incurred by a member of the Service in returning him from vacation to undertake any duty required of him during his annual vacation, shall be paid by the City and shall include all expenses of returning to the place from which said member had to return to undertake such duty, provided, however, that if a member is advised that he is required to attend Court during the vacation period allotted to him, he shall have the responsibility of bringing these circumstances to the attention of the Chief of Police immediately upon being so advised.
- 9.11 A member on annual vacation shall be eligible for bereavement leave in accordance with the applicable bereavement leave provisions.

10 Leave of Absence

Leave without pay may be granted at the discretion of the Chief of Police.

10.01 Bereavement Leave

10.01.01 A member shall be granted time off with pay, at the regular rate of pay for the position to which such member is permanently appointed or serving a required trial term thereof, for the purpose of making arrangements for, or attending, a funeral in accordance with the following:

- * 10.01.01.01 When death occurs in the member's immediate family - that is, current spouse, parent, child or ward - the member, on request, shall be excused for up to five (5) regularly scheduled consecutive working days without loss of pay at the employee's regular rate of pay, provided the employee attends the funeral and that one of the days of absence is the day of the funeral. Such leave shall extend past the day of the funeral if there is a demonstrated need for the leave. However, in no event shall such leave exceed the five (5) working days.
- 10.01.01.02 Three (3) days leave with pay to attend the funeral services of persons related as follows: grandparent, grandparent of current spouse, grandchild, guardian, parent of current spouse, brother, sister, brother- in- law, sister- in- law, son- in- law, daughter- in- law, or a related dependent of the member. The member on request, shall be excused up to any three (3) regularly scheduled consecutive working days without loss of pay at the

member's regular rate of pay, provided that the member attends the funeral and that one of the days of absence is the day of the funeral. Such leave shall extend past the day of the funeral if there is a demonstrated need for the leave. However, in no event shall such leave exceed the three (3) working days.

- * 10.01.01.03 One- half (½) day's leave with pay to attend funeral services of persons related more distantly than those listed in 10.01.01.01 and 10.01.01.02 shall be granted upon request. Upon demonstrating the need for additional time due to extenuating circumstances, this leave shall be extended up to one (1) day.
- 10.01.02 The word "funeral" when used in respect of bereavement leave shall include the initial memorial service which is held in conjunction with a cremation.
- 10.01.03 The term "extenuating circumstances" may include travelling time, shift schedule conflicts or such other reasons which may be applicable to the individual circumstances.
- 10.01.04 A member on leave of absence other than annual vacation leave shall not be eligible for bereavement leave.

10.02 Leave for Medical and Dental Appointments

A member who is obliged to arrange a medical or dental appointment during working hours shall be allowed to meet such appointment on City time and without loss of pay, provided that he is not absent from work for a period longer than three (3) hours. Such member shall not be obliged to make up the time spent away from work to keep the appointment.

10.03 Maternity/Parental Leave

Maternity leave, which is the voluntary leave relating to the birth of a child, shall be granted by the City in accordance with the following:

- 10.03.01 To a pregnant female employee who is either permanent or has been employed with the City for a period of at least twelve (12) consecutive months, upon her application to the Chief of Police. Except in unforeseen and unpredictable circumstances, should no application be made by the employee for maternity leave, the employee will be deemed to have resigned her position and the City will be under no obligation to provide future employment.
- 10.03.02 Except in the case of employees as stipulated below, maternity leave shall be without salary or sickness allowance, but the employee on such leave will not lose seniority.
- 10.03.03 Employees who are members of the City's Disability Plans as provided for in this Agreement and provide medical evidence satisfactory to the City to substantiate their disability for the valid, health- related portion of their pregnancy may, subject to the terms of the City of Edmonton Supplemental Unemployment Benefits Plan (SUB PLAN), qualify for SUB PLAN benefits for the duration of the aforementioned valid, health- related period. In any event, receipt of such SUB PLAN benefits shall commence no sooner than the date of delivery, subject to the provisions contained in the SUB PLAN. Employees who are members of the City's Disability Plans and who otherwise do not meet the conditions for eligibility for SUB PLAN benefits during the valid, health- related portion of their pregnancy will be governed by the terms of the City's Disability Plans.

- 10.03.04 Maternity leave shall be applied for in writing, at the earliest possible date, but not less than six (6) weeks prior to the date upon which maternity leave is to commence. Such leave shall commence at any time up to twelve (12) weeks prior to the estimated date of delivery. If the employee is unable to perform the duties of her position or such alternative position which may be available, for which she is qualified, and in the absence of any valid, health-related disability attributable to the pregnancy, the employee shall be required to immediately commence maternity leave.
- 10.03.05 Maternity leave shall be up to fifteen (15) weeks in duration, including any valid, health- related portion that may be encompassed during this period. Birth mothers shall be granted up to thirty- seven (37) additional weeks of unpaid parental leave, for a combined total of fifty- two (52) weeks leave.
- 10.03.06 An employee who is a member of the City's Disability Plans and who subsequently experiences a maternity complication related to the valid, health- related portion of her pregnancy after the conclusion of the maximum period during which SUB PLAN benefits may be available, shall be entitled to receive the balance of disability benefits paid at the applicable level.
- 10.03.07 Whenever the employee is absent for more than the approved period of maternity and parental leave, unless the absence is due to a maternity complication related to the valid, health- related portion of her pregnancy and is substantiated by medical evidence satisfactory to the City, the employee shall automatically be deemed to have terminated her employment when said period expires.
- 10.03.08 An employee returning from maternity and parental leave within the approved period shall be given the same position, if available, or a comparable position, at the former rate of pay, provided as much notice as possible of return is given to the City. In any event, said notice shall not be less than two (2) weeks.
- 10.03.09 Parental leave of up to thirty- seven (37) weeks in duration for fathers or adoptive parents will be granted.

Note: For the purposes of this Section, the City's Disability Plans shall include the Income Protection Plan, Supplementary Unemployment Benefit Plan and Long Term Disability Plan.

"Valid health- related portion" shall mean that period of an eligible employee's pregnancy during which she is disabled (in accordance with the terms of the City's Disability Plans) and such disability is substantiated by medical evidence satisfactory to the City.

11 Grievance Procedure

- 11.01 Any member of the Association, or the accredited representative of the Association, having a grievance arising out of the interpretation, application, operation or alleged violation of this Agreement shall take the matter up with the Association within five (5) working days from the time that the grievance should reasonably have come to the attention of the aggrieved party.

A member, Association representative(s), or representatives of the City is encouraged to resolve any issue through face to face discussion with the person to whom there is a difference. To facilitate this, the City and the Association, in

general circumstances, agree to use Letter of Understanding – Issue Resolution Process prior to initiating a grievance under this article.

- 11.02 If, after investigation, which may include a the Association considers the grievance to be a just one, it shall have the right to be heard by the Chief of Police or his designate. In making application for a hearing, the Association shall deliver to the Chief of Police or his designate, within five (5) working days of the time the grievance was brought to its attention, the application which shall include an outline in writing of the grievance, the clause or clauses of the Agreement alleged to be violated, and the remedy desired.
- 11.03 The hearing shall be given within ten (10) working days of the date the application is received. The Chief of Police or his designate shall, within five (5) working days following the end of such hearing, give his decision in writing to the Association.
- 11.04 The Association shall have the right to appeal to the City of Edmonton Human Resources Branch Manager the decision of the Chief of Police or his designate and, in so doing, shall file with the Human Resources Branch Manager a written statement of the appeal, as well as a copy of the decisions and reasons of the Chief of Police or his designate. Such appeal shall be filed within five (5) working days following the receipt of the decision of the Chief of Police or his designate. The Association shall forthwith advise the Chief of Police, or his designate, of its decision to appeal to the Human Resources Branch Manager.
- 11.05 The appeal shall be heard by the City of Edmonton Human Resources Branch Manager within ten (10) working days of the receipt of the application, and the Human Resources Branch Manager shall render a decision within twenty (20) working days following the conclusion of the hearing.
- 11.06 In the event that the parties are unable to resolve the difference at the preceding stage, either of the parties shall have the right to refer the grievance to an arbitration board, provided that the grievance has been properly processed in accordance with this grievance procedure. If either of the parties chooses to refer the grievance to an arbitration board, the grievance shall be referred to the board within twenty (20) working days following the receipt of the decision of the City of Edmonton Human Resources Branch Manager.
- 11.07 If either of the parties submits the grievance to arbitration, it shall do so by a notice in writing to the other party, naming an appointee to the arbitration board.
- 11.08 The recipient of the notice shall, within seven (7) calendar days of receipt of such notice, inform the other party of the name of its appointee to the arbitration board. The two (2) appointees shall, within five (5) calendar days, appoint a third person who shall be Chairman of the arbitration board.
- 11.09 If either member of the arbitration board is unable or unwilling to act, a new member shall be appointed by the applicable party within seven (7) calendar days of the receipt of notice of inability or unwillingness to act. If the Chairman is unable or unwilling to act, the appointees shall, within five (5) calendar days, appoint a new Chairman.
- 11.10 If the recipient of the notice fails to appoint an arbitrator in the time limits, if the two (2) appointees fail to agree upon a Chairman within the time limits, or if a party fails to appoint an alternative member, the appointment shall be made by the Minister of Labour upon the request of either party.
- 11.11 The arbitration board shall hear and determine the grievance and shall issue an award in writing within sixty (60) calendar days of the hearing. The decision of the majority is the award of the arbitration board but, if there is no majority, the

decision of the Chairman shall be the award of the arbitration board. The decision of the arbitration board is final and binding upon the parties and any person affected by it, and such parties or persons affected shall do or abstain from doing anything as required by the arbitration board.

- 11.12 The grievance arbitration board, by its decision, shall not alter, amend or change the terms of the Collective Agreement.
- 11.13 Each party appointing an arbitrator shall bear the expenses of its respective appointee and shall bear one-half (½) of the expenses of the Chairman of the arbitration board.
- 11.14 For the purposes of the preceding paragraphs, "working days" shall be consecutive days, exclusive of Saturdays, Sundays or holidays recognized by the City.
- 11.15 Where both parties agree, the time limits contained herein may be extended. Such agreement shall be confirmed in writing.

In respect of the time limits prescribed in the grievance procedure under this Agreement, where such time limits have not been met by the Association, or where a grievance has not been advanced to the succeeding step, then the grievance shall be deemed to have been abandoned.

12 Health and Welfare Benefits

Every member covered by this Agreement shall be bound by the conditions specified in the plans developed for the member's security as agreed upon by the City and the Association and shall be eligible for such benefits as are set forth in these plans which are attached as Part II.

13 Supplementation of Compensation Award

If a member is disabled on account of a compensable accident or illness which occurs as a result of his employment with the City and which is recognized by the Board and the Board awards a pension to the member, this plan shall provide supplementary payment to the member, the payment hereunder to be supplementary to the Board's pension and other pensions, payments or benefits not personally contracted for by the member, in accordance with the following conditions:

- 13.01 If a member is disabled on account of an accident or illness that occurs in the course of his work for the City, and the accident or illness is recognized as being compensable by the Board through payment of a pension to the member, the City shall make a supplementary payment so that the combined payment to the member from the Board's pension, other pensions not personally contracted for by the member and the supplementary payment hereunder, equal one hundred (100) percent of the member's net pay.

It is understood that payments such as annuities or awards payable to the member as a result of a Criminal Injuries Compensation Award, or a civil suit against any third party, arising out of the accident or illness giving rise to this supplementary benefit, or other lump sum payments as defined in clause 13.04., shall be calculated in the monies received by the member, as if it were a pension not personally contracted for by the member and shall offset any supplementary payment due under this clause. Lump sum payments shall be dealt with in accordance with clause 13.04. hereof.

- 13.02 When a member is disabled, the City's supplementation payment described in 13.01. shall continue until such time as the member returns to work; or the member reaches the age of sixty- five (65) years; or until such time as earnings from alternate gainful employment together with any pensions, annuities and awards not personally contracted for by the member, payable to him, are equal to or greater than the net pay as defined in 13.07.04., whichever occurs first. It is understood that, if a member is able to engage in alternate gainful employment, earnings from such employment shall offset the amount of the supplementation payable by the City. If the member is medically able to engage in alternate gainful employment, but refuses to do so, any obligation on the part of the City to make supplementation payments shall cease and determine.
- 13.03 Should a question arise as to the member's medical capabilities, including whether or not a member is capable of performing any job, the City shall have the right to consult with the member's physician in order to obtain a report as to the member's medical capability of performing work or a job and/or to refer the member to a physician appointed by but not employed by the City for medical examination in that regard. In the event that the member refuses to allow consultation, or refuses to take a medical examination as requested by the City, any responsibility of the City, or any rights of the member under the provisions of Article 13. shall be suspended for the period that the member refuses or fails to allow the consultation or to take the examination, and the member will have no entitlement to benefits hereunder during the period his rights are suspended.

In the event a dispute arises between the City and the member, or his Association, concerning the member's medical capability to perform work, or any job, the same shall be settled by the joint decision of the member's physician and the City's physician. If they do not agree, either the member or the City shall be entitled to refer the matter to a third independent physician selected jointly by the City and the Association. If they cannot agree upon such selection within fourteen (14) calendar days, the same shall be made by the College of Physicians and Surgeons. If they fail to appoint within thirty (30) calendar days of being requested to do so, the appointment of an independent physician shall be made by a Judge of the Supreme Court of Alberta. The provisions of the Arbitration Act of Alberta shall apply to a resolution of a dispute hereunder, except where the provisions of such Act have been altered herein. The joint decision of the City's physician and the member's physician as referred to above, or the decision of the independent physician, shall be final and binding on the member, the City and the Association. The cost of an independent physician shall be borne equally by the City and the Association.

- 13.04 In the event that a member is awarded a payment as a result of a Criminal Injuries Compensation Award, or civil suit against any third party arising out of the accident or illness giving rise to the supplementary benefit, or receives refunds from pensions, health and welfare or other similar plans that have not been personally contracted for (which hereafter are referred to as a "lump sum payment"), the member shall choose one of the options (a) to (c) enumerated below.

- * (a) The lump sum payment shall be actuarially equated by the City to a monthly value based on pro- rating the payment over the normal remaining service life of the member to age sixty- five (65) and such monthly value shall be deducted from the amount of the supplementation owed by the City, or
- (b) The member may accept the lump sum payment and, in so doing, shall automatically release the City from any and all obligations for supplementation, or
- (c) The member may irrevocably assign the lump sum payment to the City, and the City shall then be obligated to continue supplementation of compensation

payments to the member in accordance with the provisions of Article 13 It is understood and agreed that if the City brings action against any third party in the name of the member, and a lump sum payment results, the lump sum payment value to be used in the application of this clause is the amount awarded by the Court less the costs incurred by the City or the member, in pursuing the action.

13.05 Subject to the rights of the Workers' Compensation Board pursuant to the Workers' Compensation Act, if the City makes any payment or assumes any liability therefore under this Plan, it is subrogated to all rights of recovery of the member (whatever is applicable) and may bring action in the name of the member to enforce those rights.

13.06 The City and the member may at any time agree to a lump sum cash settlement in lieu of supplementation of compensation payments.

13.07 Definitions

The following definitions shall apply to all provisions of Article 13. Where a conflict exists between any of the definitions contained herein and the definitions in Section 3, "Definitions", the definitions contained herein shall apply.

13.07.01 "Board" shall mean the Workers' Compensation Board as established by the Workers' Compensation Act, S.A. 1981 c.W- 16 as amended.

13.07.02 "City" shall mean the Corporation of the City of Edmonton.

13.07.03 "Member" shall mean an employee coming within the jurisdiction of the Police Officers Collective Bargaining Act, R.S.A. 1980 c.P- 12.05 as amended.

13.07.04 "Net pay" shall mean the regular rate of pay of a member less any difference between the income tax payable by that member prior to his disability and the income tax payable by the member after his disability. Further, in the event of permanent disability, the regular rate of pay in respect to the member shall be reduced by the amount of all normal pay deductions which because of disability, no longer have application.

13.07.05 "Pension" in relation to the Board, shall mean periodic payments, or a lump sum payment in lieu of periodic payments by the Board to a member for total or partial disability which is either permanent or temporary in nature.

13.07.06 "Regular rate of pay" shall mean the rate of pay established in Appendix I of this Agreement for the rank in which the member was permanently confirmed or serving the required probationary period at the time of his disability, provided that, if a member is at a pay level less than pay level IV at the date of disability, it will be deemed for the purpose hereof that progression toward attainment of pay level IV will proceed as provided in the Collective Agreement as if the member was not disabled.

The regular rate of pay as herein defined shall be subject to adjustment by the amount of the general increase negotiated in subsequent Collective Agreements for the rank or position as referred to in Appendix I.

14 Clothing

Upon being appointed to a rank falling within the scope of this Agreement, each new member shall be issued a complete uniform kit, the maintenance of which will become the responsibility of the member. Members who have completed one (1) year of

continuous service in a position coming within the scope of this Agreement shall receive an annual clothing allowance of one thousand twenty- two dollars (\$1,022.00), however, a member who has been on leave of absence without pay for thirty (30) consecutive calendar days or more, or a member who has been absent due to non-occupational disability for a period of one hundred and eighty (180) consecutive calendar days or more, or a member who has been absent due to occupational disability for a period of three hundred and sixty- five (365) consecutive calendar days or more shall be paid clothing allowance proportionate to the number of months that the member was not absent for these reasons. If the member has already received payment for his full clothing allowance then the adjustment shall be made from the first subsequent clothing allowance for which the member is eligible.

15 Telephones

Each member shall be required to install a telephone.

16 Employment/Promotion

- 16.01 The Chief of Police may appoint to the staff of the Edmonton Police Service any person whom they consider fit and qualified. Members of the Edmonton Police Service holding the rank of Staff Sergeant shall be given the first opportunity for appointment to vacant or new Inspector positions coming within the scope of this Agreement. Members of the Edmonton Police Service Senior Officers' Association holding the rank of Inspector shall be given the first opportunity for appointment to vacant or new Superintendent positions coming within the scope of this Agreement. In the event that there are no suitable members within the rank from which appointments are normally made or from within the Edmonton Police Service, the Chief of Police shall have the right to appoint any person whom they deem suitable to fill such vacant position.
- 16.02 Employment of any member may only be terminated for just cause except where conditions of the service indicate that a reduction in the number of members in the Edmonton Police Service is necessary or where such termination is in accordance with the terms and conditions set forth in this Agreement or in health and welfare benefit plans established for the members' security.
- 16.03 Members promoted to the ranks of Inspector or Superintendent shall serve a six (6) month probationary period with confirmation in the rank upon satisfactory completion of the probationary period.

17 New Ranks

- ** 17.01 When a new rank is under consideration, for which the rate of wages is not stipulated in this Agreement, the Police Service will enter into discussions with the Association prior to implementation.
- * 17.02 In the event that the Police Service creates a new rank coming under the jurisdiction of the Association, the rate of pay and working conditions of such rank shall be negotiated by the Police Service and the Association prior to the posting of a vacant position within the new rank.
- * 17.03 If a satisfactory conclusion to negotiations has not been reached within fourteen (14) calendar days of the date of the notice by the City to the Association respecting the

creation of said rank, the Service shall establish the rank and the rate of wages for the new rank. The rate of wages for the new rank shall still be a matter of negotiation between the Police Service and the Association, and the resultant rate of wages shall be retroactive to the date of the appointment.

18 Observance of Rules and Regulations

- 18.01 Members shall observe all rules and regulations made for the government of the Edmonton Police Service.
- 18.02 Where there is any conflict between the rules and regulations of the Edmonton Police Service and the provisions of this Agreement, then the provisions of the Agreement shall prevail. Rules and regulations which enter into the scope of bargaining jurisdiction shall be negotiated.

19 Incapacity to Perform Regular Duties

In the event that a member is partially incapacitated as a result of illness or injury, every effort shall be made to employ this member in the Police Service, or elsewhere in the Civic Service, as befits the case.

20 Legal Aid

All reasonable expenses and costs with respect to any civil or criminal action taken against, or in respect to, a member of the Association, arising out of such member's actions while engaged in his duties as a police officer, will be paid by the City. Legal fees and costs will be pre-determined. This clause shall not be construed to mean that the City shall pay any costs or expenses for a member of the Association incurred during the Service's internal disciplinary proceedings against such member.

21 Indemnification

The City will indemnify and save harmless any member from any action, claim, cause or demand whatever that may be made or arise out of the member's carrying out the duties of a police officer provided that the member and his counsel cooperate with the Service throughout the entire course of the action.

22 Pensions

- 22.01 Pension benefits and terms and conditions relative thereto are as set forth in the Special Forces Pension Plan. Members of the Association shall participate in this plan and make contributions by payroll deduction. The City shall pay (one point one percent (1.1%) of the rate of contribution. The remainder of the contribution rate as set forth in the Special Forces Pension Plan made thereunder shall be shared equally between the members and the City.
- 22.02 All members in ranks coming within the scope of this Agreement shall belong to the Special Forces Pension Plan and shall terminate their employment with the Edmonton Police Service on their sixty- fifth (65th) birthdate.

23 Temporary Change of Duties

- * 23.01 The Service reserves the right to determine whether a temporary vacancy in a senior position is required to be filled.

Once such determination is made, a member relieving in the position of Deputy Chief shall receive a rate that is ten percent (10%) higher than the regular rate of pay for the member's existing position commencing with the first working day of such relief assignment.

When an Inspector III relieves a Superintendent the member shall receive ten percent (10%) higher than the regular rate of pay for the member's existing position commencing with the first working day of such relief assignment. An Inspector I or II relieving a Superintendent will receive remuneration at the Superintendent I level commencing the first working day of such relief assignment.

- * 23.02 If a member:

- a) relieves in a senior position;
- b) or is promoted to a senior position; or
- c) a combination of both (a) and (b) above

for 1,041 hours or more in a payroll year, the member shall be compensated retroactively in the following calendar year for annual vacation leave, statutory holidays and sick leave benefits, at the rate of pay assigned to the position which corresponds to the senior position the member held most during the payroll year.

Eligible members shall be compensated on an annual basis in a lump sum to be paid on the first full payending in March of each year.

Where sick leave benefits are paid at a higher rate as a result of this provision, the additional premium owed by the member shall also be calculated for the year and paid into the plan.

Acting pay for those members who relieve for the majority of the payroll year shall be treated as pensionable earnings. This shall also be applicable to those situations where a combination of the number of relieving shifts and the number of promoted shifts represents the majority of working hours in the payroll year. Both the City and the member shall pay additional contributions to the pension plan based on the additional pensionable earnings.

24 Edmonton Civic Employees Charitable Assistance Fund

A payroll deduction in the amount of one-quarter ($\frac{1}{4}$) of one percent (1%) shall be made from the wages of all employees covered by this Agreement. Such deductions shall be on a bi-weekly basis and shall be forwarded to the Secretary Treasurer of the Fund at the end of each pay period, together with a list of employees from whom deductions have been made.

Part II - Health And Welfare Benefits

1 Income Protection Plan

1.01 Waiting Period

A probationary employee who has completed ninety (90) calendar days of continuous civic employment since the last date the employee commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Income Protection Plan. However, an employee who is absent from work on the date that he/she would have been eligible to participate in the Income Protection Plan shall not be eligible to participate in the Plan until he/she has returned to work for the City for a period of at least ten (10) consecutive working days.

1.01.01 An employee who is absent from work due to personal disability (as defined in the Income Protection Plan), for one (1) complete pay period or more, during the ninety (90) calendar day waiting period shall have the waiting period extended by the number of working days the employee was absent due to such disability.

1.01.02 An employee who is on approved leave of absence without pay during the waiting period, for a period of one (1) complete pay period or more, shall have the waiting period extended by the number of working days the employee was absent due to such leave.

1.02 The cost of the Income Protection Plan shall be paid by the City and the Income Protection Plan shall be administered by the City.

1.03 Benefits

Except as otherwise provided in this Agreement, when a member is unable to perform the duties of a police officer due to personal non-occupational disability, such member shall be entitled to receive benefits from the Income Protection Plan for each period of absence from work in accordance with the following provisions. Benefits shall be based on regular rate of pay immediately prior to the commencement of such disability, subject to the provisions of 1.04.

Length of Continuous Service	Income Protection Benefits at 100% of the Regular Rate of Pay (the lesser of the following)
Less than 90 calendar days	0 working days or 0 hours
90 calendar days or more	85 working days or 680 hours

A member who has received the lesser of eighty-five (85) working days or six hundred eighty (680) hours of Income Protection benefits at one hundred percent (100%) of the regular rate of pay in any payroll year shall receive all subsequent Income Protection benefits in the payroll year at the rate of ninety percent (90%) of the member's regular rate of pay upon his/her return to work.

If such member is in receipt of benefits at ninety percent (90%) of the regular rate of pay on the last day in a payroll year, the member shall not qualify for Income Protection benefits at one hundred percent (100%) of the regular rate of pay until he/she returns to work for ten (10) consecutive working days.

The term "payroll year" shall mean the pay periods used by the City to determine gross earnings for the purposes of producing yearly earnings statements for income tax purposes.

A member who is in receipt of Long Term Disability benefits and who is engaged in approved alternative employment in accordance with Article 2.13. and is unable to perform the duties of the alternate position due to personal non-occupational disability shall be entitled to receive Income Protection benefits for each period of absence from work. Such members shall receive an entitlement equal to the lesser of ten (10) working days or eighty (80) hours of benefits in a payroll year and shall be paid for such benefits at one hundred percent (100%) of the regular rate of pay of the alternate position.

- 1.03.01 If a member is absent from work due to personal non-occupational disability on the first scheduled working day for which the member would otherwise be eligible for increased Income Protection Benefit Entitlement, the member shall not become eligible for such increased entitlement until he/she returns to work for the City for a period of at least ten (10) consecutive working days. Periods of leave of absence without pay in excess of one (1) complete pay period, shall not be considered as continuous employment for the purpose of determining Income Protection Benefit Entitlement. For creditation purposes, a member's anniversary date shall be adjusted by the number of days of leave of absence without pay.
- 1.03.02 If a member is unable to perform the duties of his/her regular position but is capable of performing modified or alternative policing duties for the Police Service, the member may be required to perform such modified or alternative duties until the member is again capable of performing the duties of his/her regular position.
- 1.03.03 A member's eligibility for Income Protection benefits, including his/her ability to perform alternative policing duties shall be determined by the Plan Adjudicator and shall be based on medical evidence. The Plan Adjudicator shall be appointed by the City.
- 1.03.04 When a question arises as to whether a member's disability is occupational and the disability is under review by the Workers' Compensation Board, the member shall receive Income Protection benefits in accordance with the member's entitlement until the claim is adjudicated by the Workers' Compensation Board. In the event that the Workers' Compensation Board determines that the disability is occupational, the member shall reimburse the Income Protection Plan, from any monies which may be owed to the member, for the period of absence for which the claim is considered occupational and for which the member received benefits under the Income Protection Plan.
- 1.03.05 Except as otherwise provided in this Agreement, the monetary value of Income Protection Plan benefits payable under this Plan shall be reduced by any amounts the member may be entitled to from the sources set out as follows, whether or not such amounts are provided for the disability for which benefits are being claimed:
 - 1.03.05.01 Benefits from the Canada Pension Plan and/or Quebec Pension Plan, except those Canada Pension Plan and/or Quebec Pension Plan disability benefits payable on behalf of the member's dependents.
 - 1.03.05.02 Any monthly income payable as a result of the member's disability from any plan not personally contracted for by the member including those

plans for which the member has made contributions as a result of Provincial or Federal legislation.

- 1.03.05.03 Any other disability benefits payable to the member as a result of Provincial or Federal legislation. Notwithstanding the above, the City's plans will be considered the first payer with respect to Employment Insurance disability benefits only, subject to the requirements of the Employment Insurance Premium Reduction Program.
- 1.03.05.04 Any monies received from the Crimes Compensation Board which are specifically provided for loss of income.
- 1.03.05.05 Any monies received from the Workers' Compensation Board either directly or by way of lump sum payments or disability pensions in respect of a disability for which benefits are claimed under this Plan.
- 1.04 In the event that an adjustment to the regular rate of pay occurs during the period of time that a member is in receipt of Income Protection benefits, such member shall receive the adjusted rate of pay effective from the date of adjustment.
- 1.05 A member who is compelled to arrange a personal medical or dental appointment during working hours shall be allowed to meet such appointment on City time and without loss of pay, provided that the member is absent from work for a period of three (3) hours or less. Such member shall not be obliged to make up the time spent away from work to keep the appointment. Medical and dental appointments which require the member to be absent from work for longer than three (3) hours shall be debited from a member's accumulated Income Protection benefits.
- However, an employee whose absence exceeds three (3) hours for a medical or dental appointment may use banked overtime or vacation credits for the hours or portion thereof in excess of three (3) hours in order to avoid having the absence counted as an incident of absence.
- 1.06 Each period of absence from work due to non-occupational disability which exceeds three (3) hours, shall be counted as one incident of absence for the purposes of this Plan.

During any payroll year and in order to control absenteeism, the Police Chief shall have the discretion to inform a member that subsequent incidents of absence in any payroll year shall be payable at seventy-five percent (75%) of the member's regular rate of pay.

The above noted practice may be implemented after considering a member's absence record in any payroll year. The member shall be provided notice of such practice. Prior to implementing the practice, the Police Chief shall advise and consult with the Association.

Subject to approval by the Plan Administrator, a member who is receiving on-going therapeutic treatment for a life threatening disability, and as a result is absent from work for periods in excess of three (3) hours to undergo such treatment session, may have the entire number of such treatment sessions considered as one (1) incident of absence in any payroll year.

1.07 Recurring Disabilities

- 1.07.01 If a member returns to work after a period of disability and becomes disabled again within thirty (30) calendar days of his/her return to work due to causes related to the earlier disability, then the second period of disability shall be considered as an extension of the earlier period of disability and only the balance of Income Protection benefits remaining from the earlier disability shall be payable.
- 1.07.02 If a member returns to work after a period of disability and becomes disabled again within ten (10) calendar days of his/her return to work due to causes unrelated to the earlier disability, then the second period of disability shall be considered as an extension of the earlier period of disability and only the balance of Income Protection benefits remaining from the earlier disability shall be payable.
- 1.07.03 Notwithstanding the provisions of 1.07.01. and 1.07.02., each period of absence due to personal non- occupational disability shall be considered as one (1) incident of disability.

1.08 Other Benefits While Disabled

A member who is in receipt of Income Protection benefits shall continue to be covered under all City benefit plans for which the member is eligible based on the member's regular rate of pay. A member shall continue to pay applicable member contributions and the City will continue to pay its share of the cost of applicable City benefit plans.

1.09 Duration of Benefits

Eligibility for Income Protection benefits will cease upon the earliest of the following dates:

- 1.09.01 The date the member is no longer disabled from performing policing duties.
- 1.09.02 The date the member's Income Protection benefits have been expended.
- 1.09.03 The date the member dies.
- 1.09.04 In the case of a member who is laid off from the City, the date such layoff is effective. This clause shall not apply when the period of disability commences prior to the notice of layoff and continues beyond the date such layoff is effective.

1.10 Alternative Employment with the City

If, while in receipt of Income Protection benefits, a member remains unable, due to personal non- occupational disability, to perform the duties of his/her regular position but is capable of performing alternative policing duties and such alternative duties are offered to the member by the Police Service and the member does not accept such alternative duties, then Income Protection benefits will cease on the date the member would otherwise have commenced the alternative duties.

- 1.11 If, while in receipt of Income Protection benefits, subject to Police Service Policy and the prior approval of the Plan Adjudicator, a member engages in

employment for gain, then the member's eligibility for Income Protection benefits shall cease on the date the member commenced such employment for gain and no further benefits shall be payable to such member from the Income Protection Plan.

2 Long Term Disability Plan

2.01 Waiting Period

A permanent or probationary employee who has not attained his/her normal retirement age and who has completed ninety (90) calendar days of continuous civic employment since the last date he/she commenced employment as a permanent or probationary employee with the City shall be a member of the Long Term Disability Plan. However, an employee who is absent from work on the date that he/she would have been eligible to participate in the Long Term Disability Plan shall not be eligible to participate in the Plan until he/she has returned to work for the City for a period of at least ten (10) consecutive working days.

- 2.01.01 When an employee is absent from work during the waiting period due to personal disability for one (1) complete pay period or more, the employee shall have his/her waiting period extended by the number of working days he/she was absent due to such disability. When the waiting period is so extended the employee may be required to undergo a medical assessment prior to joining the Long Term Disability Plan in order that any pre-existing conditions might be documented.
- 2.01.02 When an employee is on approved leave of absence without pay during the waiting period for one (1) complete pay period or more, the employee shall have his/her waiting period extended by the number of working days he/she was absent due to such leave.

2.02 Contributions

The cost of the Long Term Disability Plan shall be paid by members of the Plan through payroll deduction effective upon the date of membership in the Plan. For members who are receiving Long Term Disability benefits and who are not engaged in alternative employment, contributions to the Long Term Disability Plan will be waived. Employees, who are members of the Plan, but unable to receive benefits because their disability arises from a pre-existing condition as per the terms of Article 2.15.02 shall continue to contribute premiums to the Long Term Disability Plan.

The City shall administer the Long Term Disability Plan.

2.03 Eligibility for Benefits

A member will not be eligible to receive Long Term Disability benefits until his/her Income Protection benefits have expired.

- 2.03.01 A member's eligibility for Long Term Disability benefits, including his/her ability to perform alternative employment shall be determined by the Plan Adjudicator. The costs of the Plan Adjudicator shall be borne by the Long Term Disability Plan. The Plan Adjudicator shall be appointed by the City.

In the event of a dispute based on medical evidence between the member and the Plan Adjudicator concerning such member's eligibility for Long Term

Disability benefits, or the member's ability to perform alternative employment, the same shall be settled by referring the dispute to a review panel comprised of the Plan Adjudicator, the physician representing the member and an independent physician selected jointly by the City and the Association. If the City and the Association cannot agree upon the selection of an independent physician within fourteen (14) calendar days, the selection shall be made by the Alberta College of Physicians and Surgeons. The review panel shall be chaired by a representative of the City of Edmonton. The decision of the majority of the review panel members shall be final and binding on the member, the City, and the Association. The City appointed chairman shall not be a voting participant in the decision making process of the review panel. The cost of the review panel shall be borne by the Long Term Disability Plan.

2.04 Except as otherwise provided in this Agreement, upon expiration of the member's Income Protection benefits, and during the following twenty- four (24) month period, a member is eligible to receive Long Term Disability benefits if, due to personal non- occupational disability, he/she is completely unable to perform the duties of his/her regular position or alternative policing duties which are made available by the Police Service.

2.05 Except as otherwise provided in this Agreement, Long Term Disability benefits will continue to be paid after the initial twenty- four (24) month period only if the disability prevents the member from engaging in an occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience. If the disability does not prevent the member from engaging in an occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience, and such member is not engaged in rehabilitative employment or training which has been approved by the Plan Adjudicator, then Long Term Disability benefits to such member will cease upon expiration of the initial twenty- four (24) month period.

"Initial twenty- four (24) month period" when used in reference to the Long Term Disability Plan shall mean a twenty- four (24) month period beginning on the date a member commences receiving Long Term Disability benefits and during which time the member is continuously disabled from the duties of his/her regular position including any period of time defined in 2.12., 2.13. and 2.14.

In accordance with the terms of Article 2.12. the period of rehabilitative employment and/or training may be extended beyond twenty- four (24) months and this extension shall be included as part of the definition of "initial twenty- four (24) month period".

"An occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience" when used in reference to the Long Term Disability Plan shall mean an occupation which provides the member with minimum gross earnings equal to fifty percent (50%) of his/her regular rate of pay. The regular rate of pay shall be adjusted each January 1 by the percentage change in the Consumer Price Index for the Edmonton region during the twelve (12) month period ending on the previous November 30.

2.06 Duration of Benefits

Eligibility for Long Term Disability benefits will cease upon the earliest of the following dates:

- * 2.06.01 The date the member attains his/her normal retirement age sixty- five (65)

years.

2.06.02 The date the member is no longer disabled as defined by the terms of this Plan.

2.06.03 The date the members dies.

2.06.04 In the case of a member who is laid off from the City, the date such layoff is effective. This clause shall not apply when the period of disability commences and the employee was eligible to receive Income Protection or Long Term Disability benefits, prior to the notice of layoff and the disability has continued beyond the date such layoff is effective.

2.06.05 The date the member is terminated from the employ of the City unless the member is engaged in approved rehabilitative employment with another employer.

2.07 Level of Benefits Provided

Unless otherwise provided in this Agreement, the Long Term Disability benefit shall be an amount equal to a percentage of the annualized regular rate of pay of the position to which the member was permanently appointed or serving the required probationary period or trial term thereof on the date he/she was first eligible for Long Term Disability benefits. The annualized regular rate of pay for full-time members shall be calculated by multiplying the hourly regular rate of pay times the scheduled hours of work or, if the member's regular rate of pay is a bi-weekly rate, then multiplying the bi-weekly rate times twenty-six point one (26.1). The percentage of annualized regular rate of pay which is paid as the Long Term Disability benefit shall be in accordance with the following:

Annualized Regular Rate of Pay	Long Term Disability Benefit (percentage of Annualized Regular Rate of Pay)
\$40,000.99 or less	55%
\$40,001 to \$50,000.99	54%
\$50,001 to \$60,000.99	53%
\$60,001 to \$65,000.99	52%
\$65,001 to \$70,000.99	51%
\$70,001 or more	50%

The maximum monthly benefit payable shall not exceed five thousand dollars (\$5,000.00). The Long Term Disability benefit payable shall be paid monthly, in arrears, and shall be determined by dividing the annual benefit payable by twelve (12).

The amount determined above shall be reduced by any amounts the member may be entitled to from the sources set out as follows:

2.07.01 Benefits to which the member is entitled as a result of his/her disability from the Canada Pension Plan and/or Quebec Pension Plan, except those Canada Pension Plan and/or Quebec Pension Plan disability benefits payable on behalf of the member's dependents. Any cost of living increases to Canada Pension Plan and/or Quebec Pension Plan disability benefits after commencement of Long Term Disability benefits will not affect the amount of Long Term Disability benefit payable.

- 2.07.02 Any monthly income payable as a result of the member's disability from any Plan including those Plans for which the member has made contributions as a result of Provincial or Federal legislation.
- 2.07.03 Any other disability benefits payable to the member as a result of Provincial or Federal legislation.
- 2.07.04 Any monies received from the Crimes Compensation Board but only if related to the disability for which benefits are claimed under this Plan.
- 2.07.05 Any monies received from self employment income unless the employment was part of an approved rehabilitation program wherein the provisions of Articles 2.13 and 2.14 would apply.

2.08 Lump Sum Settlements

In the event that a member receives a lump sum payment for loss of income from any source not personally contracted for by the member, including a civil suit arising from the accident or illness giving rise to Long Term Disability benefits, the member shall have one of the following options:

- 2.08.01 The lump sum payment shall be actuarially equated by a qualified actuary appointed by the Plan Adjudicator to a monthly amount based on pro-rating the lump sum payment over the remaining service life of the member to normal retirement age, and such monthly amounts shall be deducted from the amount of the monthly Long Term Disability benefit payable under this Plan. In calculating the monthly amounts to which the lump sum payment is actuarially equated, the actuary will assume that, on January 1 of each year, such monthly amount will be increased by the lesser of the percentage increase in the Consumer Price Index for the Edmonton region during the twelve (12) month period ending on the previous November 30, or five percent (5%).

Where such monthly amounts exceed the monthly Long Term Disability benefit, the member, in accepting the lump sum payment, shall automatically release the City and the Association from any and all obligations to the member under this Plan.

- 2.08.02 The member may irrevocably assign the lump sum payment to the Long Term Disability Plan and the Plan shall then be obligated to continue Long Term Disability benefits to the member in accordance with the provisions of this Plan.

2.09 Coverage Under Other Benefit Plans While Disabled

During the initial twenty- four (24) month period, a member who is receiving Long Term Disability benefits will continue to participate in the City's Group Life Insurance Plan, Dental Plan, Supplementary Health Care Plan, Alberta Health Care Plan and Health Care Spending Account in accordance with the terms and conditions of those Plans. Member and City contributions to such Plans will be paid by the Long Term Disability Plan except that, if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, City contributions to the Group Life Insurance Plan will be paid by the Long Term Disability Plan.

- 2.10 If after expiration of the initial twenty- four (24) month period the member continues to receive Long Term Disability benefits, coverage under the City's Alberta Health Care Plan, Health Care Spending Account, Supplementary Health

Care Plan and Dental Plan shall continue if the member opts to continue coverage in accordance with the terms of the Plans in question and member and City contributions to such plans shall be paid by the Long Term Disability Plan.

- 2.11 While in receipt of Long Term Disability benefits, a member shall continue to belong to applicable pension plans. Member and City contributions shall continue to be made to such plans based on the rate of pay prescribed under the applicable Government Pension Plan. Member and City contributions shall be paid by the Long Term Disability Plan.

2.12 Rehabilitative Employment and Training

During the initial twenty- four (24) month period following commencement of Long Term Disability benefits, members who are in receipt of Long Term Disability benefits and who, in the opinion of the Plan Adjudicator, will not be able to perform policing duties for the duration of the initial twenty- four (24) month period and thereafter may be required to engage in rehabilitative employment and/or training which is approved by the Plan Adjudicator.

Members who refuse to enter into or fully participate in approved rehabilitative employment and/or training shall have their Long Term Disability benefits discontinued effective upon the date they would have commenced such employment and/or training. However, in no case will a member be allowed to participate or be compelled to participate in any rehabilitative employment and/or training without the approval of the Adjudicator, the consent of the member's attending physician and the approval of the City. In the event that these three (3) parties cannot unanimously agree as to the member's ability to engage in rehabilitative training and/or employment, then the matter shall be referred to a review panel for final decision. The review panel shall be comprised of the Plan Adjudicator, the physician representing the member and an independent physician selected by these two (2) parties. If these two (2) parties cannot agree upon the selection of an independent physician within fourteen (14) calendar days, the selection shall be made by the Alberta College of Physicians and Surgeons. The decision of the majority of the review panel members shall be final and binding on the member, the City, and the Association.

Long Term Disability benefits payable in conjunction with an approved program of rehabilitative training and/or employment shall be payable for a maximum period of twenty- four (24) months, unless an extension of such rehabilitation period is approved by the Plan Adjudicator.

The rehabilitative employment and/or training may include one or more of the following activities:

- 2.12.01 ♦ employment in a non- policing occupation which is compatible with the nature of the disability and the medical prognosis or
- 2.12.02 ♦ participation in a formal secondary, vocational or post- secondary training program or
- 2.12.03 ♦ such other arrangements which are judged by the City to be in the best interests of the member, the City and the Plan.

2.13 Rehabilitative Employment and/or Training with the City

If, during the initial twenty- four (24) month period following commencement of Long Term Disability benefits, a member remains unable, due to personal non- occupational disability, to perform policing duties but engages in rehabilitative

employment and/or training with the City, then the Long Term Disability benefits will continue for the balance of the initial twenty- four (24) month period.

However, the Long Term Disability benefits will be reduced to fifty percent (50%) of the amount by which the member's regular rate of pay on the date he/she first became eligible to receive Long Term Disability benefits exceeds the regular rate of pay of any alternative employment and/or training provided always that the resultant amount is not less than the Long Term Disability benefit the member was receiving prior to engaging in the alternative employment, nor greater than the member's regular rate of pay on the date he/she first became eligible to receive Long Term Disability benefits (adjusted by any negotiated increases).

2.13.01 If, during the initial twenty- four (24) month period, a member engages in rehabilitative employment and/or training with the City, such member will continue to participate in applicable City benefit plans based on his/her regular rate of pay on the date he/she first became eligible to receive Long Term Disability benefits. Member and City contributions to applicable City benefit plans will be paid by the Long Term Disability Plan, except that, if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, no employee contributions to the Group Life Insurance Plan will be required while the member so qualifies.

2.13.02 If, during the initial twenty- four (24) month period, a member engages in rehabilitative employment and/or training with the City, and becomes unable due to personal non- occupational disability, to perform the duties of the rehabilitative employment, then for ten (10) working days of absence due to such disability in any calendar year, he/she shall be eligible to receive Income Protection benefits based upon the regular rate of pay of any rehabilitative employment. Any Long Term Disability benefits payable in accordance with this section will continue during the ten (10) working days. If the periods of absence exceed ten (10) working days in any calendar year, the member shall receive Long Term Disability benefits for the period in excess of ten (10) working days based on his/her regular rate of pay on the date he/she first became eligible for Long Term Disability benefits.

2.14 Rehabilitative Employment and/or Training with an Employer Other Than the City

2.14.01 If, during the initial twenty- four (24) month period, a member remains unable, due to personal non- occupational disability, to perform policing duties but engages in gainful employment with another employer, and such outside employment is approved by the Plan Adjudicator, the Long Term Disability benefits will continue for the balance of the initial twenty- four (24) month period. However, the Long Term Disability benefits will reduce to fifty percent (50%) of the amount by which the member's bi- weekly rate of pay on the date he/she first became eligible for Long Term Disability benefits exceeds the average bi- weekly income from such approved outside employment provided always that the resultant amount is not less than the Long Term Disability benefit the member was receiving prior to engaging in alternative employment, nor greater than the member's regular rate of pay on the date he/she first became eligible to receive Long Term Disability benefits (adjusted by any negotiated increases).

2.14.02 A member who is engaged in approved employment with another employer and who is in receipt of Long Term Disability benefits in accordance with this section shall continue his/her participation in the City's Alberta Health Care Plan, Supplementary Health Care Plan, Dental Plan and Group Life Insurance Plan unless he/she has similar coverage under other such plans. Member and

City contributions to such plans shall be paid by the Long Term Disability Plan, except that if the member qualifies for the waiver of premium benefit under the Group Life Insurance Plan, no employee contributions to the Group Life Insurance Plan shall be required while the member so qualifies.

- 2.14.03 A member who is engaged in approved employment with another employer and who is in receipt of Long Term Disability benefits in accordance with this section shall continue to belong to applicable pension plans provided this is consistent with the regulations of the pension plans. Member and City contributions to such plans shall continue to be made based on the rate of pay prescribed under the applicable Government Pension Plan. Member and City contributions shall be paid by the Long Term Disability Plan.
- 2.14.04 When a member's participation in the City's Alberta Health Care Plan, Supplementary Health Care Plan, Dental Plan, Group Life Insurance Plan or applicable pension plans is continued in accordance with this section, it is specifically provided that his/her participation in such plans will cease upon expiration of the initial twenty- four (24) month period or when the member no longer continues to receive Long Term Disability benefits, which ever occurs first.
- 2.14.05 When a member engages in employment for gain and such employment has not been approved by the Plan Adjudicator, then the member's eligibility for Long Term Disability benefits shall cease on the date he/she commenced such employment and no further benefits shall be payable to such member from the Long Term Disability Plan.

2.15 Limitations and Exclusions

- 2.15.01 No Long Term Disability benefits will be payable for a period during which the member is not under the care and treatment of a physician legally licensed to practice medicine. If such attending physician is not legally licensed to practice medicine in Canada, approval from the Plan Adjudicator must be obtained.
- 2.15.02 No Long Term Disability benefits are payable for a period of disability which commences during the twelve (12) month period following initial membership in the Long Term Disability Plan if such disability results directly or indirectly from an injury or illness for which medical treatment was received or prescribed drugs taken during the one hundred and eighty (180) day period prior to becoming a member of the Long Term Disability Plan.

2.16 Cost of Living Increases

Long Term Disability payments will be reviewed annually by the Long Term Disability Advisory Board. The Board shall review and consider an annual actuarial valuation and report and may recommend to the Plan Administrator adjustments to Long Term Disability payments.

2.17 Recurring Disabilities

- 2.17.01 A member who returns to work for the City after a period of disability during which Long Term Disability benefits were paid and becomes disabled again within one hundred eighty (180) calendar days of his/her return to work due to causes related to the earlier disability, and the second period of disability covers ten (10) working days or more, and the second period of disability is not fully covered by the Income Protection Plan, then the second period of

disability shall be considered as an extension of the earlier period of disability and Long Term Disability benefits shall recommence immediately based on the member's regular rate of pay on the date the second period of disability began.

2.17.02 A member who returns to work for the City after a period of disability during which Long Term Disability benefits were paid and becomes disabled again within thirty (30) calendar days of his/her return to work due to causes unrelated to the earlier disability and the second period of disability is not fully covered by the Income Protection Plan, then the second period of disability shall be considered an extension of the earlier period of disability and Long Term Disability benefits shall recommence immediately based on the member's regular rate of pay on the date the second period of disability began.

2.18 Long Term Disability Plan Advisory Board

A Long Term Disability Plan Advisory Board shall be established to advise the Plan Administrator in accordance with the following:

2.18.01 The Board shall have the authority to recommend to the Plan Administrator administrative practices and yearly adjustments to Long Term Disability payments which are in progress.

2.18.02 The Board shall be composed of three (3) representatives from the City and three (3) representatives from the Association.

3 Income Replacement Plan Payout

3.01 Upon retirement to pension immediately following his/her service with the City, or death, members covered by of this Agreement shall receive a lump sum payment from the City equal to the lesser of the following amounts:

Income Replacement Banked Entitlement at date of retirement	X (.0083) X	Number of years of continuous employment immediately prior to membership in the Long Term Disability Plan	X Bi- weekly pay of the employee at the regular rate of pay of his/her permanent or probationary position on the date prior to membership in the Long Term Disability Plan
Average Incidence of Sick Leave on the last day that the Income Replacement Plan was in Force			The lesser of: (10 days or 80 hours)

OR

129	X	Bi- weekly pay of the employee at the regular rate of pay of his permanent or probationary position on the date prior to membership in the Long Term Disability Plan
The lesser of: (10 days or 80 hours)		

3.02 Upon resignation, members shall receive a lump sum payment from the City equal to one- half (½) the amount they would have received had they retired to pension from the service of the City on the date of their resignation. For the purposes of this section a layoff shall be considered as a resignation. Members terminated for cause

shall not be eligible for a lump sum payment.

- 3.03 The Association, its member unions and their respective members relinquish all rights to any monies in the Income Replacement Plan as of date of implementation of the Long Term Disability Plan and thereafter, and such monies shall be retained by the City.
- 3.04 Layoff shall not affect the member's Income Replacement Entitlement provided that the member is rehired not more than twenty- four (24) months after the date on which such layoff occurred. In instances where a layoff of a member exceeds twenty- four (24) months, such layoff will be deemed to be a resignation for the purposes of this section and the provisions of 3.02. shall apply.
- 3.05 The lump sum payouts which are established for members shall be retained by the City until payment is made to the member. Such lump sum payouts shall be increased annually on January 1 according to the percentage increase in the Consumer Price Index for the Edmonton region during the twelve (12) month period ending on the previous November 30 until such time as payment is made to the member.

4 Group Life Insurance

- 4.01 A probationary employee who has completed ninety (90) calendar days of continuous employment with the City since the last date he/she commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Group Life Insurance Plan. The City shall pay fifty percent (50%) of the premium and the member shall pay fifty percent (50%) of the premium through payroll deduction.
- 4.02 Monies which accrue as a result of favourable experience shall be retained in a fund to be applied to offset costs at a future date. However, if there is no favourable experience fund, costs which accrue as a result of experience under this Plan or which have accrued as a result of experience under a previous plan shall be shared equally by the City and the members of the Plan. In the event of termination of this Group Life Insurance Plan, monies from any favourable experience fund shall be shared equally between the City and those who are members at that time.
- 4.03 All members shall be insured for lump sum benefit amounts based on their declared dependency status, as specified in the following schedule:

With Dependents	Without Dependents
2.5 times the member's basic annualized regular rate of pay	1 times the member's basic annualized regular rate of pay

- 4.04 A member's Group Life Insurance shall cease thirty- one (31) days after termination of employment or thirty- one (31) days after the member's normal retirement age, whichever occurs earlier.
- 4.05 The Group Life Insurance benefits specified herein shall be subject to the terms and conditions of the insurer's contract.

5 Alberta Health Care Plan

A probationary employee who has completed ninety (90) calendar days of continuous employment with the City since the last date he/she commenced employment as a

probationary employee with the City, or a permanent employee, shall be a member of the Alberta Health Care Insurance Plan through the City, unless the employee has coverage by virtue of a spouse's membership in the Plan. The member shall pay fifty percent (50%) of the premium by payroll deduction and the City shall pay fifty percent (50%) of the premium. The specific provisions of the Alberta Health Care Insurance Plan shall take precedence over any provision under this section.

6 Supplementary Health Care Plan

A probationary employee who has completed ninety (90) calendar days of continuous employment with the City since the last date he/she commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Supplementary Health Care Plan unless he/she is covered by a similar plan or the employee has coverage by virtue of a spouse's membership in the Plan. The City shall pay fifty percent (50%) of the cost of this Plan and the member shall pay fifty percent (50%) of the cost by payroll deduction.

Upon early retirement to a full or partial pension resulting from his/her service with the City, a member may personally contract to continue participation in this Plan by paying the full premiums directly on a monthly basis. Premiums paid by retired and disabled participants shall be retained and administered by the City.

Participation in this Plan shall terminate on:

- ♦ In the case of a member, the date of termination of employment with the City;
- ♦ in the case of a widowed spouse of a member or a member who retired to a pension from the City, who contracts to continue participation in this Plan, the ninety- first (91st) day after said person ceases to be a resident of the province;
- ♦ in the case of a dependent, the date on which he/she ceases to fall within the definition of a dependent, as specified herein;
- ♦ in any case, on the date of the member's normal retirement age.

This Plan shall provide benefits to members and eligible dependents of members in accordance with the following:

6.01 Supplementary Hospital Benefits

6.01.01 Hospital benefits shall be provided for a member and/or a member's dependents confined in whole or in part by reason of pregnancy, except in instances where such confinement commenced prior to joining the Plan and continued thereafter and except in instances where the employment of a member terminated prior to such confinement.

6.01.02 Hospital benefits in any calendar year are provided for members and/or dependents of members in respect of charges applicable to voluntary confinements in a mental hospital in the Province of Alberta for a period of up to sixty (60) calendar days commencing on the one hundred and twentieth (120th) calendar day of such confinement and ending on the one hundred and eightieth (180th) calendar day of such confinement. The liability of this Plan under this clause shall be limited to a maximum of the standard ward rate per day for any one confinement in a calendar year.

6.01.03 Hospital charges, in excess of those paid by the Alberta Health Care Insurance Plan, for a hospital located in the Province of Alberta, shall be paid by this Plan provided that no payment shall be made for charges in excess of the semi-private ward rate. A member who requests and is confined in a private ward

shall be responsible for any charges for such ward which are in excess of the semi- private ward rate.

- 6.01.04 Hospital charges, in excess of those paid by the Alberta Health Care Insurance Plan for a hospital not located in the Province of Alberta, shall be paid by this Plan provided that no payment shall be made for charges in excess of the semi- private ward rate or forty dollars (\$40.00) per day, whichever is lower.

6.02 Major Medical Benefits

The member shall pay the first thirty (\$30.00) of eligible major medical expenses incurred in a calendar year and this Plan will pay eighty percent (80%) of the amount in excess of thirty dollars (\$30.00) in such calendar year (unless otherwise specified herein). Eligible expenses may be claimed by a member in accordance with the following:

- 6.02.01 Charges for drugs, medicines, allergy serums, allergy serum extracts, asthmatic drugs, and insulin which are purchased on a written prescription of a physician or dentist and dispensed by a licensed pharmacist. Proprietary or patent medicines or drugs which can be purchased without a prescription will not be covered. Reimbursement is based on a recognized third party drug formulary, utilizing lowest – cost alternative drugs. The maximum reimbursement for dispensing fees are as follows:

Cost of the Drug	Dispensing Fees (excluding Inventory Allowance)
0 - \$74.99	\$6.25 (@ 80% - \$5.00 reimbursement)
\$75 - \$149	\$9.38 (@ 80 % - \$7.50 reimbursement)
\$150 and over	\$12.50 (@80% - \$10.00 reimbursement)

- 6.02.01.01 The City will utilize a "pay- direct" method of reimbursement for prescription drugs. Employees that are members of the City's Supplementary Health Care Plan will be provided with a drug card.
- 6.02.02 For charges of professional ambulance services when required due to illness or injury. This includes air transportation where ground transportation is either not available or not medically recommended. Such charges are limited to those incurred within Canada.
- 6.02.03 The Plan shall pay a maximum of two thousand dollars (\$2,000.00) per calendar year for the usual and reasonable costs of artificial limbs (excepting myo- electric controlled prosthesis), artificial eyes, braces which incorporate a rigid support of metal or plastic, trusses, cervical collars and breast prosthesis resulting from a mastectomy, manufactured according to the specifications on the written order of a physician and necessary repairs or replacement of such appliances if such repairs or replacement are performed on the written order of a physician. All such appliances must be required to treat an existing medical condition. Repair or replacement of a breast prosthesis shall not require a written order of a physician, however, such replacement or repair shall be limited to once in each twenty- four (24) month period.
- 6.02.04 The Plan shall pay a maximum total of two thousand dollars (\$2,000.00) per calendar year, for medical care, on the written order of a physician, in the member's home, to a member or a member's dependent, by a practical or registered nurse who is not related to the member or his/her dependents. Homemaking services are not included. This benefit shall be limited to

situations where it is medically shown that the person in respect of whom the service is rendered is suffering from a chronic and/or debilitating condition.

- 6.02.05 The Plan shall pay a maximum of one thousand dollars (\$1,000.00) per calendar year for the services of a clinical psychologist engaged in the treatment of a mental or emotional illness of a member or his/her dependents. Submitted expenses shall be fifty percent (50%) paid for by the Plan provided the member has paid the first thirty dollars (\$30.00) as provided in 6.02.
- 6.02.06 The Plan shall pay a maximum of one thousand dollars (\$1,000.00) per calendar year for the usual and reasonable costs for the purchase or rental of:
- 6.02.06.01 Respiratory equipment, including oxygen;
- 6.02.06.02 Inhalation devices for the delivery of inhaled asthmatic medication on the written order of a physician;
- 6.02.06.03 Machines for use by diabetics, on the written order of a physician, to monitor glucose reimbursed at fifty percent (50%) and limited to one such machine per employee in each five (5) year period;
- 6.02.06.04 Air cleaning devices, ionizing machines, vaporizers and humidifiers are excluded.
- 6.02.07 Usual and reasonable charges for colostomy, ileostomy, urostomy and adult incontinence supplies upon written order of a physician.
- 6.02.08 The Plan shall pay a maximum of one thousand dollars (\$1,000.00) per calendar year for services rendered by a qualified physiotherapist. The Plan shall not make any payment for services rendered that such person is entitled to at no cost under the Provincial Community Rehabilitation Program, and until the member/dependent has received treatment amounting to two hundred and fifty dollars (\$250.00) per benefit year as defined by the Alberta Health Authorities (April 1 –March 31).
- 6.02.09 The Plan shall pay a maximum of one thousand dollars (\$1,000.00) per calendar year for services rendered by a licensed chiropractor. The Plan shall not pay for such services until the allowable limits under the Alberta Health Care Plan have been reached. A letter from Alberta Health Care stating the date the maximum was attained shall be submitted with the claim. Submitted eligible expenses shall be seventy- five percent (75%) paid for by the Plan provided the member has paid the first thirty dollars (\$30.00) as provided in 6.02.
- 6.02.10 The Plan shall pay a maximum of five hundred dollars (\$500.00) per calendar year for services rendered by a licensed podiatrist. The Plan shall not pay for such services until the allowable limits under the Alberta Health Care Plan have been reached. A letter from Alberta Health Care stating the date the maximum was attained shall be submitted with the claim.
- 6.02.11 The Plan shall pay a maximum of five hundred dollars (\$500.00) per calendar year for acupuncture services performed by a registered acupuncturist, provided it is administered as a pain reliever or anesthetic. Submitted eligible expenses shall be fifty percent (50%) paid for by the Plan provided the member has paid the first thirty dollars (\$30.00) as provided in Article 6.02.
- 6.02.12 The Plan shall pay a maximum of five hundred dollars (\$500.00) in any five (5) consecutive calendar year period for the purchase and repair of hearing aids as prescribed by a physician. Maintenance, batteries and recharging devices

are excluded. Submitted eligible expenses shall be fifty percent (50%) paid for by the Plan provided the member has paid the first thirty dollars (\$30.00) as provided in Article 6.02.

- 6.02.13 The Plan shall pay a maximum of fifty dollars (\$50.00) per covered person in any two consecutive calendar year period for eye examinations administered by an optometrist or ophthalmologist. Reimbursement shall be based only on amounts not paid by Alberta Health Care.
- 6.02.14 The supplies noted in this section will only be provided under this Plan if they are not provided by the Alberta Aids to Daily Living Plan or any similar plan which provides these benefits to members at no cost.
- 6.02.15 Claims must be received no later than April 30 of the calendar year following the year in which the expense was incurred and shall include all receipts, prescription numbers for drugs, first and family names of individuals receiving drugs or services and dates when services were provided. Claims received on or after May 1 will not be honoured.
- 6.03 This Plan does not provide payment for any item not specifically provided for as being paid by the Plan in this Agreement.
- 6.04 For the purposes of this Plan, the following definitions will apply:

6.04.01 Hospital

An institution which is legally constituted as a hospital which is open at all times and is operated primarily for the care and treatment of sick and injured persons as in- patients, which has a staff of one or more licensed physicians available at all times, which continuously provides twenty- four (24) hour nursing service by graduate registered nurses, which provides organized facilities for diagnosis and major surgery, and which is not primarily a clinic, nursing, rest, or convalescent home or similar establishment. An institution which is principally a home for the aged, rest home or nursing home, will not be considered a hospital for the purpose of this Plan. The definition shall include the Glenrose Hospital.

6.04.02 Physician

Only a duly qualified physician who is legally licensed to practice medicine.

6.04.03 Mental Hospital

An accredited psychiatric hospital as recognized by the Alberta Health Care Insurance Commission or, alternatively, a hospital which provides accredited psychiatric services as a part of total patient care and whose psychiatric services are recognized by the Alberta Health Care Insurance Commission.

6.05 Health Care Spending Account

The City agrees to, a Health Care Spending Account, as follows:

- ♦ Each active, full- time member of the Edmonton Police Service Senior Officers' Association will be provided with a Health Care Spending Account in the amount of \$500.00 per year.
- ♦ At plan year- end, unused Health Care Spending Account credits may be rolled over to the next year, but must be used within the next twelve- month period to

avoid forfeiture.

- ♦ The eligible list of reasonable and customary expenses to be included in the Health Care Spending Account will be developed and reviewed by the parties.
- ♦ Expenses may be submitted to the Health Care Spending Account, only after all sources of other reimbursement have been accessed.
- ♦ All provisions of the plan will comply with Revenue Canada's requirements for Health Care Spending Accounts.
- ♦ The City will prepare communication material outlining the terms and conditions of the plan for all affected employees.

7 Dental Plan

7.01 A probationary employee who has completed ninety (90) calendar days of continuous employment with the City since the last date he/she commenced employment as a probationary employee with the City, or a permanent employee, shall be a member of the Dental Plan, unless such employee provides satisfactory proof of membership in another Dental Plan or the employee's spouse is a member of this Plan.

7.02 The City shall pay sixty- five percent (65%) and the member shall pay thirty- five percent (35%) of the required premium by payroll deduction.

7.03 Dental Plan Benefits

The Dental Plan shall provide benefits to members and eligible dependents. Members shall be eligible for reimbursement in respect of covered benefits and services rendered in accordance with the following:

7.03.01 One hundred percent (100%) reimbursement for diagnostic, preventive, minor restorative and certain oral surgical services, periodontics (treatment of gum diseases), endodontics (root canal work), removable prosthodontics (removable dentures), and the additional services of applicable anesthesia, house/hospital visits and special office visits.

7.03.02 Eighty percent (80%) reimbursement for work on existing fixed prosthodontics (crowns and bridges), major restorative and other services (recementing of inlays/onlays and crowns, removal of crowns and inlays/onlays, retentive pre-formed posts).

7.03.03 Fifty percent (50%) reimbursement for new fixed prosthodontics (crowns and bridges) and major restorative benefits.

7.03.04 Fifty percent (50%) reimbursement for orthodontic services subject to a maximum lifetime payment in respect of any covered person of two thousand dollars (\$2,000.00).

7.04 Employees who are eligible for membership but who do not become members of the Dental Plan as of their eligibility date, due to membership in another Dental Plan, may subsequently become members of this Dental Plan subject to the provision that, during the twelve (12) calendar months following the date of joining this Plan, benefits shall be restricted to one hundred percent (100%) reimbursement for diagnostic, preventive, minor restorative and minor surgical services. Following the completion of the twelve (12) calendar month period, such members shall be eligible for the full benefits as described in 7.03.

7.05 In this Plan, the percentage reimbursement provided in respect of any benefit or service shall, in all cases, be calculated on the basis of the dentist's bill or the

applicable fee as described in the current Alberta Blue Cross Usual and Customary Fee Schedule, whichever is the lesser.

7.06 In the event that the expected cost of treatment or service exceeds five hundred dollars (\$500), the member should submit the proposed treatment or service plan, completed and signed by the dentist, to the administrative agent for review. The member shall then be informed as to the extent of the liability of the Plan and can determine whether or not he/she wishes to proceed with the proposed treatment or service plan. The procedure is for the convenience of the member and shall not be required in the case of emergency treatment where sufficient time is not available to submit such a plan. However, under no circumstances shall the Plan be liable to pay costs, of any dental treatment or service, which exceed the amount of liability as established under 7.06.

7.07 Limitations and Exclusions

7.07.01 X- Rays

No reimbursement shall be made in respect of charges for a complete series of x-rays where such a series has been taken more than once in a twenty- four (24) calendar month period or in respect of charges for bite- wing films, where such films have been taken more than once in a six (6) calendar month period.

7.07.02 Oral Examinations

Complete oral examinations more than once in a twenty- four (24) month period or recall examinations more than once in a twelve (12) month period, shall not be allowed for reimbursement, except that for dependents under the age of eighteen (18) years recall examinations shall be covered twice in each twelve (12) month period provided they are at least six (6) months apart.

7.07.03 Cleaning and Fluoride Treatments

Cleaning or scaling of teeth shall be covered only once in a twelve (12) month period except for dependent under the age of eighteen (18) years, cleaning and scaling of teeth and fluoride treatments shall be covered twice in each twelve (12) month period provided they are at least six (6) months apart. Fluoride treatments shall not be covered for members or dependents over the age of eighteen (18) years.

7.07.04 Dentures, Crowns and Bridges

This Plan does not provide reimbursement in respect of the following charges:

7.07.04.01 ♦ charges for the replacement of mislaid, lost, or stolen appliances;

7.07.04.02 ♦ charges for any crowns, bridges or dentures for which impressions were made prior to the effective date of the member's coverage;

7.07.04.03 ♦ charges for the replacement of an existing partial or full removable denture, or fixed bridgework, by a new denture or new bridgework; or charges for the addition of teeth to an existing partial removable denture or to existing bridgework unless:

7.07.04.03.01 ♦ the replacement or addition of teeth is required to replace one or more natural teeth extracted while under the Plan; or

- 7.07.04.03.02 ♦ the existing denture or bridgework was installed at least five (5) years prior to a necessary replacement, or the existing denture or bridgework cannot be made serviceable; or
- 7.07.04.03.03 ♦ the existing denture is an immediate temporary denture replacing one or more natural teeth and replacement by a permanent denture is required and takes place within twelve (12) months from the date of installation of the immediate temporary denture.

** 7.07.05 Tooth Implants

Fifty percent (50%) reimbursement for tooth implants to a maximum of \$1,250 per implant and a limitation of two (2) implants per calendar year.

The cost of the appliance on top of the implant (e.g. the crown) will be managed above the implant maximum in accordance with 7.03.02 and 7.03.03.

- 7.07.06 There shall be no coverage or reimbursement under this Plan in respect of the following:
 - 7.07.06.01 ♦ charges for any treatment or procedure not rendered or prescribed by a dentist or dental therapist who is legally licensed to practice within his/her scope;
 - 7.07.06.02 ♦ charges for any treatment or procedure for which a member has coverage under the Workers' Compensation Act or similar law;
 - 7.07.06.03 ♦ charges for services or benefits which are unnecessary, payable for by any other source, or are prohibited by legislation;
 - 7.07.06.04 ♦ charges for dental treatment required as a result of self- inflicted injury;
 - 7.07.06.05 ♦ charges made by a dentist for broken appointments or for completion of claim forms;
 - 7.07.06.06 ♦ charges for dental care or treatment which is only for cosmetic purposes;
 - 7.07.06.07 ♦ charges for treatment in respect to injuries sustained as a result of committing or attempting to commit an indictable offence;
 - 7.07.06.08 ♦ charges for services rendered while not a member of this Plan;
 - 7.07.06.09 ♦ charges resulting from orthodontic services or treatment prior to the effective date of the member's coverage for orthodontic benefits;
 - 7.07.06.10 ♦ charges for oral rehabilitation procedures whether performed by a general practitioner or prosthetic specialist, including those procedures listed in the 1988 Alberta Dental Association Fee Schedule from 69100 to 69300 inclusive;
 - 7.07.06.11 ♦ charges resulting from injury due to voluntary participation in a riot or civil insurrection;
 - 7.07.06.12 ♦ services or supplies intended for sport or home use, such as mouthguards; and/or

- 7.07.06.13 ♦ charges for which the claim is submitted more than ninety (90) calendar days after the date the charge was incurred;
- 7.07.06.14 ♦ charges for which a claim has already been submitted for reimbursement by a member's spouse.
- 7.07.06.15 ♦ charges for oral hygiene instruction.

7.08 In the event of retirement or termination of a member, coverage of benefits shall extend thirty (30) calendar days beyond the date of the last premium payment. In the event of death, coverage of benefits shall extend ninety (90) calendar days beyond the date of the last premium payment. In all cases, such coverage shall be limited to the applicable reimbursement for treatments or services which commenced within the ninety (90) calendar day period prior to the date of the last premium payment.

7.09 A member who retires prior to his/her normal retirement age may continue participation in the Dental Plan if he/she personally contracts to continue payment of the total premium (City and employee portions) and remits such payment directly to the City on a monthly basis. Retiring members who opt to continue coverage in the Dental Plan must remain members of such plan until the member's normal retirement age of sixty-five (65) years.

7.10 A member who is disabled and who has been in receipt of Long Term Disability benefits in accordance with this Agreement may continue participation in this Plan, and the premium shall be paid for by the Long Term Disability Plan.

8 Accidental Death Plan

8.01 The City shall pay the occupational portion of the Accidental Death policy premium. The Association shall pay the balance of the premium for the non-occupational portion to provide twenty-four (24) hour protection. The Accidental Death policy shall provide a principal sum of one hundred thousand dollars (\$100,000) for each member.

8.02 The Accidental Death benefits specified herein will be subject to the terms and conditions of the insurer's contract.

9 General Application of Plans

The following provisions apply to the Income Replacement Plan, the Long Term Disability Plan, the Accidental Death Plan, the Supplementary Health Care Plan and the Dental Plan, as contained in this Agreement:

9.01 Subrogation Rights

In consideration of coverage pursuant to the terms of the plans provided for in this Agreement, all members covered by the said plans do hereby on their behalf and on behalf of their dependents assign to the City, all rights of recovery against any person or persons (the "responsible party") whose action caused or contributed to an occurrence giving rise to the plans making payments to any such member or his dependents. To the extent that the payments made by the plans were caused by the conduct of the responsible party, the City shall be subrogated to any rights the member or his dependents may have against any

such responsible party for any amounts paid pursuant to the said plans or for which the plans have assumed liability. This article shall apply even where the responsible party is the City or a person or persons for whom the City is vicariously liable.

- 9.01.01 If liability between the member or his dependent and the responsible party has been apportioned as between them (whether by judgment/order of the Court or by agreement as between the parties) or if causation has been attributed between the parties, the City's recovery of any amounts paid or to be paid under the said plans shall be reduced by the percentage of liability apportioned or causation attributed to the member or his dependent. The member or his dependent shall not enter into any agreement apportioning liability or attributing causation that will affect the City's claim without first obtaining the City's prior written consent. The City shall not unreasonably withhold that consent.
- 9.01.02 The City may exercise its Subrogation Rights by bringing an action for recovery in the name of the member or his dependent or both directly against any responsible party. Alternatively, the City may assign its Subrogation Rights to the member or the member's dependent in care of the solicitor representing such member or member's dependent and the member or member's dependents will advance a claim on behalf of the City in accordance this clause. Such assignment will be on the basis that the City shall not be obliged to pay, by way of legal fees and costs in connection with collecting monies paid to the member by the plans, an amount exceeding fifteen (15) percent of the amount recovered on behalf of the City.
- 9.01.03 The City shall pay into the appropriate plan or plans any monies received as a result of exercising the aforesaid subrogation rights less legal fees and costs incurred and the member's status and/or entitlement within the affected Plan shall be restored to the extent of such monies returned to the Plan.

9.02 Limitations and Exclusions

- 9.02.01 Plans shall not make any payment on account of services rendered to the member or to a dependent of the member to which such person is entitled at no cost pursuant to law, or for which there is no cost to the member or his/her dependent because of other insurance against such cost, which has not been personally contracted for by the member.
- 9.02.02 Any provision of the Plans which require alterations due to Provincial or Federal laws or regulations shall be negotiated between the City and the Association.
- 9.02.03 The Income Protection Plan, Long Term Disability Plan and the Accidental Death Plan shall not make any payment if a disability results directly or indirectly from:
- 9.02.03.01 ♦ committing or attempting to commit an indictable offence;
 - 9.02.03.02 ♦ intentional self- inflicted injury or illness;
 - 9.02.03.03 ♦ participation in a riot or civil insurrection;
 - 9.02.03.04 ♦ war, whether declared or undeclared;
 - 9.02.03.05 ♦ working for gain other than under an approved rehabilitation program;

- 9.02.03.06 ♦ active duty with any armed force;
 - 9.02.03.07 ♦ drug or alcohol abuse unless and only during the time the member is receiving treatment under a Rehabilitative Program approved by the City;
 - 9.02.03.08 ♦ reasons other than personal illness or injury;
 - 9.02.03.09 ♦ an occupational illness or injury recognized by the Workers' Compensation Board;
 - 9.02.03.10 ♦ injury or illness for which the member is not continuously under the regular care and attendance of a physician legally licensed to practice in Canada;
 - 9.02.03.11 ♦ injury or illness for which the member is not fulfilling any treatment process prescribed by the Plan Adjudicator.
- 9.02.04 No Income Protection benefits or Long Term Disability benefits will be payable during the period a member is on leave of absence without pay, including maternity leave.
- 9.02.05 For the purposes of all City benefits plans (except pension plans) an eligible dependent is defined to be a person in one of the following categories:

a) Spouse

Either:

- i) legal spouse of the member or,
- ii) common- law spouse who has co- habited with and been publicly represented as the member's spouse for a continuous two year period.

Where a spouse has previously been claimed as a dependent under the plans, a subsequent spouse may be claimed only if the member provides evidence that the second spouse qualifies under either i) or ii) above. In such circumstances the previously claimed spouse shall be deleted.

Under no circumstances will a member be allowed to claim, as dependent, two (2) spouses at the same time.

b) Dependent Children (Children includes natural, legally adopted or stepchildren)

- i) Unmarried children under age twenty- one (21) who are chiefly dependent on the member for support.
- ii) Unmarried children under age twenty- five (25) who are attending school full- time and who are chiefly dependent on the member for support. Evidence that the child is in full- time attendance at school will be required.
- iii) Unmarried children of any age who are incapable of self- sustaining employment by reason of mental or physical handicap and who are chiefly dependent on the member for support. Medical evidence of the incapacitation will be required.

A child of a common- law spouse who is not also the member's child may

be claimed as a dependent only if:

i) The common- law spouse satisfies the definition of dependent

and

ii) Evidence is provided that the child is chiefly dependent on the member for support.

c) Other Dependents

i) Any person who is wholly dependent on the member for support and for whom the member is entitled to an income tax deduction. Proof that the person is dependent on the member will be required.

ii) A divorced spouse, who, as part of a divorce settlement, is dependent on the member for support. Evidence of the dependence of the divorced spouse will be required.

For pension purposes, the definition contained in the applicable pension plan will apply.

9.02.06 Life Event

The words “Life Event” when used in this agreement shall mean:

- ♦ Marriage or cohabitation with a common- law spouse for a continuous two- year period
- ♦ Birth, adoption or change in custody of a dependent child
- ♦ Divorce
- ♦ Legal separation or the ending of a common- law relationship
- ♦ Death of a spouse or dependent child
- ♦ Involuntary loss of a spouse's or dependent child's coverage under the spouse's employer's plan, or
- ♦ Dependent no longer qualified as a dependent under the plan.

9.03 Validation of Claims

9.03.01 A member shall complete and submit any form, and perform any reasonable obligation required of him/her by the City or the Adjudicator of a plan, to substantiate and/or justify any claim for benefits. In the event that a member refuses to perform obligations required of him/her, any benefits and rights provided by these plans shall be suspended for the period that the member so refuses.

9.03.02 An employee/member who is in receipt of benefits from the Income Replacement Plan, Long Term Disability Plan or the Supplementation of Compensation Plan shall ensure that he/she is available at all times during receipt of benefits to perform any reasonable obligations required by the City or a Plan Adjudicator to substantiate and/or justify any claim for benefits. When Independent Medical Examinations are scheduled, employees will be responsible for cancellation charges assessed for failing to show or following the written cancellation procedures without a reasonable excuse.

An employee/member who leaves the Edmonton area while in receipt of Income Replacement Plan benefits, Long Term Disability benefits, or Workers' Compensation Supplementation without obtaining prior approval from the

City or the appropriate Plan Adjudicator shall not be entitled to receive such benefits for the whole of the period which the employee is outside of the Edmonton area.

9.03.03 A claim for benefits arising from an illness or injury which occurred outside of the Province of Alberta must be supported by the submission of a medical certificate describing the illness or injury and signed by a licensed physician. Such claims are also subject to validation by one or more of the following processes as may be required by the City:

- 9.03.03.01 ♦ the submission of receipts for drugs prescribed during the illness or injury (such drugs to be subject to verification as appropriate);
- 9.03.03.02 ♦ the submission of evidence that the physician from whom treatment was received and/or by whom the medical certificate was signed is a medical practitioner in good standing with the medical authorities in the province, state or country;
- 9.03.03.03 ♦ completion of a medical assessment by a medical authority appointed by the City or Plan Adjudicator;
- 9.03.03.04 ♦ such other processes as may be necessary to validate the claims.

9.03.04 An employee who has been absent from work due to a disability may be required to produce a medical certificate signed by a licensed physician which states that such employee is medically fit to return to the duties of his/her position, in order to be eligible to return to work.

9.03.05 An employee/member shall be responsible for ensuring the accuracy and validity of all claims.

9.04 Benefits Entitlement During Leaves of Absence

9.04.01 An employee/member who is absent from work without pay shall not be eligible to receive benefits from any plan for the period of the absence, except for the Alberta Health Care, Group Life Insurance, Supplementary Health Care and Dental Plans, provided that the employee/member has made arrangements to prepay the total premium contributions of such Plans.

9.04.02 An employee/member who has been granted leave of absence without pay for the purpose of performing full-time Association business shall be responsible for making the employee/member contributions to the Plans, and the Association shall be responsible for making the City contributions to the Plans in respect of such employee/member and the employee/member shall be eligible for benefits in accordance with the terms of the Plans. The regular rate of pay for such employee shall be the rate of pay received by the employee from the Association except that Pension Plan contributions shall be determined by the regular rate of pay prescribed by the applicable pension board.

9.05 Benefit Entitlement During Layoff

Employees who are laid off from the civic service shall cease to be members of any benefit plans commencing on the effective date of layoff, unless specified otherwise in this Agreement.

10 Administration of Plans

- 10.01 A separate fund for premium contributions shall be established for each Plan as applicable. Annual statements reporting the experience, interest earnings or losses, and administrative costs of each of these Plans shall be prepared and provided to the Association. Contributions and interest earnings which accrue as a result of favourable experience shall be retained in each respective fund to offset costs at a future date.
- 10.02 In the event that a Plan makes a payment to a member which exceeds the amount which the member is entitled to receive according to the Collective Agreement, the City shall deduct from the member's pay cheque a dollar amount equivalent to the dollar amount which the employee received in excess of his/her entitlement and shall allocate such funds to the appropriate Plan.
- 10.03 The parties agree that although benefit entitlements in the Collective Agreement are expressed in days or portions thereof, the City may administer these benefits in hour equivalents.
- 10.04 An advisory committee shall be formed in respect to each Plan named in this Collective Agreement or the parties may mutually agree to establish one advisory committee to review all Plans named in this Collective Agreement. Each committee shall make recommendations to the parties on administrative difficulties, investments and policy changes. Each advisory committee shall be composed of an equal number of representatives from the Association and the City. The advisory committees for the Dental and Supplementary Health Care Plans shall be empowered to adjudicate appeals.

11 Pensions

Eligible employees shall be members of applicable pension plans in accordance with the provisions of said plans.

SIGNED this 4th day of August 2010, A.D.

THE EDMONTON POLICE SERVICE SENIOR
OFFICERS' ASSOCIATION

THE CITY OF EDMONTON

Superintendent Danielle Campbell
President

Stephen Mandel
Mayor

Inspector Kevin Galvin
Vice President

Tim Clevely
Acting City Clerk

Dina Traynor
Witnessed By

Appendix I – Schedule of Wages

for 2009

Job Code	Rank	Step	Salary Grade	Effective 2008 December 21 4.5%			Effective 2009 October 25 1.2%			Effective 2009 December 06 0.5%		
				Annual	Bi- Weekly	Hourly	Annual	Bi- Weekly	Hourly	Annual	Bi- Weekly	Hourly
982	Superintendent - 25 Years	4	001	148,508	5690	71.125	150,290	5,758	71.975	151,042	5,787	72.338
982	Superintendent	3	001	144,183	5524	69.050	145,913	5,591	69.888	146,643	5,619	70.238
982	Superintendent - 25 Years	2	001	141,975	5440	68.000	143,679	5,505	68.813	144,397	5,532	69.150
982	Superintendent	1	001	137,840	5281	66.013	139,494	5,345	66.813	140,191	5,371	67.138
1412	Inspector - 25 Years	6	006	134,631	5158	64.475	136,247	5,220	65.250	136,928	5,246	65.575
1412	Inspector	5	006	130,710	5008	62.600	132,279	5,068	63.350	132,940	5,093	63.663
1412	Inspector - 25 Years	4	006	128,837	4936	61.700	130,383	4,996	62.450	131,035	5,020	62.750
1412	Inspector	3	006	125,084	4792	59.900	126,585	4,850	60.625	127,218	4,874	60.925
1412	Inspector - 25 Years	2	006	124,449	4768	59.600	125,942	4,825	60.313	126,572	4,850	60.625
1412	Inspector	1	006	120,824	4629	57.863	122,274	4,685	58.563	122,885	4,708	58.850

Appendix I – Schedule of Wages

for 2010

Job Code	Rank	Step	Salary Grade	Effective 2009 December 20 4.5%			Effective 2010 June 06 0.5%			Effective 2010 December 05 0.4%		
				Annual	Bi- Weekly	Hourly	Annual	Bi- Weekly	Hourly	Annual	Bi- Weekly	Hourly
982	Superintendent - 25 Years	4	001	157,839	6,047	75.588	158,628	6,078	75.975	159,263	6,102	76.275
982	Superintendent	3	001	153,242	5,871	73.388	154,008	5,901	73.763	154,624	5,924	74.050
982	Superintendent - 25 Years	2	001	150,895	5,781	72.263	151,650	5,810	72.625	152,257	5,834	72.925
982	Superintendent	1	001	146,500	5,613	70.163	147,233	5,641	70.513	147,822	5,664	70.800
1412	Inspector - 25 Years	6	006	143,090	5,482	68.525	143,806	5,510	68.875	144,380	5,532	69.150
1412	Inspector	5	006	138,922	5,323	66.538	139,617	5,349	66.863	140,175	5,371	67.138
1412	Inspector - 25 Years	4	006	136,931	5,246	65.575	137,616	5,273	65.913	138,166	5,294	66.175
1412	Inspector	3	006	132,943	5,094	63.675	133,608	5,119	63.988	134,142	5,140	64.250
1412	Inspector - 25 Years	2	006	132,267	5,068	63.350	132,929	5,093	63.663	133,460	5,113	63.913
1412	Inspector	1	006	128,415	4,920	61.500	129,057	4,945	61.813	129,573	4,964	62.050

NOTE: Effective January 21, 2007, the Working Condition Allowance stops.

Administrative Principles

1. Positions allocated to the Superintendent rank are considered to be of similar scope and complexity.
 - ♦ Superintendents shall be paid at Pay Level I on entry and progress through subsequent level on an annual basis subject to satisfactory performance.
 - ♦ Inspectors shall be paid at Pay Level 1 on entry, and progress through subsequent levels on an annual basis subject to satisfactory performance.
2. A Staff Sergeant relieving an Inspector will receive remuneration at the Inspector I level.

Letters of Understanding and Addenda

Letters of Understanding

between

THE CITY OF EDMONTON
A Municipal Corporation
(hereinafter called the "City")

Of The First Part

- and -

EDMONTON POLICE SERVICE SENIOR OFFICERS' ASSOCIATION
of the City of Edmonton, in the Province of Alberta
(hereinafter called the "Association")

Of The Second Part

The attachments to the 2009- 2010 collective agreement are individual documents

Letters of Understanding

Letter #1 Organizational Change Initiatives
Letter #2 Issue Resolution Process
Letter #3 Legal Aid, Indemnification, Grievance Procedure
Letter #4 Special Assignment Pay
Letter #5 Retention of Experienced Police Officers

Addenda

Addendum #1 Compressed Hours of Work

SIGNED this 4th day of August 2010, A.D.

THE EDMONTON POLICE SERVICE SENIOR
OFFICERS' ASSOCIATION

THE CITY OF EDMONTON

Superintendent Danielle Campbell
President

Stephen Mandel
Mayor

Inspector Kevin Galvin
Vice President

Tim Clevely
Acting City Clerk

Dina Traynor
Witnessed By

Letter #1

1 Organizational Change Initiatives

Should the City introduce organizational initiatives which may result in the displacement of member(s) in the bargaining unit, the City will notify the Association with six (6) months, or as much advance notice as reasonably possible in the event of extenuating circumstances. The City will undertake to meet as reasonably required with the Association and discuss and develop reasonable measures to protect the interests of members so affected.

Letter #2

2 Issue Resolution Process

Preamble:

The Association and the City support the Issues Resolution Process as the preferred method of addressing workplace issues within the Edmonton Police Service. The Issues Resolution Process is designed to:

- a) Address and resolve workplace issues before they become grievances;
- b) Identify and address the root causes of an issue;
- c) Encourage open, face to face dialogue by the people affected by a dispute;
- d) Achieve solutions that contribute to positive, collaborative working relationships;
- e) Achieve solutions that are consistent with the Collective Agreement, are implementable, and sustainable
- f) Minimize the time and cost involved in resolving disputes, and

An issue is any problem, disagreement or difference affecting employees, representatives of the Department, or Union representatives.

1. Individual Issues

1.1 Employees and representatives of the Service and Association are committed to solving issues through open dialogue with the people directly affected.

1.2 To be effective discussions will:

- a) Take place at the earliest opportunity;
- b) Involve sharing information relevant to the issue to the fullest extent possible;
- c) Allow for an open, respectful exchange of the interests of each participant;
- d) Develop and explore options to satisfy interests;
- e) Empower the participants to select and implement options that meet the interests of all parties, and
- f) Discussions or agreements at this stage are confidential and without prejudice.

1.3 Problem solving discussions at operational levels may be co-facilitated by trained individuals including a member of the Association Executive, a member of Human Resources or a Service representative. The co-facilitators will ensure that the problem solving process will:

- a) Bring the appropriate people together,
- b) Encourage full participation,
- c) Help the participants define the issues, articulate their interests, develop options, and achieve lasting solutions,
- d) Ensure that discussions remain respectful, open and on track,
- e) Help the participants document agreements, and
- f) Help the participants develop their skills in interest-based problem solving

1.4 Individual discussions will continue for as long as both parties believe that progress is being made. The co-facilitators may recommend that additional resources be brought in as needed.

2. Joint Association- Management Consultation Committee

2.1 The City or Association may initiate problem solving at the Joint Consultation if:

- a) An issue relates to a policy, practice, or procedure affecting conditions of work, or
- b) An issue relates to the interpretation, application or alleged violation of the Collective Agreement.

2.2 The City or Association may move an individual issue to problem solving at the Joint Consultant Committee if attempts to resolve individual issues through face-to-face discussion with the persons directly affected have not mutually been successful.

2.3 The City and the Association will attempt to resolve the issue by applying the problem solving approach. The Committee will select an Association representative and City representative to co-facilitate. The Committee may involve an additional facilitator or mediator to assist in resolving the issue.

2.4 Discussions at the Joint Consultation Committee will continue for as long as the parties mutually believe that progress is being made.

2.5 The Joint Consultation Committee may refer individual issues back for further consideration by the people directly affected.

3. General

3.1 Agreements reached through the Issues Resolution Process are confidential and without prejudice to the legal or contractual rights of the parties.

3.2 The City and the Association agree to use this process prior to initiating a grievance under Article 11, Grievance Procedure. If this process does not produce a mutually acceptable resolution the timelines respecting the issue will be deemed to begin at the filing of the grievance.

3.3 The parties will prepare a joint statement of facts, to the extent possible, regarding the issue at the time that the issue is submitted as a grievance.

3.4 The Joint Consultation Committee will monitor the effectiveness of the Issues Resolution Process and recommend changes as needed.

Letter #3

3 Legal Aid, Indemnification, Grievance Procedure

The parties agree that the Edmonton Police Service Senior Officers' Association shall participate in the discussions to be held within 120 days following ratification with the Edmonton Police Association and the Chief of Police on the above- noted articles and further agree that any mutually agreed amendments to the above noted articles shall apply equally to the Edmonton Police Service Senior Officers' Association.

Letter #4

4 Special Assignment Pay

In recognition of the need in exceptional circumstances (e.g. Natural Disaster) or where a member is assigned to a special project and is also required to maintain his regular activities, compensation will be provided on an hour for hour basis, where a request has been approved by the Chief of Police or designate. The parties agree that prior approval will be required whenever reasonably possible. The letter shall be renewable on an annual basis subject to mutual agreement.

Members will have the option to bank hours approved by the Chief of Police or his designate as Special Assignment Pay.

Letter #5

5 Retention of Experienced Senior Police Officers

Both parties recognize the important benefits of and value in maintaining an experienced, highly skilled work force. The City is prepared to recognize the value of retaining experienced senior police officers that are prepared to commit to continued service beyond 25 years.

In order to assist with the retention of experienced senior police officers, the City is prepared to provide an additional three percent (3%) above the base pay for members who are in the ranks of Inspector and Superintendent. The additional pay will only be applicable to those members of the Edmonton Police Service Senior Officers' Association in the above- noted ranks who have completed 25 years of City police officer service and are currently working in their 26th year or more. This additional pay will become effective on December 24, 2006.

This Letter of Understanding (LOU) shall become null and void effective December 20, 2008, unless the City of Edmonton and the Edmonton Police Service Senior Officers' Association mutually agree to an extension. Failing an agreement to extend the LOU, those members who become eligible between the date of ratification and December 20, 2008 to receive this additional pay of three percent (3%) will continue to receive this payment until the member either retires, resigns, is terminated or is promoted to a rank outside the scope of this collective agreement, but no other members will become eligible following the expiration of the LOU on December 20, 2008.

Addendum
TO THE COLLECTIVE AGREEMENT

between

THE CITY OF EDMONTON
A Municipal Corporation
(hereinafter called the "City")

Of The First Part

- and -

EDMONTON POLICE SERVICE SENIOR OFFICERS' ASSOCIATION
of the City of Edmonton, in the Province of Alberta
(hereinafter called the "Association")

Of The Second Part

Addendum #1

1 Compressed Hours of Work

The following provisions shall apply to those incumbents occupying positions in those units engaged in a compressed work week. Unless otherwise specified, clauses contained in the Main Agreement shall continue to apply. Clauses in this Addendum which have the same numerical designation as clauses in the Main Agreement shall supersede those clauses of the Main Agreement. Where conflict or differences exist between the clauses contained in the Addendum and the clauses contained in the main portion of the Collective Agreement, the specific provisions contained in this Addendum shall prevail in respect of the aforementioned members engaged in the compressed work week.

3 Definitions

3.25 Watch

"Watch" shall mean a scheduled tour of duty not exceeding twelve (12) hours.

3.25.01 "First Watch" shall mean a watch, the major portion of which falls between 24:00 hours and 08:00 hours.

3.25.02 "Second Watch" shall mean a watch, the major portion of which falls between 08:00 hours and 16:00 hours.

3.25.03 "Third Watch" shall mean a watch, the major portion of which falls between 16:00 hours and 24:00 hours.

3.25.04 Where a watch falls equally within two (2) of the above mentioned time periods, that watch shall be determined by the time period in which it commenced.

5 Working Conditions

5.01 Hours of Work

- 5.01.02 There shall be a minimum eight (8) hour interval between the completion time of one watch and the commencement time of the next watch assigned a member. In the event that a member is scheduled or rescheduled to work a watch which does not allow for the minimum eight (8) hour interval and he works such watch, he shall receive overtime premium for such hours in accordance with the overtime provisions of this Addendum.
- 5.01.03 Members shall have a minimum forty- eight (48) hours' notice of any change in their scheduled watch. In the event that a member's watch is changed contrary to the provisions of 5.01.03., and he works such watch, he shall be paid at the applicable overtime premium for those hours worked which are outside of his scheduled watch.
- 5.01.05 Shift trades involving a member working two (2) consecutive shifts will not be permitted.

5.03 Overtime

- 5.03.01 Members required to work hours in excess of their assigned watch shall be paid in accordance with 5.03.04. at two (2) times their regular rate of pay for such excess hours.
- 5.03.04 A member who works beyond his watch up to and including fifteen (15) minutes following termination of such watch shall not receive any payment on account of such overtime and from and including the sixteenth minute after the watch to and including the thirtieth minute, the member shall be paid one- half ($\frac{1}{2}$) hour overtime. Likewise, a member who works from and including the thirty- first minute to and including the forty- fifth minute following his watch shall only receive one- half ($\frac{1}{2}$) hour overtime and from and including the forty- sixth minute to and including the sixtieth minute following his watch, the member shall be paid one (1) hour overtime and so on from half hour to half hour.

5.06 Court Time

- 5.06.01 Upon the application of a member detailed for first watch duty and who is required to attend both forenoon and afternoon sessions at Court on the same calendar day, such member, when practicable, shall be granted the watch preceding or following such sessions off and the time equivalent of such watch shall be deducted from his accumulated time. After attendance at Court, such member will be credited with appropriate Court time.
- 5.06.02 Upon the application of a member detailed for third watch duty and who is required to attend both forenoon and afternoon sessions at Court on the same calendar day, such member, when practicable, shall be relieved from duty for said watch and the time equivalent of such watch shall be deducted from his accumulated time. After attendance at Court, such member will be credited with appropriate Court time.
- 5.06.09 Where a member is required by subpoena to attend and give evidence in a Court outside of the City and where he will practically require the use of a commercial airline or other commercial travel, the following provisions shall apply:

5.06.09.01 If the member's trip is during the course of scheduled weekly hours, the member will receive straight-time rate, but will be relieved of normal duties for at least ten (10) hours prior to the commencement of his trip and at the conclusion of his trip.

5.06.09.03 Each day that the member is on such duty will be considered as equivalent to his scheduled tour of duty. No overtime provision will apply nor will there be any reduction to the consideration of his scheduled tour of duty if the member's trip is in fact less than the duration of his scheduled tour of duty.

5.06.09.05 If the member's trip involves a day of scheduled weekly leave, then the member will receive an amount equal to two (2) times the number of hours he would have normally been scheduled to work on such day.

19 Reversion to Five- Day Work Week

Either of the parties may decide at any time to revert from the compressed work week. Notice of decision to revert must be given not less than thirty (30) calendar days prior to the date of completion of a complete shift schedule rotation. In the event of reversion, premiums which may normally have been payable as a result of reverting to the five (5) day work week schedule will not be paid.

20 Integration of Compressed Work Week

If mutually agreed between the parties, additional Police Department units may be scheduled for a compressed work week.