

COLLECTIVE AGREEMENT

Between:

HALIFAX-DARTMOUTH BRIDGE COMMISSION
(hereinafter referred to as the "Commission")

- and -

**TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN,
HELPERS & MISCELLANEOUS WORKERS, LOCAL 927**
(hereinafter referred to as the "Union")

(July 1, 2025 to June 30, 2029)

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PURPOSE

It is the purpose of this Agreement to promote harmonious relations between the Commission and its Employees and to provide an amicable method of settling differences.

ARTICLE 1 DEFINITIONS

- 1.01 Employee means a Full Time, Part Time or Seasonal one appointed to a permanent position and who has completed the probationary period and is a member of the bargaining unit.
- 1.02 Full time Employee is one who works the full-time hours outlined in Article 18 on a year round basis.
- 1.03 Part time Employee is one who works less than the full time hours on a year round basis.
- 1.04 Employer means the Halifax - Dartmouth Bridge Commission (the Commission), **carrying on business as Halifax Harbour Bridges (“HHB”)**.
- 1.05 Union means Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 927.
- 1.06 Classification means a position listed in Appendix A.
- 1.07 Seasonal Employee is one who is hired on a full-time or part-time basis for at least sixty (60) working days per year, but less than year-round, on a continuing basis to perform bargaining unit work in one of the Classifications listed in Appendix A. The terms & conditions of Seasonal Employees working the winter shift are outlined in Appendix C.
- 1.08 Layoff means the termination of employment of an Employee due to lack of work but does not include seasonal reductions of the workforce.
- 1.09 Temporary Position is one that is expected to be vacant for a fixed period of time greater than three (3) months, resulting from the temporary absence of a Full-time or Part-time Employee or from temporary workload requirements. The temporary position shall be posted and filled in accordance with Article 11.01.
- 1.10 (a) Temporary Employee is one from outside the bargaining unit who fills a Temporary Position. The Temporary Employee is a member of the bargaining unit while working in the Temporary Position and is covered by only those provisions of the collective agreement as expressly set out in

Appendix D and those provisions apply on commencement of the Temporary Position.

- (b) In the event a Seasonal Employee fills a temporary position, they shall be covered by the provisions of the Collective Agreement except as follows:
 - i) Vacation pay in accordance with Appendix “C” sub article 20.01 shall apply. Vacation pay shall be paid on wages earned and shall be paid bi-weekly. No vacation leave shall be permitted during the term of the Temporary Position.
 - ii) In lieu of sick leave the Employee shall be paid 4% of regular wages paid bi-weekly.

ARTICLE 2 RECOGNITION

2.01 The Commission recognizes the Union as the bargaining agent for Employees employed as Electronic Technicians, Electronic Technicians/Electricians (Red Seal), Maintenance Technicians, Maintenance Technician/Maintenance Trades Worker (Certified Journeyperson) and Seasonal Employees, but excluding Supervisors and those above the rank of Supervisor, students, accounting and administrative staff, those performing work covered by collective agreements of other unions and those excluded by the *Trade Union Act* of Nova Scotia, Section 1 (2).

ARTICLE 3 UNION SECURITY

- 3.01 (a) Should an Employee stop working for reason of layoff, quitting, discharge, retiring, long or short term disability, WCB, illness, maternity leave, parental leave or other reasons for an extended period of time, the Employee will contact the union and inform them as such in order to avoid dues and reinitiating fees.
 - (b) All present Employees who are members of the Union and who sign a valid check-off authorization shall have deducted from two pays per month an amount sufficient to pay their initiation fees and regular monthly Union dues, as payable by each member of the Union on a regular basis. The Union hereby fully indemnifies the Commission against any and all claims made by Employees with respect to such deductions.
- 3.02 (a) Employees commencing their employment with the Commission following the date of this Collective Agreement, shall, as a condition of employment, subject to the provisions of the Trade Union Act, following completion of their sixty working day probationary period, be obligated to join the Union

and to sign and deliver to the Commission a valid check-off form authorizing the check-off from each of two monthly pays per month of the Union initiation fee and regular monthly Union dues, as assessed regularly by the Union to all members. A check-off list will show the dues being paid, the rate of pay and the reason why any member is not paying dues.

- (b) There may be circumstances where an extension to the probationary period is required. Prior to the completion of the sixty (60) working day probationary period, the Commission will meet with the Union to set out the reasons for the required extension. The probationary period may be extended by twenty (20) working day increments to a maximum of a sixty (60) working day extension, as mutually agreed in writing between the Union and the Commission, including the reasons for the extension. The sixty (60) working days referenced in Article 3.02 (a) will be amended to include the agreed extended probationary period.
- 3.03 (a) An Employee, on successful completion of the probationary period, shall be covered by the provisions of the collective agreement and seniority will be back dated to the date of their employment, in accordance with Article 10.01. A Seasonal Employee who has not finished their probationary period before the end of the season will be credited with time worked to complete the probationary period should they continue the following season.
- (b) Notwithstanding the foregoing, a Temporary Employee who is appointed to a permanent position within the same classification without a break in employment, shall have seniority backdated to commencement of the most recent Temporary Position and shall be deemed to have successfully completed the probationary period, subject to the parties agreeing to an additional probationary period pursuant to Article 3.02 (b).

ARTICLE 4 MANAGEMENT RIGHTS

4.01 The Union acknowledges that it is the exclusive function of the Commission:

- (a) to maintain order, discipline and efficiency;
- (b) to hire, discharge, lay off, transfer, promote, classify, demote or discipline, Employees provided that a claim of discriminatory promotion, demotion or transfer, or a claim that an Employee has been discharged or disciplined without just cause may be the subject of a grievance dealt with as hereinafter provided;
- (c) generally, to manage, control, continue, discontinue, in whole or in part, the operations in which the Commission is engaged and to determine and direct the work force.

- 4.02 The rights reserved to management herein are to be read with the other provisions of this Collective Agreement and should be exercised in a manner consistent with them.

ARTICLE 5 STRIKES AND LOCKOUTS

- 5.01 During the term of this Agreement neither the Union nor the Employees will engage in any strike, walkout, stoppage of work, concerted quitting of jobs, slow-down, picketing or any other interference with the operations of the Commission and the Commission shall not conduct any lockout of Employees.

ARTICLE 6 DISCRIMINATION

- 6.01 The Commission and the Union agree that there will be no discrimination against any Employee because of age, race, colour, sex, sexual orientation, gender identity, national or ethnic origin, creed, family relationship, membership or non-membership in the Union.

ARTICLE 7 GRIEVANCE PROCEDURE

- 7.01 Step One: Any difference of interpretation or alleged violation of any one of the stipulations of this Collective Agreement shall first be dealt with informally as a complaint and discussed verbally between the grieving Employee or Employees and the Supervisor and if they are unable to resolve it within two (2) working days after the circumstances giving rise to the complaint occurred or ought reasonably to have come to the attention of the Employee it must be submitted in writing in accordance with Article 7.02 in order to be considered a grievance.

- 7.02 Step Two: Failing a satisfactory resolution of an informal complaint under Article 7.01, the Union Business Agent, or either the Shop Steward or Employee, with the Union's consent, shall, if they wish to file a valid grievance under this Collective Agreement, institute a formal grievance by submitting a written statement of the grievance on a grievance form satisfactory to the Commission and the Union within a maximum total of seven (7) working days from the date the matter complained of occurred or ought reasonably to have come to the attention of the Employee. Such written grievance shall set out the nature of the difference of interpretation or alleged violation of the Collective Agreement and shall specify the sections of the Collective Agreement alleged to be violated (the business agent may add any additional sections he feels appropriate) and such grievance shall be delivered within such time limit to the General Manager and or their designated representative. Upon receipt of such grievance, the General Manager and/or another representative of the Commission, shall meet with the Shop Steward,

Union Business Agent and the Employee involved and any decision shall be rendered within three (3) working days.

- 7.03 Step Three: Failing a satisfactory resolution or failing any answer at all, the Union shall, in order to validly establish an arbitration under this Collective Agreement, within seven working days of the date of the meeting established under Article 7.02 above, give notice in writing to be received by the General Manager of the Commission or their duly authorized representative within the seven (7) working days referred to herein.
- 7.04 Any grievance not submitted within the time limits provided for herein or not submitted to Arbitration within the time limits provided for herein, shall automatically expire.
- 7.05 It is understood that any policy complaint of the Commission or the Union concerning difference of interpretation or violation of this Collective Agreement, may be submitted directly to the stage of the grievance procedure involving the Business Agent and the General Manager of the Commission provided such grievance is submitted in writing within seven working days after the circumstances giving rise to the complaint occurred or ought reasonably to have come to the attention of the union, otherwise the right to grieve shall automatically expire.
- 7.06 Any of the time limits in this Article may be extended by mutual consent in writing between the parties.
- 7.07 "Working day", for the purpose of this Article, shall exclude weekends and Paid Holidays.

ARTICLE 8 ARBITRATION

- 8.01 Unless the parties to the Arbitration can mutually agree on the choice of a sole Arbitrator within seven working days following the Notice of Arbitration having been received, such appointment shall be made by final and binding decision by the Nova Scotia Minister of Labour.
- 8.02 No matter shall be submitted to arbitration unless it has been processed under the grievance procedure set out in Article 7 of this Collective Agreement.
- 8.03 Each party shall pay in equal parts the costs of the Arbitrator.
- 8.04 The decision of the Arbitrator shall be given within thirty days following appointment (provided that such limit may be extended by mutual agreement of the parties) and shall be final and binding on both parties. It is understood, however, that the Arbitrator shall not be authorized to make any decision inconsistent with the stipulations of this Collective Agreement, nor to delete, alter or modify any part thereof.

ARTICLE 9 DISCIPLINE AND DISCHARGE

- 9.01 The right to discipline Employees shall remain at the discretion of the Commission, except that there shall be no disciplinary action without just cause, and such action may be subject to the grievance procedure.
- 9.02 When an Employee attends a disciplinary meeting, they have the right to have a Shop Steward **and**/or the business agent present for a meeting with the appropriate Commission official, or if such **Business Agent or Shop Steward** is not available then the Employee may have another Employee present from the bargaining unit. The reasons for a suspension or discharge will be given to the Employee in written form in person or by mailing it to the last address on file for the Employee. Such written notice to be given at time of discharge or suspension. Said notice may be extended up to 72 hours due to weekend/holiday availability of office or union personnel.
- 9.03 Without in any way restricting the right of the Commission to discharge an Employee for other just causes the following are mutually agreed upon by the Union and the Commission to be deemed conclusively to be just cause for immediate discharge of any Employee:
- (a) having in possession and/or consuming intoxicants or illegal drugs on the Commission property;
 - (b) reporting for duty or being on duty, under the influence of alcohol or illegal drugs;
 - (c) refusal of a direct order;
 - (d) removal from the Commission premises, without proper authorization, of Commission materials, products or property, or materials, products or property under the care, custody or control of the Commission;
 - (e) deliberate abuse or deliberate destruction of Commission property or property left under the care, custody or control of the Commission, or the property of other Employees;
 - (f) falsifying time cards, sick leave claims or other records;
 - (g) causing, permitting or taking part in any slowdown or other curtailment or restriction of production or interference with work.

Nothing contained in this Article 9.03 shall prohibit the Union from filing a grievance on any discharge.

- 9.04 The Commission shall pay any discharged Employee all due wages in full as soon as possible after discharge and after any liability owed by the member to the

Commission has been paid or satisfied.

- 9.05 When the Union is grieving the discharge of a member, the first step of the grievance procedure shall be dispensed with and the grievance shall be submitted in writing directly to the General Manager of the Commission or their designated representative within seven (7) working days after the discharge, otherwise the right of the Employee and the Union to grieve shall automatically terminate.
- 9.06 The Commission shall provide to the Union and the Shop Steward a copy of a written warning issued by the Commission to an Employee.

ARTICLE 10 SENIORITY

- 10.01 Seniority shall be accumulated separately for Employees covered by the Collective Agreement. Seniority shall be defined as the length of continuous service that an Employee has accumulated with the Commission.
- 10.02 A seniority list shall be maintained by the Commission for the Employees covered by the Collective Agreement. If two or more Employees are hired on the same day, the time of hiring will determine their seniority ranking. A seniority list will be posted on the bulletin board each year and Employees will be given an opportunity to request correction of any errors on such seniority list. Seniority shall be established for each Employee after the completion of their probationary period and shall be retroactive to the date of commencement of work.
- 10.03 An Employee's seniority with the Commission (and of course their employment) shall be terminated if that Employee:
- a) quits (in the event of an Employee quitting, there will be a one-time opportunity during the life of their employment for a twenty-four (24) hour "cooling off" period, commencing at the time of resignation, for the Employee to withdraw their resignation); or
 - b) is laid off for a period of eighteen (18) months or more; or
 - c) is discharged and is not re-instated; or
 - d) is absent from work for more than three consecutive days without having notified the Commission; or
 - e) fails to respond to a recall as provided for in this Collective Agreement, or
 - f) otherwise ceases to be employed by the Commission.
 - g) Is promoted to a management position pursuant to Article 10.05 (a) or (b).

- 10.04 Inability to work for a period not exceeding twenty-four months because of proven illness or proven injury, shall not result in loss of seniority rights. Time lost from work owing to illness or injury within the time limits set out by this clause shall be included in the Employee's seniority rating. Employees shall be required to verify proven illness or proven injury by a medical opinion and if the Commission wishes verification thereof, the Commission may, at the expense of the Commission, have the Employee examined by a medical practitioner selected by the Commission. The Commission shall also have this right for Employees claiming to be medically fit to return to work.
- 10.05 An Employee who is promoted out of the bargaining unit shall retain their seniority rights as follows:
- (a) for a period of three months, at which time the Employee will return to the bargaining unit without loss of seniority.
 - (b) notwithstanding (a) above, for a period of one year to protect against abolishment of the management position to which they were promoted out of the bargaining unit.
 - (c) For greater certainty, where the Employee continues to work in a management position in excess of the time periods in 10.05 (a) or (b), all seniority rights will be lost.

ARTICLE 11 LAYOFFS, RECALLS AND JOB POSTINGS

- 11.01 Seniority is to be one of the factors considered in layoffs, recalls and job postings on the basis of the following: layoffs, recalls and job postings of Employees shall be on the basis of the Employees' skill, performance and ability to do the job, provided that where the skill, performance and ability of the Employees are relatively equal, layoffs, recalls and job postings shall be in order of seniority.
- 11.02 (1) Any permanent vacancy occurring within the bargaining unit shall be posted for a period of five working days. This will not affect a temporary filling of such vacancy. Every job posting will include the following information:
- (a) job classification as per Collective Agreement;
 - (b) rate of pay as per Collective Agreement.

The Commission will select the successful applicant within seven working days of the close of the posting and will advise the Employees in the bargaining unit concerned of its decision by posting the decision on the bulletin board. If a junior Employee is promoted over a senior Employee within the bargaining unit, the senior Employee, upon request, shall receive a written statement of the reason for their failure to receive the promotion.

Nothing provided for herein shall prevent the Commission from advertising outside the bargaining unit for vacant positions provided that the Employees and the Union shall still maintain the right to grieve on the basis that a person hired from outside the bargaining unit did not have greater skill and ability to do the job.

- (2) Any Employee going on vacation who wishes to be advised of a particular job posting shall leave with their supervisor a telephone number where the Employee can be reached on vacation and if that job posting takes place while the Employee is on vacation, the Employee will be called at the number left to be advised of the job posting and to be given a chance to submit their name for the job posting. The Shop Steward shall have the right to bid for an Employee who is on vacation, so long as the Employee has provided written authorization to the Steward.

11.03 In the case of layoff, any Employee with sixty working days or more seniority shall be retained on the seniority list for a period of eighteen (18) months. An Employee shall enjoy recall rights in keeping with their seniority during such period. The Commission shall recall by notifying the Employee, in writing, by registered mail to the last address on file with the Commission, (and, by telephone) of their recall and the Employee shall immediately upon receiving such recall request, notify the Commission of their intention with respect to a return to work and within five working days after the registered mail date the Employee shall report for work. Employees who do not report for work pursuant to such recall in the manner outlined above, shall forfeit their seniority. The Commission may temporarily fill vacant positions while awaiting the return of an Employee on recall.

11.04 A transfer shall be considered a change in job by an Employee at their request to an equally paid job or to a lower paid job. Employees may transfer, where a vacancy exists, a maximum of every six months, with permission of the Commission (not to be unreasonably withheld).

11.05 The parties acknowledge that the traditional practice has been for non-bargaining unit Employees and contractors to perform work similar to that performed by bargaining unit Employees. Therefore:

- a) Non-bargaining unit Employees will not perform bargaining unit work except:
 - i) in the case of an emergency, or
 - ii) where there is short notice work and there are no available, qualified Employees on duty to perform the work, or
 - iii) where the work has traditionally been performed by **a contractor**, or Students.

- b) The Employer will not contract out bargaining unit work to the extent that the contracting out results directly in the lay off of an Employee.

ARTICLE 12 LEAVE OF ABSENCE

- 12.01 The Commission may grant leave of absence in writing without pay to any Employee for legitimate personal reasons and any Employee who is absent with such written permission shall not be considered to be laid off and their seniority shall continue to accumulate during their absence. The time limit for the granted leave of absence shall be specified in writing.
- 12.02 One Employee representing the bargaining unit shall be given reasonable time off with pay for purposes of grievance meetings or grievance arbitrations.
- 12.03 The commission may grant leave of absence with pay on working days in the case of bereavement. The working days shall in each case be paid for those days which fall on an employee's normal day of work within the bereavement period. No pay shall be granted for days falling within the period of bereavement which are not normal working days for that Employee.

Employees may choose to stay at work for a period of the bereavement and save those worked bereavement days to take later in order to assist with travel and or to attend funerals that occur beyond the days of bereavement. Nothing in this article allows an Employee to take more paid bereavement days than would have normally been paid if the employee had taken the days immediately following the death. Otherwise the periods of bereavement in each case shall commence the day following the death, unless the employee requests it to commence the date of the death, and shall be as follows:

- (a) A maximum of seven calendar days for the death of a wife, husband, common-law spouse, parent, stepparent, grandchild, natural born or adopted child, step-child, sibling, step-sibling or any other relative permanently residing with the employee;
 - (b) A maximum of five calendar days for the death of a mother-in-law, father-in-law daughter-in-law, son-in-law or grandparents; or
 - (c) One calendar day to attend the funeral of a niece, nephew, **brother-in-law**, **sister-in-law**, aunt or uncle.
- 12.04 An Employee who is called for jury duty or subpoenaed as a Crown witness will receive for each day of necessary absence on that account, the difference between their regular earnings for that day and the amount of the fee received for such jury duty or such Crown witness duty, provided that an Employee furnishes the Commission with satisfactory evidence of service of jury duty or as a Crown witness and satisfactory evidence as to the amount of fee received.

- 12.05 The Commission will grant leave of absence without pay to one Employee to attend a Union convention or conference provided that no more than one Employee in any year shall be involved and that the Commission has been given at least three weeks' written notification of the requested leave of absence and that such leave of absence shall not exceed five working days. In the special case where a member of this bargaining unit is elected as President or Secretary-Treasurer of Teamsters, Local 927, the Commission will grant to such Employee or Employees a leave of absence without pay (retaining accumulated seniority) for a period of three years.
- 12.06 A permanent Employee who, during a state of national emergency as proclaimed by the Government of Canada, is required to join the Armed Services of Canada, shall be granted a Leave of Absence without pay, and shall within one month of discharge from such duty be entitled to return to their former position and to be covered by all the rights and benefits of the agreement.
- 12.07 An Employee on a leave of absence without pay shall continue to accumulate seniority and service, however shall not accrue benefits tied to service.

ARTICLE 13 SICK LEAVE

- 13.01 After the completion of the probationary period, Employees will be granted a maximum of one and one-half days' sick leave with pay per month to accumulate to a maximum of 160 days provided that Employees must upon request of the Commission, deliver to the Commission a medical verification satisfactory to the Commission of such illness and if the Commission is not satisfied with such medical verification, the Commission shall, at the Commission's expense, have such medical verification reviewed by its own physician in order to determine whether such sick leave payments should be made. Employees may utilize sick days for the purpose of bringing a spouse, son or daughter in need, to medical attention.
- 13.02 In any case of absence due to illness the matter must be reported to the Commission by the Employee or their representative no later than the beginning of the Employee's scheduled shift. If this report is not made as provided for herein, the Employee may not be paid sick leave for such day.
- 13.03 Any medical examinations required by the Commission for any reason (for example, medical examination by Commission's designated physician under Article 13.01) shall be paid for by the Commission.

ARTICLE 14 PREGNANCY AND PATERNITY LEAVE

- 14.01 Unpaid leave will be granted to all Employees who qualify for such leave in

accordance with the applicable legislation in effect at the time of signing this Collective Agreement and as may be amended from time to time. Notice requirements to access Pregnancy and Parental Leave will be as described in the N.S. Labour Standards Act (Act). Leave beyond the Act may be extended to a maximum of six months with mutual agreement between the parties.

14.02 An Employee's benefit package, as described under Article 21, Section 21.01, shall continue during the term of pregnancy or parental leave provided that the Employee pays their portion of benefit costs in quarterly payments at the commencement of the pregnancy or parental leave.

14.03 Supplemental Employment Benefit Plan - Permanent Employees

The parties agree that Supplements to Employment Insurance (EI) Maternity or Parental Benefits will be provided to Employees having been employed in a permanent position with the Commission for a minimum of twelve (12) months. The supplements to EI will be provided as follows:

- (a) An Employee who provides the Commission with proof that they have applied for, and is eligible to receive maternity/adoption benefits under the provisions of the *Employment Insurance Act*, shall be paid an allowance for fifteen (15) weeks. The supplement shall be equivalent to the difference between the weekly EI Benefits the Employee is eligible to receive and eighty-five percent (85%) of her weekly rate of pay, less any other earnings received by the Employee during the benefit period which may result in a decrease in the EI Benefits to which the Employee would have been eligible if no other earnings had been received during the period.
- (b)
 - (i) An Employee, other than an Employee who has received an allowance under Article 14.03 (a), who provides the Employer with proof that they have applied for and is eligible to receive parental benefits under the provisions of the *Employment Insurance Act*, shall be paid an allowance for fifteen (15) weeks. The allowance shall be equivalent to the difference between the weekly EI benefits the Employee is eligible to receive and eighty-five percent (85%) of their weekly rate of pay, less any other earnings received by the Employee during the benefit period which may result in a decrease in the EI benefit to which the Employee would have been eligible if no other earnings had been received during the period.
 - (ii) The Supplemental Benefit for parental leave shall apply to eligible Employees who commence parental leave on or after the signing date of this agreement.
- (c) In the event that the Government of Canada reduces the weekly EI Benefit, the Commission supplement shall continue unchanged and that supplement shall be equivalent to the supplement calculated as if the

change had never occurred. For greater clarity, it shall be deemed that the Employee's weekly EI Benefit did not change.

- (d) If both parents are Employees, the maximum entitlement period to either one or both parents shall not exceed fifteen (15) weeks.
- (e) An Employee mentioned in subsection (a) or (b) who is subject to a waiting period of two (2) weeks before receiving EI benefits, shall receive an allowance equivalent to seventy-five percent (75%) of their weekly rate of pay for each week of the two (2) week waiting period, less any other earnings received by the Employee during the waiting period.
- (f) Where an Employee becomes eligible for a salary increment or pay increase during the benefit period, payments under the Supplements to EI will be increased accordingly.
- (g) Total benefits are not payable for any period in which the Employee is disqualified or disentitled from receipt of benefits under the *Employment Insurance Act*.

Benefits are not payable if:

- (i) the Employee has been dismissed or suspended without pay;
 - (ii) the Employee has terminated their employment through resignation;
 - (iii) an application is made during a period when the Employee is currently on strike, participating in picketing or concerted work interruptions;
 - (iv) the Employee is on an approved leave of absence without pay;
 - (v) the Employee is receiving insurance benefits under the Commission's long-term disability program.
- (h) If the Commission determines that any benefit paid under the plan should not have been paid or should have been paid in a lesser amount, the amount of overpayment will be recovered from any subsequent benefit payable under the plan, or by making a deduction from any future monies payable by the Commission to the Employee.
 - (i) No questions involving the interpretation or application of the Human Resources & Skills Development Canada portion of the benefit will be subject to the formal grievance procedure provided for in the collective agreement between the Commission and the Union.

ARTICLE 15 PERSONAL DAY

15.01 If an Employee requires time off for personal business such Employee may apply to their immediate Supervisor, for **two (2) days** (per Collective Agreement year). The terms of such a day off with pay shall be:

- (a) The granting of such leaves shall be subject to the employer's operational requirements. The Employee's request for this day off must be made no later than 72 hours. Notwithstanding the foregoing, the Employer may waive operational requirements, or the 72 hours' notice, as a result of special circumstances related to the request for leave.
- (b) This day may not be taken in increments of less than a full ½ day.
- (c) It is emphasized that such day off is not for purposes of extending vacations, long weekends or for recreational purposes (e.g. hunting, fishing, etc.); however, it may be used on the first or last day of the work week provided it is for the reason indicated above.
- (d) Where a request to use the personal day is denied, the employee shall be provided the reason for the denial in writing.

15.02 An employee may be granted leave of absence with pay up to two (2) working days for a critical condition which requires their personal attention resulting from an emergency, which cannot be serviced by others or attended to by the employee at a time when they are normally off duty. The total leave shall not exceed two (2) days per year. Childcare arrangements related to school closures are not an emergency.

ARTICLE 16 WAGES

16.01 The Commission agrees to pay, and the Union and the Employees agree to accept, the schedule of wages outlined in Appendix "A" attached hereto.

16.02 Pay cheques or pay stubs for direct deposits will be made available by the Commission to all Employees by 12:00 noon on Thursday, subject to special circumstances.

ARTICLE 17 UNION REPRESENTATION

17.01 The Union shall notify the Commission of its Shop Stewards. It will be the Stewards responsibility to assist in the servicing of grievances and to maintain a working relationship with the Commission to settle problems as they arise and to

generally assist Employees with their grievances and problems when they have to be presented.

- 17.02 It is understood that the Steward is to be an Employee and they will also have regular work to perform for the Commission.
- 17.03 Authorized agents of the Union, upon obtaining permission from the Commission, will be granted access to the Commission's premises to do service work with the Employees in a manner which to the satisfaction of the Commission does not interfere with the performance of the Employee's duties. Such permission shall not be unreasonably denied.
- 17.04 The Union, its members and/or its agents shall not during their working hours or on Commission premises conduct Union activities except as provided in this Collective Agreement.
- 17.05 The Commission shall pay to Shop Stewards who are members of the Union negotiating team attending collective bargaining sessions with the Commission, a maximum of one (1) day's basic pay for each full day of collective bargaining between the Commission and the Union, attended by such Shop Steward (to a maximum of three (3) days' pay); half-days of collective bargaining shall earn a half-day's basic pay.

ARTICLE 18 HOURS OF WORK AND OVERTIME

- 18.01 (a) The normal hours of work for **Employees** shall be forty (40) hours per week. A fifteen-minute break shall be granted for each four hours worked.
- (b) Overtime at the rate of time and one half (1 ½) shall be paid for all hours worked in excess of the Employee's normal daily hours of work.
- 18.02 The Commission agrees to give the Union a minimum of two (2) weeks advance notice of any general changes in the working hours and to discuss any changes with the Union prior to implementing such changes.
- 18.03 (a) A fifteen-minute break shall be awarded for each four hours of consecutive overtime. If overtime is expected to go beyond one (1) hour, a fifteen-minute break will be given after the completion of regular shift
- 18.04 (a) An Employee shall be paid a total of double their regular rate of pay for work performed on New Year's Day, Good Friday, Canada Day, Labour Day or Christmas Day. Overtime rates provided for herein are to be in addition to the Employee's regular holiday pay.
- (b) An Employee shall be paid a total of time and one half the regular rate of pay for work performed on a holiday as provided for in this Agreement, other

than those noted in Article 18.05(a) above, provided that where an Employee is required to work more than four (4) hours on a paid holiday, each hour worked in excess of four (4) hours on such holiday shall be compensated for at the rate of double time the regular rate of pay rather than time and one-half (1 ½). Overtime rates provided for herein are to be in addition to the Employee's regular holiday pay.

- 18.05 (a) When an Employee is called in outside of normal working hours to do work of an emergency nature, the Employee shall be paid time and onehalf their regular rate for all hours worked and shall be guaranteed a minimum of the equivalent of four hours' pay at straight time.
- (b) i) Overtime scheduled at least 24 hours in advance shall not qualify for the call-in guarantee but shall be paid at a rate of time and one-half the Employee's regular rate for all hours worked.
- ii) An Employee required to work a sixth (6th) consecutive day shall be paid 1.5 times the regular rate of pay for each hour worked and on the seventh (7th) consecutive day of work 2 times the regular rate of pay for each hour worked. The call-in guarantee shall not apply. Following seven (7) consecutive days work, the Employee shall continue at double time until such time as they have had an opportunity for a scheduled day off. Once the employee has been offered a day off, the consecutive days worked shall be deemed to be reset and the employee shall revert to straight time for any subsequent scheduled shifts. After seven (7) consecutive days of work the Employee may request a day off, and such requests will not be unreasonably denied.
- (c) When an Employee has responded to a call in, the Commission agrees to reasonably permit such Employee to leave work even though less than two (2) hours' work has been performed by such Employee as long as such Employee's work has been completed. If the Employee is recalled to work during these two hours the overtime pay shall be the appropriate rate with time starting with the first arrival until completion of the second departure.(d) When an Employee has responded to a call in and has been permitted to leave work with less than two hours' completed, a subsequent call in prior to the expiry of four hours from the time of the first call in, shall not qualify for the guarantee but shall qualify for overtime at the normal overtime rate of pay. If however such Employee receives the second call in of the night, beyond four hours after the first call in, he shall qualify for the guarantee for such a second call in.
- (d) An Employee asked to continue work beyond the original shift, shall be entitled to an amount up to fourteen dollars (\$14) as reimbursement, provided a meal receipt obtained within the shift is provided. The entitlement to the meal allowance is limited to situations where the employee is advised of the requirement for overtime less than four (4) hours prior to the

commencement of their regular shift.

- 18.06 (a) For each hour of stand-by scheduled on a weekday by the Employer, the Employee will be paid \$2.00 per hour; and for each hour on a weekend or holiday the Employee shall be paid \$3.00 per hour.
- (b) Stand-by pay will be paid to the Employee whether or not they are called into work and will not be compounded with the hourly rate for the purposes of calculating overtime. However, an Employee on standby who fails to report to work when called shall not receive standby pay for that day.
- (c) An Employee on scheduled stand-by must be available to receive a return to work call in order to be eligible for stand-by pay.
- (d) It is the Employee's responsibility to provide the Employer with a telephone number where he can be reached while on stand-by.

18.07 Short Term Temporary Work

- (a) Subject to article 1.10, and subject to Article 11.05, where a vacant shift(s) exists on a short term basis due to the absence of a bargaining unit Employee, or due to temporary increases in workload, the work will be first offered to bargaining unit Employees within that classification by seniority, who are available to perform the work, then to other available bargaining unit members who possess the required skill and ability, and then as determined by the Commission. For greater certainty, there shall not be any change in a scheduled shift to implement this provision nor shall the additional hours result in overtime under this Article.
- (a) Notwithstanding 18.08(a), and subject to Article 11.05, when the work to be performed is for less than a shift, it will first be offered to bargaining unit Employees within that department who are available to perform the work, then to non-bargaining unit Employees within the department, then as determined by the Commission.

18.08 Remote Support – Electronic Technicians/Electrician

- (a) An Employee designated by the Employer to be available by telephone or computer to provide remote technical support, shall be recognized as being on standby, and shall be compensated for total actual time spent on the telephone or computer at time and one half (1.5X), with a minimum of three (3) hours pay at straight time.
- (b) An Employee who receives more than one call in a one hundred and twenty (120) minute period, shall be compensated on the basis of one continuous period. If the remote support is not successful and onsite is needed then the remote compensation does not apply and time starts when onsite; however,

actual time spent at attempted remote support shall be added to the on-site time in the application of article 18.06.

(c) When “called back” to work, Article 18.06 shall apply.

18.09 Shift Premium

Effective the first full pay period after signing, an employee shall receive a shift premium of **three dollars and fifty cents (\$3.50)** per hour for all hours worked, including overtime hours worked, on complete shifts, half or more of the hours of which are regularly scheduled between 6:00 p.m. and 6:00 a.m.

18.10 Weekend Premium

Effective the first full pay period after signing, an employee shall receive a weekend premium of **three dollars and fifty cents (\$3.50)** per hour for all hours worked, including overtime hours worked, on complete shifts, half or more of the hours of which are regularly scheduled between 12:01 a.m. on Saturday and 7:00 a.m. on Monday.

18.11 Height Premium

Height pay shall be paid at 5% of hourly wages for all work performed on towers, stacks, structural steel, catwalks, bosun chair barrel, scaffold and swing stage, wherever a harness is required.

For the purpose of calculating Height Pay, any portion of an hour worked, where applicable, shall be considered a full hour.

ARTICLE 19 PAID HOLIDAYS

19.01 (a) The expression "paid holiday" wherever used in this Agreement shall mean any of the following days:

New Year's Day	Labour Day
Heritage Day	Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Natal Day (1 day only)	

and any other day proclaimed by the Federal Parliament or Nova Scotia Legislature as a public holiday in Nova Scotia.

- (b) For the purpose of this article, day shall mean eight (8) hours and be pro-rated accordingly for those who work shifts of less than eight (8) hours.

19.02 To qualify for holiday pay the Employee must have worked the last scheduled working day prior to the holiday and the first scheduled working day after the holiday, or have been off work with management approval or by documented illness or injury.

ARTICLE 20 PAID VACATIONS

20.01 The vacation year shall be January 1 to December 31

20.02 (a) Employees shall earn vacation in accordance with the following:

less than 5 years of service	- 1.25 days per month of employment (3 weeks per year)
5 years but less than 14 years of service	- 1.67 days per month of employment (4 weeks per year)
15 years but less than 24 years of service	- 2.08 days per month of employment (5 weeks per year)
24 years of service or more	- 2.5 days per month of employment (6 weeks per year)

- (b) For the purposes of this article, day shall mean eight (8) hours and be pro-rated accordingly for those who work shifts of less than eight (8) hours.

- (c) Year of service means twelve (12) months of employment commencing with the Employees date of hire (anniversary date) to a full time or part time position.

20.03 Employees entitled to more than two weeks' vacation may only take more than two weeks consecutively with the written permission of the Commission.

20.04 In the event that a paid holiday falls within an Employee's annual vacation period, it shall not be considered a vacation day and will be taken at a mutually agreed time.

20.05 (a) By January 31st of each year the Commission will advise Employees of their vacation entitlement for the current vacation year.

- (b) Vacations where practical will be allotted by seniority subject to the period of time selected being acceptable to the Commission. Employee requests for vacation shall be submitted by April 15, and the Employer shall post the approved vacation list by May 1. Vacation requests received after May 1 shall be processed on a first come first served basis. The granting of vacations is subject to operational requirements. Where a vacation request has been refused, the Employee may request the reason in writing.

- (c) Employees shall take all their vacation in the year in which it is earned, based on the projection in (a) above. This includes the ability to take vacation not yet earned.
 - (d) Vacation banks shall be reconciled at the end of each year and on the employee's termination date. Vacation unearned as of termination shall be recaptured. Vacation unearned at year-end shall be either repaid by the employee or debited against the following year's vacation accrual.
- 20.06 Vacation cannot be accumulated from year to year. Any unused vacation not scheduled to year end will be lost. Employees entitled to six (6) weeks' vacation as of January 1, 2017 shall be entitled to a go forward pay-out of unused vacation at year end to a maximum of five (5) days.
- 20.07 All Employees must take a minimum of two full weeks' vacation each year, with the only exception being a new Employee in their first year of service.
- 20.08 No vacation will be granted for a period of less than one day unless mutually agreed between Employee and supervisor.
- 20.09 Where an employee's vacation has been cancelled by the employer, both the employer and employee shall make reasonable efforts to reschedule the cancelled vacation. In the event the vacation is not rescheduled; the employee shall have the option of carrying over the unused vacation or having it paid out.
- 20.10 Should an employee's paid vacation allotment be prorated due to injury, illness or statutory leave, the employee may be permitted to take a full complement of vacation time per article 20.02. The granting of the leave is subject to operational requirements. The employee would be paid for the days earned and the balance shall be considered an unpaid leave of absence.
- 20.11 Paid sick days shall be considered as time worked for the purposes of calculating vacation.

ARTICLE 21 GROUP BENEFITS

- 21.01 (a) The Commission will provide a comprehensive benefit package that includes - Extended Health Benefits; Dental; Life Insurance; Accidental Death and Dismemberment: Dependent Life and Long-Term Disability.
- (b) The Commission will cover 100% of the EHB/Dental coverage up to a maximum of \$150.00/mo. for the family plan. Any increase beyond \$150.00/mo. will be split 50% Commission and 50% Employee.
- (c) The Commission will cover 100% of the EHB/Dental coverage up to a

maximum of \$65.00/mo. for the single plan. Any increase beyond \$65.00/mo. will be split 50% Commission and 50% Employee.
(changes will be effective July 1, 2013)

- (d) The following will be paid for to 100% of the cost by the Commission and provided to the Employee as a taxable benefit.

Life insurance:	2x annual regular earnings
AD&D:	2x annual regular earnings
Dependent Life:	\$10,000/\$5,000

- (e) Long Term Disability will be provided to the Employee allowing for 66.7%/mo. of regular earnings to a maximum of \$4,100/mo. This cost is to be paid 100% by the Employee.
- (f) It is mandatory that all full time Employees participate in this comprehensive package, except for health and dental where coverage is provided by a spouse.

21.02 Eligibility and contribution rates for the PSSP shall be in accordance with the terms of the plan, but for clarity shall include any additional hours worked at regular rate (not OT) in the employees' own classification.

21.03 When an Employee has had an accident in the performance of their duties at work, the Commission, in addition to whatever Workmen's Compensation benefits are to be paid to the Employee, will pay the Employee's salary for the balance of the working day on which the accident occurs.

ARTICLE 22 BULLETIN BOARDS

22.01 The Commission agrees to and allows the Union to post on suitable notice boards (provided by the Commission) notices or announcements of routine and appropriate Union matters, provided that the Commission sees and approves such notices prior to posting.

ARTICLE 23 JOINT SAFETY LABOUR MANAGEMENT COMMITTEE

23.01 The Commission will maintain a Joint Health and Safety Committee which shall comply with the Nova Scotia Occupational Health and Safety Act.

23.02 Employees are requested to report immediately in writing to the Commission any concern which an Employee may have relating to a piece of equipment of the Commission which the Employee feels may involve dangerous conditions of work or danger to person or property in violation of any applicable statute or court order

or government regulation.

ARTICLE 24 UNIFORMS AND FOOTWEAR

24.01 (a) The Commission will annually supply, as required, **Employees** with the following uniform items:

- 2 caps
- 3 pairs of pants
- 4 shirts
- 1 jacket
- 2 pair of overalls – 1 pair may be insulated at Employee's request
- 1 winter parka – every 2 years

(b) Rain gear is to be available at the Commission for each Employee who is required to work out in the weather.

(c) The Commission will pay 100 percent of the costs of and will supply each **Employee** with, one pair of safety boots, or shoes, per year, provided that if any Employee satisfies the Commission that they have worn out the boots/shoes on the job in less than a year, the Commission will supply one additional pair.

(d) Employees may waive the replacement of provided articles and elect in lieu, to select an alternate items of work clothing from a list of HHB-approved workwear.

24.02 All uniform requirements will be supplied by October 1 each year.

ARTICLE 25 REHABILITATION

25.01 Where the Employer determines, after being advised by the Employee, the Union or pursuant to the Employer's own inquiry, that an Employee has been involved in absenteeism as a result of alcoholism or abuse of drugs, the Commission and the Union agree to encourage such an Employee to immediately commence a rehabilitation program at an appropriate treatment centre, hospital or clinic. As long as such an Employee clearly indicates to the satisfaction of the employer that they are making a conscientious effort to solve the problem, the Employer and the Union, through facilities and personnel practically available, will seek to assist such Employee. If, however, the Employee refuses to co-operate in efforts at rehabilitation, the Commission will not tolerate continued substandard attendance. This provision shall not, in any way, detract from the right of the Commission to discipline, subject to the right of an Employee to grieve, nor shall this provision in any way restrict the right of the Commission to take action in relation to excessive

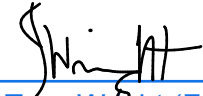
absenteeism or substandard work performance.

ARTICLE 26 DURATION OF AGREEMENT

26.01 This Agreement shall be in full force and effect from the date of signing to June 30th, 2029 and provided that the Collective Agreement shall remain in full force and effect from year to year after June 30th, 2029 unless one of the parties hereto notifies the other in writing within a period of not more than 60 days prior to the automatic renewal date, of its intention to revise or amend this Collective Agreement or conclude a new Collective Agreement.

In Witness whereof the parties have hereto signed this Agreement this 19th day of February 2026.

For the Commission:



[Tony Wright \(Feb 23, 2026 12:29:44 AST\)](#)

Tony Wright
HHB - CEO



Dave Greenfield
HHB - CIO



[Bernard Gardiner \(Feb 20, 2026 15:10:14 AST\)](#)

Bernard Gardiner
Maintenance Manager



[Kim Healy \(Feb 20, 2026 15:23:07 AST\)](#)

Kim Healy
HR Atlantic

For the Union:



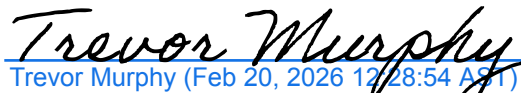
[Carinne Brooks \(Feb 20, 2026 12:00:51 AST\)](#)

Carinne Brooks
Union Steward



[Shaun Zwicker \(Feb 20, 2026 12:00:07 AST\)](#)

Shaun Zwicker
Union Steward



[Trevor Murphy \(Feb 20, 2026 12:28:54 AST\)](#)

Trevor Murphy
Union Steward



[Andrew Clark \(Feb 20, 2026 16:12:16 AST\)](#)

Andrew Clark
Business Agent



[Kevin Conway \(Feb 20, 2026 12:34:23 AST\)](#)

Kevin Conway
Business Agent

APPENDIX 'A'
HOURLY WAGE SCALE

Classification:	Seniority	1-Jul-25	1-Jul-26	1-Jul-27	30-Jun-28
Electronic Technician/Electrician		\$39.06	\$39.84	\$40.64	\$41.45
Electronic Technician		\$34.25	\$34.94	\$35.64	\$36.35
Electrician Apprentice (4th Year)		\$34.25	\$34.94	\$35.64	\$36.35
Maintenance Technician	2 years	\$27.49	\$28.04	\$28.60	\$29.17
	18 months	\$26.43	\$26.96	\$27.50	\$28.05
	6 months	\$25.88	\$26.40	\$26.93	\$27.47
	Hiring Wage	\$24.81	\$25.31	\$25.82	\$26.34
Winter Shift Technician	2 years	\$27.49	\$28.04	\$28.60	\$29.17
	18 months	\$26.43	\$26.96	\$27.50	\$28.05
	6 months	\$25.88	\$26.40	\$26.93	\$27.47
	Hiring Wage	\$24.81	\$25.31	\$25.82	\$26.34

APPENDIX B - MEMORANDA OF UNDERSTANDING

B1 Memorandum of Understanding

Re: Hours of Work – Maintenance and Electronic Technicians

Notwithstanding Article 18.01 of the collective agreement, those Maintenance and Electronic Technicians who were Employees of the Employer on April 1, 2010 shall be covered by the following hours of work provisions:

1. Maintenance Technicians
 - (a) The regular work week during the winter season shall be forty (40) hours, made up of five shifts of eight hours and the shift shall commence not earlier than 8:00am and not later than 3:30pm.
 - (b) The regular work week during the remainder of the year shall be forty (40) hours, made up of five shifts of eight hours, Monday to Friday, between the hours of 8:00am and 4:30pm with a fifteen-minute break in the morning and a fifteen (15) minute breaks in the afternoon.
2. Electronic Technicians – The regular work week for Electronic Technicians shall be forty (40) hours made up of five eight-hour days, Monday to Friday, between the hours of 8:00am and 4:30pm with a fifteen-minute break in the morning and a fifteen-minute break in the afternoon.
3. For greater clarity, any Employee hired after April 1, 2010 into a Maintenance or Electronic Technician classification shall be subject to the hours of work provision in Article 18.01 of the collective agreement.

This Memorandum of Understanding shall terminate on June 30, **2029** and, notwithstanding the provisions of Article 26.01, shall have no force and effect after June 30, **2029**.

APPENDIX B - Continued

B2 Memorandum of Understanding

Re: New Classifications

Newly created classifications within the scope of Teamsters Local 927 will be negotiated with the Union.

APPENDIX B – Continued

B3 Memorandum of Understanding

Re: Probationary Employees

Notwithstanding Article 3.03 of the Collective Agreement, the Employer agrees that the wage rates, hours of work and overtime for probationary Employees shall be equivalent to the provisions outlined in the Collective Agreement.

Appendix B Continued

LOU B4 Paid Training

Letter of Understanding

An Employee may request of the company to provide paid training and or schooling for the purpose of adding skills and or abilities useful to their current of future positions at the HHB. The granting of such requests shall be at the discretion of the Employer. Requests may be granted in whole or in part.

Appendix B Continued

LOU B5 - Calls at Home

The Employer commits to reducing the number of unnecessary calls at home to employees. To that end the Employer commits to impressing upon its supervisors not to call employees at home for reasons other than calls related to:

- the employees schedule or hours of work, including overtime calls and call ins;
- returning calls to employees;
- call necessitated by the actions of the employee; or
- other matters that cannot reasonably wait until the employee's next scheduled shift.

Appendix B Continued

B6-Letter of Understanding

Winter Maintenance Technician Reclassification

1. Winter Shift Technicians who do not meet the qualifications for the Maintenance Technician classification shall be continued on the Maintenance Technician wage scale at the "Hiring Wage" step. These incumbents shall remain at that wage step until they meet the core qualifications (skills and experience) for the classification. They shall be expected to perform the duties of the Maintenance Technician classification within their ability. The Employer shall provide opportunities for training and experience for those incumbents wishing to upgrade their qualifications. Employees wishing to upgrade shall also be responsible to seek out training and on the job experience.
2. All future hires for the seasonal winter employees shall be classified as Maintenance Technicians. Preference will be given in the hiring process for candidates who meet the core qualifications for the Maintenance Technician classification. In the event the Employer hires a candidate that is qualified to operate and maintain snow clearing equipment, but is not otherwise qualified for the Maintenance Technician classification, that Employee shall be paid and remain at the "Hire Wage" step of the classification, until such time as paragraph 3 applies.
3. Employees in paragraphs 1 and 2 who are progressing in their skills may be moved up the wage scale when they acquire equivalent experience. The Employer will maintain a set of metrics on equivalency.

**B7- Letter of Understanding
Insured Benefits**

The parties agree to transition the life insurance and long-term disability program to the Nova Scotia public service insured benefits plan. The transition will occur within 120 days of the signing of the collective agreement.

Effective as of the date of the transition, the insured benefit cost sharing shall be adjusted as follows:

Insured Benefit	Employer/Employee Cost Sharing %
Life Insurance	50/50
Health and Dental	65/35
Long Term Disability (65%)	50/50
EAP	50/50
Dependent Life	100% Employee (optional)

APPENDIX C - Seasonal Employees (Winter)

- A. The Seasonal Employee shall be employed for a twenty-four (24) week period between November 1 and April 30. **Seasonal recall shall operate as follows:**
- (i) When an Employee is laid off, they shall be provided with a Recall Form.**
 - (ii) The completed Recall Form must be delivered to the Employer no later than the Tuesday immediately following Labour Day. The Commission will then provide the Union with a copy of the completed form.**
 - (iii) The Commission shall recall an Employee by notifying the Employee in writing (email or letter) of their return to work date. An Employee who does not report to work on the return to work date shall be deemed to have quit their employment and shall lose all seniority.**
 - (iv) An Employee who does not comply with (ii) above shall be deemed to have quit their employment and shall lose all seniority, except where a leave of absence has been granted by the Commission in writing.**
- B. Seasonal Employees shall be covered by the Collective Agreement, except for those articles in D below.
- C. Seasonal Employees will pay union dues and initiation from the date of hire in the amounts set out in Article 3.01
- D. Seasonal Employees shall not be covered by Articles 13, 18 or 20 of the Collective Agreement, but in lieu shall be provided with the following:

ARTICLE 13 SICK LEAVE:

13.01 Seasonal Employees shall receive 4 percent (4%) of wages in lieu of sick leave, payable biweekly.

ARTICLE 18 - HOURS OF WORK AND OVERTIME:

18.01 The normal hours of work for Full-Time Winter Seasonal Employees shall be eighty (80) hours biweekly.

18.02 The Seasonal Employee shall, as a term and condition of employment, be required to report to work when called in by the Employer when on standby and to provide the Employer with a telephone number where they can be reached. The Employee shall be paid the applicable standby rate for all hours for which the employer requires them to be available.

- 18.03 Seasonal Employees shall be paid time and one half (1 ½) the Employee's regular rate for each hour worked in excess of eighty (80) hours of work per pay period.
- 18.04 A fifteen-minute break shall be awarded for each four hours of consecutive overtime. If the overtime is continuous to the Employees scheduled shift and is expected to go beyond one (1) hour, a fifteen-minute break will be given after the completion of the scheduled shift.
- 18.05 (a) An Employee shall be paid a total of double his regular rate of pay for work performed on New Year's Day, Good Friday, Canada Day, Labour Day or Christmas Day. Overtime rates provided for herein are to be in addition to the Employee's regular holiday pay.
- (b) An Employee shall be paid a total of time and one half his regular rate of pay for work performed on a holiday as provided for in this Agreement [other than those noted in Article 18.05(a) above] provided that where an Employee is required to work more than four hours on a paid holiday, each hour worked in excess of four hours on such holiday shall be compensated for at the rate of double time his regular rate of pay rather than time and one-half. Overtime rates provided for herein are to be in addition to the Employee's regular holiday pay.
- 18.06 Winter Season Employees shall work a fixed master schedule. The Commission agrees to give the Union a minimum of two (2) weeks advance notice of any change.
- 18.07 A Winter seasonal Employee required to work a sixth (6th) consecutive day shall be paid 1.5 times the regular rate of pay for each hour worked and on the seventh (7th) consecutive day of work 2 times the regular rate of pay for each hour worked. The call-in guarantee shall not apply. Following seven (7) consecutive days work, the Employee shall continue at double time until such time as they have had an opportunity for a scheduled day off. Once the employee has been offered a day off, the consecutive days worked shall be deemed to be reset and the employee shall revert to straight time for any subsequent scheduled shifts. After seven (7) consecutive days of work the Employee may request a day off, and such requests will not be unreasonably denied.
- 18.08 An Employee asked to continue work beyond the original shift, shall be entitled to an amount up to fourteen dollars (\$14) as reimbursement, provided a meal receipt obtained within the shift is provided. The entitlement to the meal allowance is limited to situations where the employee is advised of the requirement for overtime less than four (4) hours prior to the commencement of their regular shift.

APPENDIX C - Continued

ARTICLE 20 PAID VACATIONS

Effective January 1, 2017

- 20.01 (a) An Employee with less than two (2) years' service shall receive vacation pay of four percent (4%) of his biweekly pay.
- (b) An Employee with two (2) years or more but less than five (5) years of service shall receive vacation pay of six percent (6%) of his biweekly wages.
- (c) An Employee with five (5) years of service but less than fifteen (15) shall receive vacation pay of eight percent (8%) of his biweekly wages.
- (d) An Employee with more than nineteen (19) years of service but less than twenty-five (25) shall receive vacation pay of ten percent (10%) of his biweekly wages.
- (e) An employee with twenty-five (25) years of service or more shall receive twelve (12) percent of his biweekly wages
- 20.02 Vacation pay shall be **paid out to Employees each pay period** . No vacation leave shall be permitted during the winter season.
- 20.03 A year of service equals twenty-four (24) weeks of paid employment.

APPENDIX D – Temporary Employees

Notwithstanding the term “Employee” as used in the Agreement, and for greater clarity, Temporary Employees shall be covered by the provisions of the Collective Agreement as expressly provided below:

- Article 1 - Definitions – In its entirety
- Article 2 - Recognition - In its entirety
- Article 3 - Union Security
 - 3.01 – The Temporary Employee shall join the union and pay union dues as prescribed by the union.
- Article 4 - Management Rights - In its entirety.
- Article 5 - Strikes and Lockouts - In its entirety
- Article 6 - Discrimination - In its entirety
- Article 7 - Grievance Procedure - In its entirety
- Article 8 - Arbitration - In its entirety

- Article 9 - Discipline
 - 9.01 – The Temporary Employee may be discharged at the Commission’s sole discretion.
 - 9.02 – Where a Temporary Employee attends a disciplinary meeting they have the right to be accompanied by a Shop Steward if they wish.
- Article 12 - Leave of Absence
 - 12.03 only
- Article 13 - Sick Leave
 - 13.01 – The Temporary Employee will receive four per cent (4%) of their regular wage rate in lieu of sick leave.
 - 13.02 In any case of absence due to illness the matter must be reported to the Commission by the Employee no later than the beginning of the Employee's scheduled shift.
 - 13.03 applies
- Article 16 - Wages –
 - 16.01 Appendix “A” rates apply except where replacing a Seasonal Employee in which case the Appendix “C” rate shall apply.
 - 16.02 applies
- Article 18 - Hours of work and overtime – In its entirety as applicable to the classification except where replacing a Seasonal Employee in which case Appendix “C” shall apply.

- Article 19 - Paid Holidays – In its entirety
- Article 20 - Paid Vacations
The Temporary Employee shall receive four (4%) per cent vacation pay on wages earned and shall be paid bi-weekly.
- Article 22 - Bulletin Boards – In its entirety
- Article 23 - Joint Safety – Labour Management Committee - In its entirety
- Article 24 - Uniforms and footwear – The provisions of article 24 apply subject to classification and season.
- Article 26 - Duration of Agreement - In its entirety.
- Appendix “D” - Temporary Employees - In its entirety.

APPENDIX E – Retro Payment (MACPASS)

Employees previously employed as Treasury & Customer Service Clerks in the MACPASS Centre with the Halifax-Dartmouth Bridge Commission will be eligible to receive retro payments upon signing of the collective agreement up to September 30, 2025, and will include any severance payments received.











HDBC Collective Agreement - Teamsters (2025 - 2029)v1.1

Final Audit Report

2026-02-24

Created:	2026-02-20
By:	Kevin Conway (kconway@teamsters927.org)
Status:	Signed
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-  Document created by Kevin Conway (kconway@teamsters927.org)
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-  Document emailed to Shaun Zwicker (szwicker@hdbc.ns.ca) for signature
2026-02-20 - 3:58:10 PM GMT
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