

Minutes of Settlement

between

The Renfrew County District School Board (hereinafter referred to as "the Board")

and

Canada Union of Public Employees - Local 1247 (hereinafter referred to as "the Union")

Re: Adjustment of Schedule A for Collective Agreements 2019-2021 and 2022-2026

WHEREAS Bill 124 imposed restrictions on salary increases for certain public sector employees, the RCDSB and CUPE 1247 have come to an agreement on the adjustments required of "Schedule A" for the Collective Agreements covering the periods of 2019-2021 and 2022-2026 as determined by all remedy outlined in the Bill 124 settlement between "the Crown" and "the Union".

The parties have agreed to the following terms:

- The attached "Schedule A" for Collective Agreement 2019-2021 and 2022-2026 be amended and adhered as attached to these minutes of settlement and shall comply with all remedies outlined in the Bill 124 settlement between "the Crown" and "the Union".
- In addition, below is the updated premium for the period:

		Calc	Actual	Calc	Actual	Calc	Actual
	Current	01-Sep-19	01-Sep-19	01-Sep-20	01-Sep-20	01-Sep-21	01-Sep-21
Responsibility	0.34	0.34595	0.35	0.35200412 5	0.35	0.36520428	0.37
Split Shift	0.47	0.478225	0.48	0.48659393 8	0.49	0.50484121	0.5
Afternoon Shifts	0.38	0.38665	0.39	0.39341637 5	0.39	0.408169489	0.41
Night Shifts	0.43	0.437525	0.44	0.44518168 8	0.45	0.461876001	0.46

		Calc	Actual	Calc	Actual	Calc	Actual
	Current	01-Sep-19	01-Sep-19	01-Sep-20	01-Sep-20	01-Sep-21	01-Sep-21
Responsibility	0.34	0.34595	0.35	0.352	0.35	0.3652	0.37
Split Shift	0.47	0.478225	0.48	0.4866	0.49	0.5048	0.5
Afternoon Shifts	0.38	0.38665	0.39	0.3934	0.39	0.4082	0.41
Night Shifts	0.43	0.437525	0.44	0.4452	0.45	0.4619	0.46

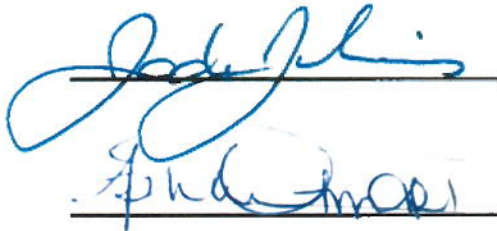
- All electronic copies of the 2019-2021 and 2022-2026 Collective Agreements are reflective

of the updated Schedule A as attached to these minutes of settlement.

- The Board and the Union will ensure that the current collective agreement 2022-2026 be electronically communicated to all CUPE employees within the RCDSB.
- The RCDSB and CUPE 1247 are committed to working collaboratively to ensure that revised Schedule A is implemented and in compliance with all legal and central party requirements.
- This agreement is made on a without precedent or prejudice basis.
- This agreement shall come into effect upon the signing of the minutes of settlement by the authorized representatives of both the RCDSB and CUPE 1247.
- This agreement does not preclude the Union's ability to file grievances related to the payments or non-payments to members and former members.

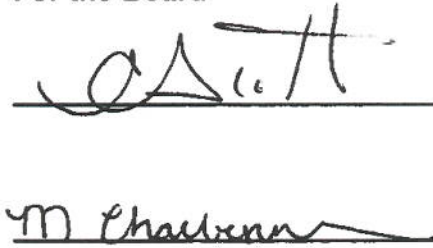
Signed this 30 day of April, 2024.

For the Union



Two handwritten signatures in blue ink, one above the other, each on a horizontal line.

For the Board



Two handwritten signatures in black ink, one above the other, each on a horizontal line.

Schedule A

SCHEDULE "A" – WAGES AND CLASSIFICATIONS	September 1, 2019			September 1, 2020			September 1, 2021		
	Start	6 Mths	12 Mths	Start	6 Mths	12 Mths	Start	6 Mths	12 Mths
Group 1 Custodian Custodian for Grounds Maintenance	18.85	19.31	19.74	19.18	19.65	20.09	19.90	20.39	20.84
Group 2	19.75	20.16	20.59	20.10	20.51	20.95	20.85	21.28	21.74
Group 3 Supply Custodian	20.61	21.02	21.46	20.97	21.39	21.84	21.76	22.19	22.66
Group 4 Painter	21.50	21.93	22.36	21.88	22.31	22.75	22.70	23.15	23.60
Group 5 Head Custodian – Level 2 (up to 40,000 sq. ft.) Truck Driver/Courier	22.39	22.80	23.20	22.78	23.20	23.61	23.63	24.07	24.50
Group 6 Carpenter II Head Custodian – Level 3 (40,000 to 80,000 sq. ft.)	23.22	23.67	24.09	23.63	24.08	24.51	24.52	24.98	25.43
Group 7 Carpenter I Head Custodian – Level 4 (80,000 to 120,000 sq. ft.) General Maintenance Head Custodian – Level 5 (over 120,000 sq. ft.)	24.10	24.58	24.98	24.52	25.01	25.42	25.44	25.95	26.37
Group 8 Leadhand Painter HVAC Maintenance Millwright	25.01	25.43	25.86	25.45	25.88	26.31	26.40	26.85	27.30
Group 9 Plumber/Burner Mechanic Electrician Millwright Electrician	25.90	26.27	26.75	26.35	26.73	27.22	27.34	27.73	28.24
Group 10 Shop Foreperson Plumber/Burner/Gas Fitter I/Refrig. Mechanic	26.77	27.19	27.63	27.24	27.67	28.11	28.26	28.71	29.16

*The Job Titles may be in different groups depending on the collective agreement year.

SCHEDULE A

SCHEDULE "A" – WAGES AND CLASSIFICATIONS	September 1, 2022			September 1, 2023			September 1, 2024			September 1, 2025		
	Start	6 Mths	12 Mths	Start	6 Mths	12 Mths	Start	6 Mths	12 Mths	Start	6 Mths	12 Mths
Group 1 Custodian Custodian for Grounds Maintenance	20.90	21.39	21.84	21.90	22.39	22.84	22.90	23.39	23.84	23.90	24.39	24.84
Group 2	21.85	22.28	22.74	22.85	23.28	23.74	23.85	24.28	24.74	24.85	25.28	25.74
Group 3 Supply Custodian	22.76	23.19	23.66	23.76	24.19	24.66	24.76	25.19	25.66	25.76	26.19	26.66
Group 4 Painter	23.70	24.15	24.60	24.70	25.15	25.60	25.70	26.15	26.60	26.70	27.15	27.60
Group 5 Head Custodian – Level 2 (up to 40,000 sq. ft.) Truck Driver/Courier	24.63	25.07	25.50	25.63	26.07	26.50	26.63	27.07	27.50	27.63	28.07	28.50
Group 6 Carpenter II Head Custodian – Level 3 (40,000 to 80,000 sq. ft.)	25.52	25.98	26.43	26.52	26.98	27.43	27.52	27.98	28.43	28.52	28.98	29.43
Group 7 Carpenter I Head Custodian – Level 4 (80,000 to 120,000 sq. ft.) General Maintenance Head Custodian – Level 5 (over 120,000 sq. ft.)	26.44	26.95	27.37	27.44	27.95	28.37	28.44	28.95	29.37	29.44	29.95	30.37
Group 8 Leadhand Painter HVAC Maintenance Millwright	27.40	27.85	28.30	28.40	28.85	29.30	29.40	29.85	30.30	30.40	30.85	31.30
Group 9 Plumber/Burner Mechanic Electrician Millwright Electrician	28.34	28.73	29.24	29.34	29.73	30.24	30.34	30.73	31.24	31.34	31.73	32.24
Group 10 Shop Foreperson Plumber/Burner/Gas Fitter I/Refrig. Mechanic	29.26	29.71	30.16	30.26	30.71	31.16	31.26	31.71	32.16	32.26	32.71	33.16

*The Job Titles may be in different groups depending on the collective agreement year.