

SUPPLEMENTARY AGREEMENT

between

The City of Winnipeg
Community Services Department
and
The Canadian Union of Public Employees
Local 500

RE: EMERGENCY HEALTH AND SOCIAL SERVICES

Whereas pursuant to the Emergency Measures Act, the City of Winnipeg is responsible for providing Emergency Health and Social Services, and,

Whereas the Community Services Department is responsible for providing these services, and,

Whereas the Community Services Department, and the Union require an orderly process for calling out and assigning employees to work, and assigning work in the event of an emergency,

THE Parties agree to the following:

Article 1 - Definition

1.01 For purposes of defining an emergency, the parties agree that authority to declare an emergency, for purposes of this Supplementary Agreement, shall rest solely with the Public Aid Coordinator or his/her designate.

Article 2 - Call Out List

- 2.01 In order to establish a "call out list", the department shall canvas all permanent employees in the Community Services Department, to determine if the employee wishes to be considered for "call out" in the event of an emergency.
- 2.02 Employees may change their decision on an annual basis, by informing the Coordinator of Labour Relations and Human Resource Strategy in writing.
- 2.03 The "call out list" shall be divided into, and employees classified into three categories/call out list. These categories (call out lists) are as follows:

- 1 - Emergency Team (comprised of employees whose positions/regular work functions necessitate that they are the primary response)
- 2 - Employees who, in the opinion of management, could immediately be released from their duties in the event of an emergency
- 3 - Employees who, in the opinion of management, *cannot* be immediately be released from their duties in the event of an emergency

2.04 Employees shall be assigned to one of these categories (call out lists), and placed in bargaining unit seniority order on that list.

Article 3 - Call Out Order

3.01 It is agreed and understood, that in the event of an emergency, and if additional employees are required (beyond management staff, Emergency Team members, and/or volunteers), the Department will "call out" employees in the following order:

CATEGORY/LIST 1 Emergency Team Members
(In accordance with Article 19-12)

CATEGORY/LIST 2 Immediate Release Employees
(In bargaining unit seniority order)

CATEGORY/LIST 3 All Other Employees
(In bargaining unit seniority order)

3.02 Employees may refuse a "call out", however, in the event that an employee continually refuses "calls out", they will be removed from the "call out" list.

3.03 If a "call out" is occurring and an employee cannot be reached, that is, there is no answer when telephoned, they are not present to receive a telephone call, or their telephone line is busy, they will be deemed to be unavailable for the "call out".

Article 4 - Sharing of Overtime

4.01 The parties agree that for the purposes of Article 19-12, employees whom normally perform this work have been designated as members of the "Emergency Team".

4.02 The Department will further endeavour to share overtime, where practical, among employees in Categories/Lists 2 and 3.

4.03 Where the City of Winnipeg Emergency Health and Social Services team responds to a disaster/emergency, and where the City of Winnipeg recovers payment for this service, any/all employees who worked overtime in response to this disaster/emergency must take overtime in payment, i.e. employees will not have the option of banking this time.

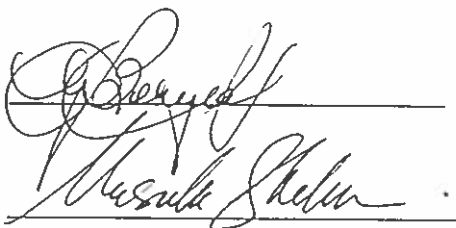
Article 5 - Assignment of Work

5.01 It is agreed and understood by the parties that during an emergency, management may assign employees to any/all required tasks, and that no employee shall have rights to any particular function.

5.02 The parties agree that this Supplementary Agreement in no way diminishes the City's right to assign management personnel or volunteers to perform work associated with an emergency, whether the work is paid on a 'regular basis', an 'overtime basis', or unpaid.

AGREED THIS 12th DAY OF July 1999.

For the City of Winnipeg



Masala Shelton

For the Canadian Union of Public Employees

