

11

2007 - 2011
COLLECTIVE AGREEMENT
between the
VANCOUVER PUBLIC LIBRARY BOARD
and the
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 391

2007 - 2011

COLLECTIVE AGREEMENT

between the

VANCOUVER PUBLIC LIBRARY BOARD

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 391

2007 - 2011
 COLLECTIVE AGREEMENT
 between the
VANCOUVER PUBLIC LIBRARY BOARD
 and the
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 391

TABLE OF CONTENTS

<u>CLAUSE</u>		<u>PAGE</u>
1.	<u>RECOGNITION AND SCOPE</u>	1
2.	<u>TERM OF THE AGREEMENT</u>	2
3.	<u>UNION SECURITY</u>	2
4.	<u>RIGHTS OF MANAGEMENT</u>	3
5.	<u>DEFINITIONS</u>	3
6.	<u>CHANGES AFFECTING THE AGREEMENT</u>	3
7.	<u>JOINT COMMITTEES</u>	3
8.	<u>WORKING CONDITIONS</u>	4
	8.1 Work Week	4
	8.2 Meals and Rest Periods	5
	8.3 Sunday Staffing	5
	8.4 Posting and Filling Vacancies	6
	8.5 Probationary Period	6
	8.6 Promotional Policy	7
	8.7 Technological Change	7
	8.8 Layoff	8
	8.9 Sexual Harassment	9
	8.10 Employment Equity	9
	8.11 Daily Guarantee	10
	8.12 Personnel Files	10
9.	<u>REMUNERATION</u>	11
	9.1 Remuneration	11
	9.2 Rates for New Positions	11
	9.3 Pay for Acting Senior Capacity	11
	9.4 Overtime	12
	9.5 Split Shift	12
	9.6 Callout	13
	9.7 Shift Differential	13
	9.8 First Aid Duties	13