

**GENERAL ISSUES AGREEMENT**  
**EMERGENCY EMPLOYEE PROTOCOL**

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**INTRODUCTION:**

This reflects the agreed upon protocol for calling in and paying emergency employees.

**GENERAL ISSUE:**

The Employer shall create an on-call shift schedule for the employees in positions designated as Emergency (incumbents in the emergency positions under the Essential and Emergency Services Agreement). The employees shall be required to be available, ready, and able to work. The employee will only perform the duties needed to address the emergency. Upon completion of the duties they will leave the worksite. The employee will not be requested to perform other tasks.

In the event of an emergency as defined under 41.02(1) of the PSA, the Employer will immediately contact the designated or alternate UNW representative by phone to advise of the emergency. The Employer will simultaneously contact the incumbent in the emergency position under the Essential and Emergency Services Agreement who is on call.

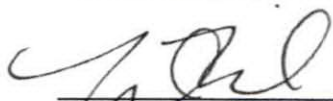
Prior to the commencement of job action, the UNW will provide the Employer with a current phone list for the designated and alternate UNW representatives.

Employees not on-call for a particular shift will not be required to be available. They will not be subject to discipline if the Employer attempts to call them in for an unscheduled shift, and they are not available. If the employee does attend work, the employee will be considered to have been on standby for 24 hours, and eligible for compensation under the standby provisions of the Collective Agreement.

Employees in positions on the emergency services list will cooperate with the Employer in making themselves available for service when called upon. They will provide the Employer with current contact information and they will update that info as it changes.

In the event an employee on the emergency services list is not available to work, the Employer will consult the union and attempt to reach agreement as to who will be the replacement for the shift. If the nature of the emergency does not permit time to discuss with the union, the Employer may appoint an emergency replacement, but only for as long as it takes to reach agreement with the union. If the parties are unable to reach agreement the Employer may take necessary steps to deal with the emergency, and the union may utilize the on call grievance process agreed to by the parties.

For the Employer:



Nicole MacNeil  
Director, Labour Relations  
Department of Finance

Jan 27/19  
Date

For the Union:



Todd Parsons  
President  
Union of Northern Workers

Jan 28, 2019  
Date