

CUPE LOCAL 227 – Halifax Water Commission
Sign Off Sheet

15.06 / 16.08

Article :

To: David Dort, President - CUPE, Local 227

From: Susheel Arora
Reid Campbell

CC: Eric Rowley

Subject: Training Opportunities

Date: March 30, 2015

Further to our discussions of today's date, we confirm our mutual commitment to exploration of career development opportunities for members of Local 227. It is clear that both the Commission and the Union place a high value on ongoing professional development and training for employees.

In keeping with our shared values, the Commission and the Union are committed to creating a process for employees and their immediate supervisors to have one on one discussion regarding the Commission's needs and the career aspirations of employees. Through these discussions, employees will be given an opportunity to indicate their priorities for ongoing training.

The Commission will use the feedback received in the meetings along with the Commission's needs: to develop training budget requirements; to assemble lists of potential training course; and to develop additional course offerings.

We agree that it is important for both the Union and Commission management to work together to establish a practice, wherein employees and supervisors are meeting at least annually to have a discussion(s) regarding ongoing training.

The Commission shall consider all reasonable requests for training having due regard to the employee's present role and aspirations, the operational needs of the Commission and the available resources.

All general training opportunities shall be posted as per Article 16:08 of the existing collective agreement.

The parties recognize that training opportunities may occur with short notice and choice of attendance may not necessarily be the senior member. That being said should the same training opportunity become available, such training will be offered to other interested members within six months of such availability, via a posting process.

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Agreed to document for Renewal of the Collective Agreement between CUPE Local 227 and
Halifax Water Commission.

Signed 30TH day of March, 2014 in Dartmouth, Nova Scotia.

For the Union:

For the Employer:

Dave Wood
Carrie Cleary

[Signature]