

On a Non-Precedent Setting Basis

Memorandum of Understanding

BETWEEN **Halifax Regional Water Commission (the 'Employer')**

- and - **CANADIAN UNION OF PUBLIC EMPLOYEES, Local 227**
(the 'Union')

- re: - **Standby Pilot Program –Process Technician in Community Plants**

The Parties agree as follows:

1. It is proposed that a standby pilot program run for two (2), three (3) month periods for a total of six months for the Process Technicians working in the Community Plants starting on October 10, 2025.
 - a. After the first three months, Parties will review the program and come to an agreement about any changes or modifications that are needed to help with the success of the program, at which time the second three-month period will begin.
 - b. During the sixth month of the pilot, the Parties will meet to discuss whether the program will continue and /or what, if any, changes need to occur to help it be successful.
2. Process Technicians who work in community plants who volunteer to be on Standby will be placed on the Standby list according to their seniority.
3. Process Technicians who are on the standby list will only be called for emergency callouts or to respond to SCADA calls for the community plants, unless all other Process Technicians working in community plants are working or have been offered the overtime.
4. Standby staff will follow a one in every three-week rotation. Each rotation will last from 4:00pm Friday to 8:00am Friday.
5. Staff may use their Halifax Water (HW) vehicle for transportation during their respective standby week.
6. SCADA and Camera access will be granted on a HW provided "standby" laptop.
7. Staff who are on standby will have a standby phone. Staff may choose to forward the standby phone number to their Halifax Water phone at their discretion. Staff will have

constant access to the phone. Staff will remain fit for duty during their standby week and will be able to respond to all alarms within a reasonable time.

8. Staff will use their best judgement to determine severity of each alarm and respond accordingly.
9. In a situation where staff receive an alarm which can be rectified remotely, at the decision of the standby staff, it will be acceptable for staff to use the HW provided laptop to respond to these alarms remotely, however, alarms that are rectified remotely will not be deemed a call-in. Time taken to attempt to rectify (or to rectify) the situation will be paid at the applicable overtime rate.
10. Any situation where the Process Technician leaves their place of residence to respond they will receive a call out. IF an Employee returns to their place of residence and is called out again, it will trigger a new call out.
11. For unforeseen circumstances where staff are not able to respond, staff will call immediate supervisor as soon as possible to communicate issue.
12. Staff who are on the standby list are responsible to find a replacement when they are unable to fulfill their assigned standby rotation except in the following circumstances:
 - Staff who leave Halifax Water.
 - Staff who leave their position and do not wish to continue standby rotation (if new position allows).
 - Absence due to illness/injury (including LTD) or requiring hospitalization during their duty week or immediately before. Staff who are on a short-term absence due to illness or injury will find their replacement unless the illness or injury prohibits them from doing so. In this case they will contact their supervisor.
13. The Process Technicians in the Standby rotation will be eligible for overtime and standby rates as per the collective agreement.
14. Staff may exchange standby weeks for one another week (i.e. one week for another week or equal time (s) for or equal time (s) for another) without offering such time to someone else on the standby list but must work the other exchanged time.
15. Staff will advise both plant staff and Supervisor of any changes in standby assignments prior to the commencement of the standby week, or as needed for a shorter duration.

16. This agreement will be reviewed six (6) months from signing. If it is agreed that the program continue, a new agreement will be drafted with the Standby procedure for opting in and out, replacements, etc.

Dated at the Halifax Regional Municipality, in the Province of Nova Scotia this day 6 of October, 2025.

For the Employer


For the Union