

**TOPIC:** Garbage / Recycling Collection Operators  
**POLICY NUMBER:** 6  
**DATE APPROVED:**  
**DATE REVISED:** January 17, 1995  
November 23, 2007  
April 20, 2010  
April 16, 2016 (#2016-048)

Garbage Collection Operators who are employed by the Municipality of the County of Antigonish shall follow the guidelines as set out for other Municipal Employees in the Document titled "Employee Handbook" (Policy 5), except for the following:

1. Garbage / Recycling Truck Operators will work the following hours:

Monday to Friday – 7:00am – 3:30pm

Garbage Truck / Recycling Operators will be given 1 hour lunch period and 2 – 15 minutes breaks.

2. Overtime shall be paid to Garbage Collection Operators after completion of 30 hours per week. In order to be eligible for overtime, employees shall keep a record of all hours work and submit those hours to the Landfill / Road Maintenance Supervisor on a bi-weekly basis. Hours not submitted on a bi-weekly basis will not be considered for payment of overtime.
3. In the event a garbage truck is broken down, those hours accumulated while the truck is in repair will not be considered as part of the normal work week or 40 hours (e.g. if a truck breaks down at 9:00 am and is not fixed until 3:00pm, those hours while the employee is not working will not be included in the 40 hours).
4. If in the judgement of the Garbage Collection Operator a route cannot be completed by 8:00pm, the operator will only work until that hour and advise the Municipal Office of the area not covered in order that an announcement may be aired on the local radio station.
5. In the event a helper is required on the garbage truck, this individual will not be compensated unless pre-authorized by the Landfill / Road Maintenance Supervisor.
6. Garbage Collection Operators will be required to work on the following holidays and shall be paid overtime as indicated:

Heritage Day	Civic Holiday / Natal Day (1 <sup>st</sup> Monday in August)
Easter Monday	Labour Day*
Victoria Day	Boxing Day
Canada Day*	New Year's Day*
Thanksgiving Day	

\* Paid at time plus time and one-half

All other holidays will be paid at time plus one half.

Garbage will not be collection on: Good Friday, Christmas Day and Remembrance Day

If Remembrance Day falls on a Saturday or Sunday and another day is given in observance of Remembrance Day, Garbage Collection Operators will be paid at time plus one half for that day.