



Bargaining Proposals Exchanged with GVLRA and CRD on March 3, 2022 Approved at General Membership Meeting held on March 2

Article 1.08 Auxiliary Employee Terms and Conditions of Employment
Increase percentage in lieu from 14% to 15%

Article 1.15 Plural or Feminine Terms
Make all language gender neutral

Article 5.01 Correspondence
Union to be notified when a member “retires, resigns, or begins any of the following: LTD, leave without pay, or WorkSafeBC” – in addition to existing “demoted, suspended and/or terminated for cause”

Article 7.02 Grievance Procedure
Add “A written response shall be provided within ten (10) working days” to Step 2 and Step 3

Article XX (suggest as Article 8) Discipline, Suspension and Discharge
Written notice to Union and employee; 12-month sunset clause

Article 10.03 Applications by Auxiliary Employees
Preference to auxiliary employees over external candidates

Article 12.07 Notice of Shift Change
24-hour notice required; premium of 2-hours pay if 24-hour notice not given

Article 12.12 Flex Time (New)
Voluntary flex time program

Article 12.13 Work from Home Program (New)
Voluntary Work from Home program (based on BCGEU language)

Article 14, Shift Differential
Increase hourly premium for afternoon shift from 75¢ to \$1, and for graveyard shift from 85¢ to \$2

Article 15.03 Service Pay
Increase 5-year continuous service pay from 10¢ per day to \$1 per day, with additional \$1.50 per day on completion of each additional 5 years of service, also up from 10¢ per day

Article 15.04 Vehicle Allowance
Use maximum CRA rate allowed per kilometre; reimburse cost of business rider for use of personal vehicle and have employer pay costs associated with an accident

Article 15.05 First Aid Allowance
Increase bi-weekly rate from \$65 to \$129

Article 15.06 Pesticide Sprayer Allowance
Increase premium from 75¢ to \$1.50 per hour (as approved at West Shore)



Article 15.08 Aquatic Re-certification

Pro-rated reimbursement for re-certification for auxiliaries

Article 15.10 Driver's Medical Report Costs (New)

Reimbursement for driver medical exam when required (as approved at West Shore)

Article 15.11 Refrigeration Re-certification (New)

Reimbursement for re-certification for maintenance employees

Article 17.01 Annual Vacation Entitlement

Add additional band of 25 days' vacation for 13-16 years of service

Article 1801 Statutory Holidays

Add National Day for truth and Reconciliation (as approved at West Shore)

Article 19.02 Proof of Illness

Sick note only for leave in excess of 3 days (as approved at West Shore)

Article 19.03 Sick Leave Accrual

Remove accrual reduction of 66 2/3% and 50%

Article 21.01 Compassionate Leave

Allow 5 days instead of 3 and allow additional 5 to be used from sick leave bank

Article 22.01 Jury or Court Witness Duty

Remove full-time shift restriction, and pro-rate on regular full-time hours

Article 24.04 Leave for Full-Time Union Duties

Have employer cover 50% of wages of full-time officer; maintain benefits; allow part-time or auxiliary employees to work up to full-time hours for Union

Article 25 Maternity and Parental Leave

Update language based on current federal and provincial legislation (as approved at West Shore)

Article 26.01 Medical Services Plan and Extended Health Benefits

Increase employer share of premiums from 80% to 90%

Add sunglasses to vision care and increase maximum from \$400 to \$500

Increase eye examination maximum from \$100 to \$200

Increase hearing aid maximum from \$3,000 to \$3,750

Discuss increases to paramedical/practitioner services

Article 26.02 Group Life Insurance

Remove obsolete language



Article 26.05 Dental Plan

Increase employer share of premiums from 80% to 90%

Increase Plan B to 75% coverage and maximum under Plan C from \$2,500 to \$5,000

Article 26.10 Long Term Disability Plan

Provide notification to Union when member applies to LTD program

Article 33 No Discrimination

Add gender identity discrimination

Article 35.01 Mutual Co operation (OH&S)

Strengthen language

Article 35.03 Health and Safety Committee Pay Provisions

Strengthen language

Article 35.06 Safety Footwear

Increase contribution from \$100 to \$150

Article 35.06 Dirty Work Bonus (New)

Port language from Appendix C and add fecal matter, bodily fluids, diapers, hypodermic needles, and other obnoxious material

Schedule "A"

Split into Schedule "A1" for 7-hour days plus 8-hour days where noted (with three steps)

Schedule "A2" for 8-hour days only (with no steps)

Move caretakers into Schedule "A1"

Appendix "A" - Capital Region Housing Corporation

Remove items 5 restricting overtime

Remove "short-term" restriction from Item 6 Sub-Contractors

Appendix A - 1 (Caretakers)

Remove "do not apply" restrictions in Item 10

Increase vehicle allowance in Item 11: 1.5 times per kilometre allowance in Article 15.04

Employer pay cost of business rider on the employee's vehicle insurance.

Employer shall reimburse employees for the cost of 1 set of winter tires every 3 years.

Appendix "B" - Auxiliary Recreation Department Employees

Remove use of contractors (item 5)

Appendix "C" - Water Department

Discuss application.



Article 40 Letters of Understanding

- Delete LOU 1 (Grandparent Provisions - Sick Leave Accrual – obsolete)
- Renew LOU 2 (Government Funded Salary Sharing)
- Renew LOU 3 (Auxiliary Employee Troubleshooter)
- Delete LOU 4 (Fitness Instructor – Aerobics – restrictive)
- Renew LOU 5 (Re-Employment of Auxiliary Employees, removing clause 4)
- Renew LOU 6 (Employee and Family Assistance Plan, removing 1040 hours restriction, replacing with 1 calendar year)
- Renew LOU 7 (UO Program, improve layout of UO steps)
- Amend LOU 8 (TOIL) to improve use of TOIL earned at end of year
- Delete LOU 9 (obsolete – RCMP)
- Renew LOU 10 (Hours of Work – Night Shift Maintenance Workers: Panorama Recreation)
- Delete LOU 11 (First Nations Engagement)
- Delete LOU 12 (Enhanced Employment and Operational Opportunities)