

## LETTER OF AGREEMENT

BETWEEN:

**THE CAPITAL REGIONAL DISTRICT**  
(hereinafter referred to as the "Employer")

AND:

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 1978**  
(hereinafter referred to as the "Union")

### **Weekend Work for Park Maintenance Workers – CRD Regional Parks**

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THE PARTIES AGREE as follows:

1. Employer guarantees one (1) day off on the weekend.
2. This Letter of Agreement expires at the end of the Collective Agreement.
3. Weekly Schedules will consist of five (5) consecutive days of work followed by two (2) consecutive days off. This includes at least one (1) weekend day off.
4. Park Maintenance Workers (PMW):
  - a) The current three (3) varied hours PMW3 positions from the 2019 LOA will move to this Letter of Agreement. This avoids conflict between workers on different contracts and allows the flexibility of one (1) day off on the weekend that will be consistent for all the staff covered by this Letter of Agreement.
  - b) Five (5) new PMW positions may be posted under this contract.
  - c) Through attrition, up to three (3) existing PMW2 positions, and up to six (6) existing PMW3 positions may be moved to this Letter of Agreement.
  - d) The current six (6) PMW5 positions will stay on a Monday to Friday work schedule.
5. For any new PMW2, PMW3 or PMW5 positions approved by the Board before the expiration of this Letter of Agreement, the Union agrees not to unreasonably withhold agreement to include these new positions in this Letter of Agreement.
6. The Employer may move any PMW position covered by this Letter of Agreement to a Monday to Friday, Tuesday to Saturday, or Sunday to Thursday work schedule temporarily or permanently before the expiration of this Letter of Agreement. In doing so the Employer will endeavour to give as much notice as possible so to allow for families to adjust and coordinate childcare. A minimum of 24 hours' notice is required in accordance with article 12.07 of the Collective Agreement.

All other conditions of the Collective Agreement apply.

This Letter of Agreement is executed on September 6<sup>th</sup>, 2023, in Victoria, British Columbia.

FOR THE EMPLOYER:

FOR THE UNION:

  
\_\_\_\_\_  
CHIEF ADMINISTRATIVE OFFICER

*J.H. Benjamin*  
\_\_\_\_\_  
PRESIDENT, CUPE LOCAL 1978

  
\_\_\_\_\_  
GENERAL MANAGER, P&ES

*Fred [unclear]*  
\_\_\_\_\_  
VICE PRESIDENT, CUPE LOCAL 1978

  
\_\_\_\_\_  
SENIOR MANAGER, HR&CS

  
\_\_\_\_\_  
CHAIR, CUPE LOCAL 1978