

LABOUR AGREEMENT

Between



**GREATER VANCOUVER
REGIONAL DISTRICT**

and



**GREATER VANCOUVER
REGIONAL DISTRICT
EMPLOYEES' UNION**

APRIL 1, 1985 TO MARCH 31, 1987

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NOTE: Whenever the masculine gender is referred to in the Collective Agreement, e.g., he, his, him, etc., then it shall be read as though it also referred to the feminine gender.

This booklet has been prepared by the Greater Vancouver Regional District and the G.V.R.D. Employee's Union which is the certified bargaining Authority for all employees of the District except office and supervisory staff. It is intended to give you general information about the Regional District, the Union, fringe benefits due you, and the general conditions of employment. The agreement between the Union and the Regional District is contained in its entirety.

THE GREATER VANCOUVER REGIONAL DISTRICT

The G.V.R.D. is a corporation made up of all 17 municipalities in the Lower Mainland along with 3 unorganized territories.

City of Vancouver	City of Port Coquitlam
District of West Vancouver	City of White Rock
City of North Vancouver	Electoral Area "A"
District of Burnaby	(University
District of Coquitlam	Endowment Lands)
City of New Westminster	Electoral Area "B"
District of Surrey	(Isco-Buntzen)
District of Richmond	Electoral Area "C"
District of Delta	(Bowen Island)
City of Port Moody	Village of Lions Ray
District of	Village of Belcarra
North Vancouver	District of Pitt Meadows
District of Maple Ridge	

It is governed by a Board of Directors consisting of elected representatives from each of its constituent members, the functions looked after by the Regional District are Regional Parks, Housing, Regional Planning, Air Pollution Control, and Municipal Labour Relations. As a separate Corporation, the Greater Vancouver Regional District looks after long range planning and financing for the Region's Hospitals. Its

membership and Board of Directors is the same for the Regional District.

The Regional District is also concerned with Water Supply and Sewage Disposal in the Region and two other separate Corporations, the Greater Vancouver Water District and the Greater Vancouver Sewerage and Drainage District look after these functions. The Board of Directors is substantially the same as for the Regional District, but the areas served are slightly larger, Pitt Meadows, and Maple Ridge being members of the Water District and Langley City is a member of the Sewerage District.

All employees are employed by the Regional District.

The principal Officers of the Region are:

Chairman — D.A. Ross

Deputy Chairman — David T. Driscoll

Regional Manager — D.L. MacKay

Manager — Operations (Chief Engineer)
A.D. Purdon

THE GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

The Greater Vancouver Regional District Employees' Union was founded in 1941 as the certified bargaining unit for the outside employees of the Greater Vancouver Water District and the Greater Vancouver Sewerage and Drainage District. This became the Greater Vancouver Regional District Employees' Union in 1971 when the management of the various districts was amalgamated.

Regular meetings of the Union are held on the first Wednesday of each month at 8:00 p.m. in the I.W.A.

Hall, 2859 Commercial Drive, Vancouver, B.C. **Special meetings and Executive meetings are held at the call of the Chair or the Table Officers.** The G.V.R.D.E. Union business office is located at Suite 205 - 1053 Kingsway Street, Vancouver, B.C., V5V 3C7.

The Executive of the Union is as follows:

President – David G. Samis
Vice-president – Earl W. Everett
Treasurer – Nancy C. Campbell
Secretary – John C. Dieleman
Trustees –
Robert J. Coutts - Jeanette F. Roud
Bargaining Committee Representatives –
Construction – Henry Vandervelde
Operations & Maintenance – Roy C. Byers
Safety Committee Representatives –
Amzad Ali Gary D. Solon
James Telfer Raymond E. Norden
Douglas J. Christie William Kornelsen
Warden – Francis W. Reynolds
Good & Welfare Officer – Douglas J. Case
Shop Stewards
Beach Yard – Francis W. Reynolds
Beach Yard – Electronics – Robert J. Coutts
Construction – Allen J. Wells
Iona Island – Frank Schradt
Lions Gate – John H. Tailford
Annacis Island – Mike S. Jensen
Lulu Island – D. Robert Beaumont
South Yard – Terry W.P. Hicks
Welwyn Garage – Henry J. Vandervelde

Forestry — Rick R. Fordeczka
Housing — Margaret D. Bushby
Parks — Robert E. Harding

Additional Shop Stewards may be appointed as required.

Grievance procedure is laid out in the Agreement; if you have a grievance don't hesitate to present the matter to your immediate supervisor, shop steward, or member of the Executive, who will accompany you to your immediate supervisor.

WORKING CONDITIONS

Except where now supplied, you are required to provide your own work clothes and such items as gloves, rubber boots and rain gear. The District provides safety equipment as required such as ear muffs, toe guards, goggles, hard hats, traffic control vests, etc. and these are to be used as necessary to comply with the Workers' Compensation Act regulations.

POSTING OF POSITIONS

Vacancies in all permanent jobs covered by this Agreement are posted at G.V.R.D. work sites, and you are invited to apply for these positions if you feel qualified to carry out the duties of the position.

CHANGE IN PERSONAL STATUS

To ensure full coverage of all benefits, changes in marital status, dependents and life insurance beneficiary, must be reported to the Personnel Office promptly.

PAY PERIODS

All district employees are paid on a bi-weekly basis, with payday every second Friday.

ABSENTEEISM

If for some reason you cannot report to work on time, or must be absent for good reason, please telephone Dispatch, 874-4296 or your immediate supervisor, without delay.

CREDIT UNION

Employees, so desiring, may join "Pioneer" (ex Metro) Credit Union. Payments can be made by payroll deduction.

FRINGE BENEFITS

Briefly described below are the fringe benefits you are **entitled** to as an employee of the G.V.R.D.:

CANADA PENSION PLAN

All employees are covered under the Canada Pension Plan. Contributions are shared 50/50.

UNEMPLOYMENT INSURANCE

This is compulsory for all employees. Contributions are shared 50/50.

MUNICIPAL SUPERANNUATION

The Municipal Superannuation Act is a province-wide pension plan designed to provide some measure of security on retirement. The pensions have a built-in cost of living adjustment.

All employees under the age of 50 years, on completion of one year of service, are required to contribute to the Municipal Superannuation Fund. Contributions are shared by the District.

MEDICAL AND EXTENDED HEALTH COVERAGE

All employees receive medical coverage for themselves and their immediate families under the Medical Services Plan of British Columbia and the Extended Health Benefits Plan of the Medical Services Association as provided in the collective agreement. The premiums for the coverage are shared equally by the employer and the employees. Effective September 1, 1979, the Extended Health Plan includes the vision care option.

DENTAL PLAN

Regular full-time employees are eligible for coverage under the Dental Plan after completion of six months of continuous employment as outlined in the Collective Agreement.

GROUP LIFE INSURANCE

You are required to participate as a condition of employment in the Group Life Insurance Plan which also covers permanent disability, and accidental dismemberment. The insurance comes into effect after 3 months of employment. The amount of insurance is \$20,000.00. Premiums **are** shared equally by the employer and the employee.

COURT ATTENDANCE AND JURY DUTY

If you are called for jury duty you will receive your regular pay. However, any other remuneration received for such duty should be remitted to the District.

WORKERS' COMPENSATION

You are covered under the Workers' Compensation Act. The accident prevention regulations are enforced by the District and must be adhered to by all employ-

ees. Accidents must be reported to your Supervisor without delay.

STANDING COMMITTEE

A Standing Committee consisting of the two bargaining committees exists to consider and recommend on anomalies, contract changes, working conditions, job descriptions, and administration of the Collective Agreement.

POLICIES

Applying to employees covered by Collective Agreement between G.V.R.D. and G.V.R.D.E.U.

1. Policy re Payment of Mileage for Stand-By Call Out

Employees for whom stand-by time has been arranged and who are called out to work separate from their regular shifts and who are paid only for the time worked will be paid mileage for the use of their personal automobiles from their residence or point of contact, on the job, and back to their residence, provided that such mileage claimed is within the boundaries of the Greater Vancouver Districts.

2. Policy re Scheduling Treatment Plant Stand-By

Depending on the availability of personnel due to vacation, time off, or illness, etc., every effort will be made not to assign treatment plant personnel to stand-by duties for periods immediately followed by deferred time off or an employee's vacation period.

3. Policy re Appointment of Foremen, etc.

Unless constrained by the condition of grants from senior governments, temporary summer employees will not be appointed foremen, lead hands, sub-foremen, or straw boss, if employees with more than six months seniority are available and suitable.

4. Policy re Employees Working Alone

It is not the District's policy to have employees working alone under conditions which present a significant hazard of a disabling injury, and when the worker might not be able to secure assistance in the event of injury or other misfortune. Therefore, in compliance with Worker's Compensation Board requirements, the District will, as circumstances dictate, set up procedures for periodically checking an employee working alone. In addition to this, procedures have been set up where an employee working alone can call for the attendance of a second employee if it is found necessary to engage in work involving the use of ladders, or working on machinery or with harmful substances such as chlorine.

5. Policy re Early Pay

Salaried employees on shifts at sewage treatment plants or other installations where there is continuous operation on a 7-day, 24-hour basis, may have their shifts scheduled so that their days off fall on regular paydays. To prevent delays in paying these employees, the District will work on a program to make the cheques for these employees available either one or two days prior to such regular paydays. This will be lim-

ited to salaried employees whose work week is scheduled by **management** in advance.

6. Deleted

7. Policy re Job Posting Applications by Employees on Vacation, Leave of Absence, etc.

(a) An employee who wishes to be considered for a specific job vacancy which is expected to occur during his absence on vacation or authorized leave of absence may submit an application in writing to the personnel department before leaving on vacation or authorized leave of absence. If he should be the successful applicant for a posted position, then he must be prepared to start work in that position within thirty days of the closing date of the competition.

(b) An employee who is absent from work on sick leave or Workers' Compensation may request that copies of postings for a specific job vacancy be mailed to his residence.

8. Policy regarding Seniority

Seniority is not lost due to layoffs of six months or less, but will be accumulated for the time actually worked,

9. Policy regarding Statutory Holidays

Any employee eligible for statutory holiday payment in Clause 31 **who** does not work on the designated holiday will receive **a** day's pay, with the qualification that if the holiday falls on an employee's day off, he may elect to receive compensating time off of one working day. If the

employee desires time off, such time off is to be taken at a time mutually agreeable to the employee and the corporation. Where the designated holiday occurs during the employee's annual vacation, the employee shall receive an additional paid day off.

10. **Policy regarding Pesticide Application**

It is the policy of the Greater Vancouver Water District to refrain from the use of pesticides in its watersheds. If the use of pesticides is required by the districts, then the work will be performed by other than G.V.R.D.E.U. members.

11. **Policy regarding Seniority for Postings**

In assessing seniority for applications for posted positions covered by this agreement, G.V.R.D.E.U. members will be considered before others.

12. **Policy regarding Technological Change**

The Corporation has a long-standing policy of encouraging employees to upgrade their education and improve their technical skills. Financial assistance has been provided where there was an indication that the additional education or training has been beneficial in improving the quality of the employee's work.

In-house training has been provided to give employees the opportunity to learn new skills and procedures where new facilities have been brought on stream (e.g., treatment plants).

No employee has been deprived of employment as a result of changes in work methods.

Every reasonable effort will be made in the future to provide employees displaced by changes in work method or technological change, the opportunity to train for other positions **limited** only by the capacity to accept such training.

13. Policy regarding Layoff

In any layoffs of employees covered by the Greater Vancouver Regional District Employees' Union agreement, it is the intention of the Corporation to follow the provisions of the agreement, and not to apply the provisions of the Public Sector Restraint Act (Bill 3).

AGREEMENT

THIS AGREEMENT made and entered into this 24th day of July, One Thousand, Nine Hundred and Eighty-Five (1985).

BETWEEN:

**GREATER VANCOUVER
REGIONAL DISTRICT**

being employers within the meaning of the "Labour Code of British Columbia" pursuant to Chapter 122 of the Statutes of British Columbia, 1973,

(hereinafter called "the Corporation")

OF THE FIRST PART

and

**GREATER VANCOUVER REGIONAL
DISTRICT EMPLOYEES' UNION**

being the duly certified bargaining authority for all employees except office staff and other employees of the aforementioned Corporation who may by mutual agreement be exempted,

(hereinafter called "the Union")

OF THE SECOND PART

WITNESSETH, that in consideration of the premises it is agreed by and between the parties hereunto as follows:

I. WORK SCHEDULE

Working Week

1. Unless otherwise noted herein:
 - (a) A work week shall consist of five (5) days of

eight hours, Monday through Friday between the **hours of 7:00 a.m. and 4:30 p.m.**

- (b) Men will be paid in accordance with Schedule "A" except Housing Corporation personnel who will be paid in accordance with Schedule "B". (1978)
- (c) Men will be paid for the hours worked.
- (d) The hourly rate for salaried employees will be the bi-weekly rate divided by eighty (80).
- (e) Payday will fall on every second Friday.

Overtime Allowed

- 2. Unless otherwise noted herein, overtime wages will be paid as follows:
 - (a) At one and one half ($1\frac{1}{2}$) times Schedule "A" rates for the first four (**4**) hours after an eight (8) hour work period and at twice times Schedule "**A**" rates for the hours thereafter and for any and all hours in excess of forty-four (44) hours per week.
 - (b) At twice times Schedule "A" rates for work done from 7:00 a.m. Saturday to 7:00 a.m. Monday.
 - (c) At twice times Schedule "A" rates for work done within eight (8) hours of having completed an overtime shift.
 - (d) At one and one half ($1\frac{1}{2}$) times Schedule "A" rates for work done before 7:00 a.m. and after 4:30 p.m., excepting doubletime rates will be paid after forty-four (**44**) hours **per** week.
 - (e) Overtime pay will be calculated to the nearest half ($\frac{1}{2}$) hour of time worked.

Overtime Authorization

3. Overtime rates will not be paid:
 - (a) When it is necessary to work the hours between 5:00 a.m. and 7:00 a.m. to complete a full shift in specific areas where high forest fire hazard requires early closure of work, Clause 2(d) will not apply.
Clause 2(d) will not apply for work on forestry operations during periods of high forest fire hazard when forestry crews are required to work before 7:00 a.m. or after 4:30 p.m. to complete a full shift. (1980)
 - (b) When fighting forest fires.
 - (c) For shift work.
 - (d) When the work has not been authorized by the superintendent or his designated Agent.
4. Deleted.
5. Deleted.
6. Deleted.

Swing Shifts

7. (a) Shift work will apply on projects involving 2 or 3 shifts per day for six or more shifts. Shift work will be considered as in effect from the time the Superintendent declares it so, otherwise overtime rates will be applicable. When swing shifts are worked on any project, a day shift will consist of eight hours working time, the evening shift will consist of seven and one-half hours working time, and the mid-night shift will consist of seven hours of working time.

- (b) Where operation of sewage treatment plants requires continuous attendance, the day shift shall start at 7:00 a.m. and stop at 3:30 p.m. including a ½ hour lunch break, afternoon shift shall start at 3:30 p.m. and stop at 11:30 p.m., graveyard shift shall start at 11:30 p.m. and stop at 7:00 a.m. At the request of the operators these times may be advanced or retarded a uniform amount.
- (c) Operators on continually rotating shifts at sewage treatment plant or other installation where there is continuous operation on a 7-day, 24-hour basis will receive a shift differential of 3½% of their bi-weekly pay. Shifts will be scheduled to limit the average number of shifts for each operator to five per week throughout the year or such other lesser period as mutually agreed. In the preparation of schedules for rotating shifts, there will be a period of forty-eight (48) hours between shift tour changes unless otherwise agreed to by the parties concerned. (1978)

12 Hour Shifts

(d) Experimental 12 Hour Shifts

1. Under a continuous shift schedule the average working time is 7½ hours.
2. In 1980 there are 251 working days and therefore the hours to be worked exclusive of annual holidays are $251 \times 7\frac{1}{2} = 1882\frac{1}{2}$ hours.
3. On a 12 hour shift schedule the average time worked is 11½ hours and therefore

the number of shifts to be worked exclusive of annual holidays is $\frac{1882.5 - 163.7}{11.5}$

4. For the purposes of this experiment statutory holidays will be considered as beginning at 6:00 a.m. on the declared statutory holiday and ending at 6:00 a.m. the following day. Compensating time for statutory holidays worked will be credited at 6 hours for each 12 hour shift worked.
5. Annual vacation and sick leave entitlement **will** not change. Each 12 hour shift taken as annual vacation, sick leave or statutory holiday compensating time will be considered as 1½ days. (i.e., 12 hours) (1980)

Shift Differential

(e) Shift Differential.

Except where otherwise noted, where operations and maintenance of the District, excluding construction, are required to be carried out on any or all of the seven days of the week, shift work may consist of any five consecutive days followed by two consecutive days off. For time worked on Saturdays and Sundays as part of the five-day week, employees will receive a shift differential of ½ hour time off for Saturdays and one hour time off for Sundays either as time off or as additional wages. Such shift **work** must last at least two weeks and must be scheduled at least one week in advance, otherwise overtime rates will be applicable. (1975)

An employee holding a position in the maintenance and operations ~~department of the~~ Water and Sewerage Districts as of July 1, 1975 and now working on a regular Monday to Friday week will not without his consent have his days of work changed while remaining in that position.

Minimum Time Payments

8. Minimum Time Payments

Payments to compensate for inconvenience and travelling time other than that covered by Clause 14 "Travelling Time Payments" will be paid as follows:

(a) Regular Shifts

Men who report for their regular shift and who are sent home without working will receive two hours pay at straight time rates.

Men who report for their regular shift and who start to work shall receive a minimum of four (4) hours pay at straight time rates.

Call Out

(b) Work Outside of Regular Shifts

Men for whom stand-by time has not been arranged and who are called out to work separate from their regular shift will receive two hours pay at prevailing overtime rates if they are sent home without working.

Men for whom stand-by time has not been arranged and who are called out to work separate **from** their regular shifts will receive two hours pay at straight time rates plus pay

for the time worked at the prevailing overtime rates.

Men for whom stand-by time has been arranged and who are called out to work separate from their regular shifts will receive pay at the prevailing overtime rates.

- (c) Employees who start work prior to a normal shift and continue to work during the normal shift or employees who continue to work beyond the normal shift will be paid the applicable rates for such time worked. Any grievance with regard to time shall be adjusted by following the procedures laid out in Clause 42.

Rangers

- 9. Rangers will be granted time off during the period of low fire hazard so that ~~total~~ time off during the year will average not less than four-eight (**48**) hours per week.

Truck Drivers' Working Time

- 10. Employees classified as Truck Drivers, who are **not** transporting men, shall receive travelling time as defined in Section 14 and, in addition, shall receive ½ hour at straight time for taking the truck from and returning it to the yard. When hauling men to and from construction projects, they shall not receive travelling time, but be considered as working from the time of leaving the pick-up point to return to pick-up point (less lunch break), and receive pay in accordance, plus ½ hour at straight time for taking the truck from and returning it to the yard.

II. WORKING CONDITIONS

Padman

11. A Padman will be in attendance when a crane is operating, but not when travelling. However, when the crane is not operating the Padman will be available for other work.

Stand-by

12. The sharing of the stand-by time between the District Operator and the Assistant District Operator will be determined by the Superintendent.

12A. Where operations of the system require regularly scheduled stand-by time, remuneration will be made as follows:

- (a) Where standby time is shared by District Operators and Assistant District Operators who regularly provide 7-day, 24-hours stand-by for their areas of operations, they will be paid as District Operators II and Assistant District Operators II and will not receive a separate payment for stand-by time because this is included in the rate of pay.
- (b) Where stand-by time is shared by Treatment Plant Operators or other regular groups at an operation or installation then stand-by time will be paid for at the rate of one hour's pay for each eight (8) hours of standby. (1981)
- (c) Where standby of less than eight (8) hours is required for forestry operations then standby compensation will be at the rate of one (1) hour's pay or one (1) hour's time off as

mutually agreed, for each eight (8) hours of accumulated standby time. (1980)

Transportation

13. On construction projects of more than one week's duration, when transportation of men to such projects is necessary, the time of assembly and dispersal and the points of assembly and dispersal will be decided by the Superintendent after discussion with a duly appointed committee of the Union.

Travel Time Payments, etc.

14. Travelling time will be allowed to employees who drive Corporation vehicles to job sites outside the limits of the City of Vancouver if transporting other employees and to personnel working outside of the limits of the City of Vancouver except maintenance and operations staff who report to a normal headquarters, salaried employees receiving mileage payments or employees driving corporation vehicles, or casual labour living within five miles of the project. All hourly employees requested to use their own transportation will receive travelling time payment and also receive mileage.

The Employer will compensate **for** travelling time to the job from the said city limits and return either **by** payment for travelling time outside the normal shift at straight time rates or by absorbing the travelling time in the normal working shift.

The allowed time shall be the time required to drive at legal speeds from the boundary of the

said city. This shall be as agreed between management and the union at the **start** of the **work** by means of a timed **run**.

The employer will pay travel time of 1/5 hour per day to employees working at permanent installations outside the limits of the City of Vancouver which were established as of December 31, 1980, subject to the following limitations:

- (a) The employer does not provide transportation to the permanent installation or does not pay mileage to the permanent installation.
- (b) The permanent installation must be more than one (1) mile from public transportation service. (1981)

Diver Payment

- 15. A diver, when diving, will receive a full day's pay for any day worked or portion whereof.

Lunches – Overtime

- 16. Meals, hot when practicable, will be provided to men working more than two hours overtime, within the first two hours of the overtime period and approximately every four hours thereafter.
- 17. When men are dispatched into the bush on work which will keep them away from town for one or more nights, adequate food will be provided.

Drying Facility

- 18. On all projects adequate facilities will be provided for drying workmen's clothes.

Caretaker's Accommodation

- 19. Caretakers, except for housing corporation per-

sonnel, will be accommodated with a house and provided with suitable and adequate fuel, light and transportation when on duty. (1978)

III. CLASSIFICATION

Superintendent Decides Classification

20. The Superintendent will decide as to whom and when the classification of Foreman, Lead Hand, Sub-Foreman, and Straw Boss shall apply.

Rate Changes

21. (a) When by reason of his work, a man's classification is changed, his rate — either up or down — will be changed immediately. **No** man is guaranteed a certain classification but will be paid at the rate provided for in the classification in which he actually works. **If** a man's classification is changed during a day, he will receive pay for the higher classification for that day.

(b) Employees in a classification continuously for three (3) months will maintain their rate for ten **(10)** working days if reclassified downwards.

Maintenance Men Probation Period

22. (a) Maintenance men, including sewer grit chamber men, are men trained at maintenance work and will perform all the various duties involved in maintenance at the rate shown on the schedule. Men new to the maintenance crew will classify under utility 2nd class until, in the opinion of the Superintendent, they are sufficiently skilled to justify the higher classification of Maintenance Mechanic I. This

probationary period is not to exceed three (3) months ~~total~~ accumulated time.

- (b) The position of Maintenance Mechanic I shall include all fully qualified maintenance men.

IV. SENIORITY

23. Seniority ~~will~~ accumulate on the basis of the actual time worked providing that there has been no layoff of six months or more. Seniority will not be considered during the first six months of employment.

- (a) Employees previously employed by member municipalities and hired by the Corporation for a newly acquired function shall be granted seniority equal to that acquired with their former Employer but this seniority would be applicable to that function only as set out in the letters patent.

Seniority Vacancies

24. Vacancies in all permanent jobs covered by Schedules "A" & "B" will be posted and employees will be invited to apply for these jobs. (1978)

- (a) All postings for permanent positions will state the number of positions to be selected from that posting. (1981)

Seniority Promotions

25. (a) In the case of promotions, where two or more equally qualified applicants are involved, the senior applicant shall be promoted. If the senior applicant is not selected, the reason

why he did not obtain the position will be given to him or to his Union representative if so requested by the applicant.

- (b) When one or more employees who are equally qualified are to be demoted, transferred or reinstated for periods of two (2) weeks or more, the positions available shall be selected by those employees in order of their seniority.

Seniority – Layoff

26. Seniority will be taken into account in case of layoff. If a senior man is to be laid off and a junior is to be kept, the Union will be notified ahead of time.

Seniority – Callback

- (a) Employees laid off for lack of work, who have two or more years of seniority at time of layoff will be given preference in rehiring in order of seniority for a period of six months from date of layoff, subject only to:
- (i) capability of performing the available work;
 - (ii) response to the call within 48 hours;
 - (iii) responsibility of the employee to keep the Personnel Department advised of his current address and telephone number.
- (1981)**

V. VACATIONS AND LEAVE

Annual Vacation

27. An employee after 12 consecutive months service shall be entitled to annual vacation, as follows:

Years of Service Completed	Number of Days Vacation
After 1 year	15 working days
After 9 years	20 working days
After 17 years	25 working days
After 25 years	30 working days (1980)

After 25 years continuous service, an employee shall be entitled to an additional 20 days vacation for one year only.

Vacations may be taken at any time mutually agreeable during the contract year, but if over two weeks duration, shall be split if requested.

Employees leaving the Corporation after twenty (20) years continuous service and before twenty-five (25) years shall receive that portion of the additional twenty (20) days in the ratio of their years' service to twenty-five (25).

Continuous Service

- 28. Employees laid off due to lack of work, inclement weather or for any other reason beyond their control, and who are subsequently rehired will, for calculation of annual vacations (Clause 27), accumulation of sick leave (Clause 36), effective March 1st, 1960, and statutory holidays (Clause 31) effective March 1st, 1961, be credited with actual time worked, provided that such layoff does not exceed six (6) months. Men rehired shall not lose their vacations or have them delayed on account of the layoff, but shall be paid only for vacation time accumulated since the time of being rehired. A layoff of more than six (6) months will be considered as a termination of service with the

Corporation and employees hired after a six-month break in service will be considered as new employees.

29. Employees' annual vacation pay and sick leave pay will be calculated on the employee's Schedule "A" or Schedule "B" rate for the prior ten normal working days, except divers who shall receive vacation pay based on their normal pay classification.

Work Week Caretakers & Guards

30. Caretakers, Guards, and Housing Corporation personnel shall operate on a 24-hour, 5-day week. (1978)

Statutory Holidays

31. After an employee has been employed for thirty (30) calendar days he shall, except where otherwise noted, be entitled to the following paid holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other day declared as a statutory holiday by the Provincial or Federal Government will be included as a paid statutory holiday, providing such holiday falls on Monday through Friday inclusive. When such holiday is observed on Saturday or Sunday, then compensating time off will be granted.

Payment

32. Time worked on the holidays enumerated in Clause 31 will be paid for at double the basic hourly rate shown in Schedule "A".

Compensating Time

33. (a) Salaried employees are entitled to days off in lieu of holidays enumerated in Clause 31. If the holidays enumerated in Clause 31 are part of the salaried employee's work week, the compensating time off will be accumulated at time and one-half the time worked. If the holidays enumerated in Clause 31 are not part of the salaried employee's normal scheduled work period, the compensating time off will be accumulated at double the time worked.
- (b) If he wishes and it is agreeable to the Corporation, a salaried employee may accumulate the $\frac{1}{2}$ days of compensating time off due under Clause 33(a) to the end of the contract year when such accumulated time will be paid in cash.
- (c) In lieu of holidays enumerated in Clause 31, Housing Corporation personnel will receive additional pay equal to one and one-half ($1\frac{1}{2}$) days at straight time for each such holiday worked as part of their normal work week. (1978)

Pay Base

34. Pay for holidays enumerated in Clause 31 will be based on the rate which the men received the previous working day.
35. Any man called out to work on a holiday enumerated in Clause 31 who works more than four (4) hours will be entitled to a full day's pay.

Sick Leave

36. (a) On the last days of each calendar month, each employee will be credited with one day of sick leave for the first part calendar month of employment and one day for each additional calendar month of employment.

Employees who have completed 30 days continuous employment and who have no accumulation of sick leave credits shall be entitled to an advance of up to 5 days of sick leave with pay, provided that if any such employees have been advanced sick leave with pay, such advance shall be a first deduction from sick leave credited upon returning to work, and in the event such employees leave the service of the Corporation for any reason, any remaining advanced sick leave shall be repaid to the Corporation by deduction from the employee's final paycheque or otherwise. (1981)

Sick leave may be used providing the employee submits a doctor's certificate.

Any unused allowance will be allowed to accumulate to a maximum of 261 days. Employees leaving the service of the Corporation for any reason including retirement, resignation, dismissal or death will receive a cash payment of a percentage of their unused accumulated sick leave based on the average of their last year's pay in accordance with the table which follows:

Cash Percentage for
Unused Accumulated

Years of Service	Sick Leave
10 years or less	10%
11 years	13%
12 years	16%
13 years	19%
14 years	22%
15 years	25%

Provided, however, that from the date of signing of this contract until the end of 1978, the cash surrender value of accumulated sick leave will be twenty-five (25) percent on an experimental basis to determine if the increased incentive reduces the use of sick time for those employees with less than fifteen (15) years' service. It is clearly understood that the employer has the unilateral right to terminate the twenty-five (25) percent cash surrender value at the end of 1978 if in its opinion, and at its sole discretion, the increased incentive does not reduce the combined cost of sick leave and cash surrender accumulation. In the event that the twenty-five (25) percent cash surrender value formula is terminated by the employer, the basis of sick leave cash surrender will return to that first mentioned in paragraph 36(a). (1977)

- (b) A special fund of sick leave to be set up with each member having more than 24 days accumulation prior to February 28, 1971 contributing one day of this time to be used for hardship cases of members as determined by the Standing Committee.

If this fund should be reduced to the point where it will not cover hardship cases, it will be increased on recommendation of the Standing Committee approved by the Union Executive and the District's Management Committee so that all employees will contribute one additional day. (1977)

Funeral Leave

37. An employee shall be granted leave up to a maximum of three days if required without loss of salary or wages in case of death of a parent, wife, brother, sister, son, daughter, or other relative if such other relative was normally resident in the employee's household. An employee shall be granted one-half day off without loss of salary or wages to attend a funeral as a pallbearer.

VI. UNION RIGHTS AND RESPONSIBILITIES

Union Dues Checkoff

38. All employees covered by the Greater Vancouver Regional District Employees' Union Certificate of Bargaining authority shall pay a monthly fee to the Union equal to the Union's monthly dues. Such payment **shall** be made by payroll deduction. This deduction shall become effective on the first day of the month next following the date of appointment, but the deduction shall be made only if the employee is still in the employ of the Greater Vancouver Regional District on the final day of the first pay period in that month. Deductions shall be made in respect of all subsequent months provided an employee works any part of the month.

- (a) As a condition of employment with the Corporation, all new employees covered by the Greater Vancouver Regional District Employee's Union Certificate of Bargaining authority shall become members of the Union. Employees covered by the Greater Vancouver Regional District Employee's Union Certificate of Bargaining authority who are members of the Union shall remain so. No employee shall be deprived of employment by reason of loss of Union membership for any reason other than failure to pay Union dues.

**Medical Services Plan of British Columbia
and M.S.A. Extended Health**

39. All employees are required to contribute one-half the cost of the Medical Services Plan of British Columbia and one-half the cost of the Medical Services Association Extended Health Benefits Plan; the Corporation will contribute the other half. New employees will be required to participate in the Medical Services Plan of British Columbia and the Medical Services Association Extended Health Benefits Plan cost and benefits on the first day of the month following the date of employment. If new or rehired employees have been paying regularly into the Medical Plan of B.C. or the M.S.A. Extended Health Benefits Plan at their previous place of employment, they will continue to pay into the Medical Plan of B.C. and the M.S.A. Extended Health Benefits Plan as soon as they start to work for the Corporation. An employee who works one or more days in the

month of termination of employment will pay his normal share of the premium for that month, to be deducted from his final cheque, and will be given coverage under the Medical Services Plan of B.C. and the M.S.A. Extended Health Plan until the end of the month in which he terminates. (1975)

London Life

(a) All employees will receive coverage under the Group Life Insurance Plan with the London Life Insurance Company equal to twice their annual salary to a maximum of \$20,000. One-half the premium cost will be paid by the employee and one-half the premium cost will be paid by the Corporation. (1975)

Dental Services

(b) A Dental Plan will be installed for all regular full-time employees who have completed six (6) months of continuous service on the following basis:

(a) Basic Dental Services (Plan A) paying 80% of the approved schedule of fees. (1980)

(b) Prosthetics, **Crowns** and Bridges (Plan **B**) paying for 50% of the approved schedule of fees, effective January 1, 1976.

(c) Orthodontics (Plan C) paying for 50% of the approved schedule of fees, effective July 1, 1976.

(d) The premiums for the Dental Plan will be shared equally by the Employer and the employee, whose contributions shall be made by payroll deduction.

Vision Care

- (c) Effective September 1, 1979, the Extended Health Benefits Plan will be amended to include the Vision Care option, to provide a maximum of \$150.00 per person -- claimable -- in a 24-month period. (1979)

Standing Committee

- 40. (a) The Bargaining Committee will be advised when new jobs are available so that arrangements may be made to include them in the Classification Schedule.
- (b) A Standing Committee consisting of the two Bargaining Committees will be established to consider and recommend on anomalies, contract changes, working conditions, job descriptions and administration of the Collective Agreement.
- (c) Disputes involving wage anomalies relative to the City of Vancouver which cannot be settled by the Standing Committee may be referred by either party to arbitration as provided for in Clause 42 of the Collective Agreement.

U.I.C.

- 41. Unemployment Insurance will be extended to all employees who can be legally included.

Grievances

- 42. If during the term of this Agreement there should arise any difference between the parties ~~to~~, or the persons bound by this Agreement concerning interpretation, application, operation or any alleged violation hereof, or concerning discharge,

discipline or suspension of any employee which may be alleged to be unjust, and including any question as to whether any matter is arbitratable, such difference shall be resolved without stoppage of work in the following manner. (1975)

Should an employee have a grievance, he shall present the same to his immediate supervisor. If such grievance is not adjusted by this procedure, the aggrieved employee and the Union Committee shall present the matter in writing to the Corporation's engineer within twenty (20) work days of the grievance occurring. Should the Union have a grievance of a general nature affecting all of the employees, the Union Committee shall present the matter in writing to the Corporation's engineer within twenty (20) working days of the grievance occurring. Failure to follow these procedures shall waive any grievance and claims appurtenant thereto. Should any such grievance not be settled within seven (7) work days of receiving such grievance by the engineer, the facts constituting the same shall be presented to the Commissioner of the Corporation.

Reference to Arbitration

Any dispute arising out of the interpretation, application, operation or alleged violation of this Agreement, which is not settled by the foregoing procedure may at the instance of either party be referred to the arbitration, determination and award of an Arbitration Board of three (3) members: one to be appointed by the Employer, one by the employees' organization and the third who shall be the Chairman of the

Arbitration Board, by the two (2) thus chosen, or failing such appointment within two (2) weeks, by the Minister of Labour for the Province of British Columbia, upon application of either party. The decision of the said Arbitrators, or any two (2) of them, made in writing, in regard to any difference or differences shall be final and binding on the Corporation, the Union and the employees concerned.

Each party shall be responsible for its individually contracted costs; any assessments shall be shared equally.

Definition

“Grievance” means any difference between the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, including discharge, discipline or suspension or cause alleged to be unjust by the Union. Discharge shall not include layoff of employees for reason of project efficiency or reduction of forces on suspension or completion of work. (1975)

Technological Change

43. During the term of this Agreement any disputes in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Collective Agreement.

Where the Employer introduces, or intends to introduce, a technological change, that:

- (a) affects the terms and conditions, or security of employment of a significant number of

employees to whom this Collective Agreement applies; and

(b) alters significantly the basis upon which the Collective Agreement was negotiated, either party may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an Arbitration Board pursuant to Clause 42 of this Collective Agreement, bypassing all other steps in the grievance procedure.

The Arbitration Board shall decide whether or not the Employer has introduced or intends to introduce a technological change, the Arbitration Board:

(a) shall inform the Minister of Labour of its findings; and

(b) may then or later make any one or more of the following orders:

1. that the change be made in accordance with the terms of the Collective Agreement unless the change alters significantly the basis upon which the Collective Agreement was negotiated;

2. that the Employer will not proceed with the technological change for such period, not exceeding ninety days, as the Arbitration Board considers appropriate;

3. that the Employer reinstate any employee displaced by reason of the technological change;

4. that the Employer pay to that employee such compensation in respect of his displacement as the Arbitration Board considers reasonable;

5. that the matter be referred to the Labour Relations Board (under Section 77 of the Labour Code of British Columbia).

The Employer will give to the Union, in writing, at least ninety days notice of any intended technological change that:

(a) affects the terms and conditions or security of employment of a significant number of employees to whom this Collective Agreement applies, and

(b) alters significantly the basis upon which the Collective Agreement applies.

TERMS OF AGREEMENT

Effective Period of Agreement

This Agreement shall be effective as from 12:01 a.m. April 1, 1985 and shall remain in force and binding upon the parties until 11:59 p.m. March 31, 1987, and from year to year thereafter, unless terminated by either party on written notice served within four (4) months prior to the first (1st) day of April in any subsequent year.

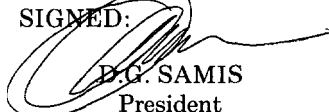

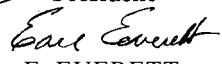
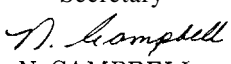
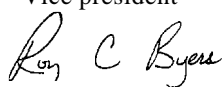
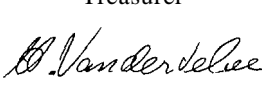
It is understood and agreed between the Corporation and the Union that the operation of Subsection (2) of Section 66 of the Labour Code of British Columbia is hereby excluded from and shall not be applicable to this Agreement.

The parties agree that if a wage settlement within the term of this Agreement is agreed with the CUPE Local 1004, and if such wage settlement is subsequently approved by the Compensation Stabilization Commissioner and put into effect, then, at the option of the GVRDEU, such wage settlement shall be

applied in the same form (i.e. either as a percentage or as cents per hour) to the GVRD outside workforce, as represented by GVRDEU. For purposes of this Agreement, the term "wage settlement" shall be defined in such a manner so as to include any and all provisions which, under the terms and conditions of the Vancouver settlement, are either **directly** linked to, or **directly** "traded off" against, the wage settlement. The settlement of the CUPE Local 1004 contract (or Memorandum of Agreement) will in no way have a negative effect on GVRDEU wages or benefits.


APPROVED ON BEHALF OF THE GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

SIGNED:

 D.G. SAMIS President	 J. DIELEMAN Secretary
 E. EVERETT Vice-president	 N. CAMPBELL Treasurer
 R.C. BYERS	 H. J. VANDERVELDE

APPROVED ON BEHALF OF THE GREATER VANCOUVER REGIONAL DISTRICT

SIGNED:


D.L. MacKAY
Regional Manager

DATED: July 24, 1985

SCHEDULE "A"

Deferred Compensation Plan – Effective July 1st, 1975

Deferred compensation will be calculated at 6¼% of all monies earned for all time worked including over-time, shift differential, standby, callout and travel time.

The deferred compensation may be withdrawn by the employee, at any time by including the request on a normal time sheet.

Deferred compensation will be credited to the employee's account in terms of dollars at the rate of pay in effect for each day worked and when subsequently taken as time off shall be withdrawn from the employee's account at the current rate in effect for the last day worked. The Corporation is solely responsible for the keeping of the monies in the deferred compensation accounts and will issue individual statements on a periodic basis at intervals of not greater than three months.

SCHEDULE "A" BI-WEEKLY SALARIES

Occupation	April 1/85
Electrical Foreman	\$1,454.10
Foreman – Trades	1,454.10
Construction Co-ordinator	1,430.40
Communications Technologist IV	1,375.70
Electrician	1,375.70
Instrument Technologist IV	1,375.70
Maintenance Mechanic V	1,326.60
Communication Technologist III	1,313.30
Foreman	1,313.30

SCHEDULE "A" – Continued
Occupation

April 1/85

Forestry Technician III	\$ 1,313.30
Instrument Technologist III	1,313.30
Technician III	1,313.30
Chlorination Mechanic	1,291.00
Maintenance Mechanic IV	1,291.00
Power Plant Operator	1,291.00
Steel Fabricator	1,254.40
Instrument Man – Grade IV	1,246.30
Beach Control Operator III	1,229.30
Communications Technologist II	1,229.30
Forestry Technician II	1,229.30
Instrument Technologist II	1,229.30
Technician II	1,229.30
Pipefitter (O & M)	1,228.00
District Operator II	1,200.60
Meter Reader II	1,200.60
Instrument Man – Grade III	1,186.70
Sewage Treatment Plant Operator III (Iona)	1,184.00
Gardener (Iona)	1,181.00
Maintenance Mechanic III	1,181.00
Sewage Treatment Plant Operator III	1,172.50
Beach Control Operator II	1,158.10
Communications Technologist I	1,158.10
Forestry Technician I	1,158.10
Instrument Technologist I	1,158.10
Technician I	1,158.10
Mechanical Coord/Timekeeper	1,146.50
Pipefitter (O & M)	1,146.40
Chlorine Truck Driver	1,140.60
Watershed Inspector	1,140.60
Instrument Man – Grade II	1,129.20
Beach Control Operator I	1,126.10

SCHEDULE "A" -- Continued

Occupation	April 1/85
Material & Constructon Inspector III	\$ 1,115.50
Assistant District Operator II	1,076.10
District Operator I	1,076.10
Meter Reader I	1,076.10
Park Assistant III	1,076.10
Storekeeper III	1,076.10
Instrument Man -- Grade I	1,073.30
Truck Driver V	1,055.20
Storekeeper II	1,037.80
Assistant Watershed Inspector	1,035.40
Sewage Treatment Plant Operator II	1,028.00
Assistant District Operator I	1,025.30
Maintenance Mechanic I (Yards)	1,025.30
Material & Construction Inspector II	1,025.30
Park Assistant II	1,025.30
Assistant Foreman	1,022.40
Maintenance Mechanic II	1,021.90
Painter II	1,021.90
Relief Chlorination Mechanic	1,021.90
Material & Construction Inspector I	999.40
Timekeepers -- O & M Yards	999.40
Caretaker	995.00
Sewage & Drainge Worker II	995.00
Water System Worker II	995.00
Instrument Man -- Probationary	994.60
Truck Driver I	986.40
Maintenance Mechanic I	975.10
Painter I	975.10
Sewage & Drainage Worker I	975.10
Sewage Treatment Plant Operator I	975.10
Tank Discharge Attendant	975.10
Water System Worker I	975.10

SCHEDULE "A" – Continued

Occupation	April 1/85
Storekeeper I	\$ 952.10
Ranger	951.80
Beach Control Operator (Trainee)	949.10
Park Assistant I (After 6 mos.)	949.10
Patrolman	949.10
Sewage Treatment Plant Operator (Trainee)	949.10
Guard – Cariboo Dam	930.50
Guard	930.50
Park Assistant I (Temps& Summer)	925.50
Watchman	893.20
Park Patroller	836.50

SCHEDULE "A" – Continued**40 HOUR WORK WEEK**

Occupation	April 1/85
	\$
Diver (Construction)	**
Diver (Maintenance)	29.34
Diver's Tender (Construction)	**
Lead Hand	15.68
Crane & Shovel Operator/Service man	15.35
Tradesman II (See qualifications)	15.35
Grader Operator/Service man	14.33
Tradesman I (See qualifications)	14.33
Crane Operator	14.18
Shovel Operator	14.18
Graderman	13.62
Forest Worker III	13.42
Driver Tandem with Hydraulic Crane	13.19
Bulldozer Operator	13.12
Diver's Tender (Maintenance)	13.12
Hot Enamel Applicator II (See qualifications)	13.12

SCHEDULE "A" – Continued

April 1/85

Occupation

\$

Hot Enamel Pot Man II (See qualifications) 13.12
 Marine Subforeman
 Rubber-tired Backhoe Operator
 Tandem Truck Driver
 Truck Driver-Hauling with Pole 'Railer

Construction 1st Class

Forest Worker II 12.81
 Hook Tender 12.78
 Hot Enamel Applicator I
 Hot Enamel Pot Man I
 Logging Donkey Operator
 Marine Rigger
 Subforeman
 Safety Director (See qualifications) 12.63
 Driver – Dump Truck with Hydraulic Crane 12.47
 Gas Tank 'Ruck Driver
 **Diving Construction Rates

Construction 2nd Class

Hot Enamel Passer 12.44
 Powderman
 Steel Worker Grade A (See qualifications)
 Straw Boss
 Tugboat Operator
 Timekeeper III (See qualifications) 12.33
 Truck Driver

Skilled 1st Class

Donkey Operator 12.28
 Logging Crew
 Padman
 Pipe Layer (See qualifications)

SCHEDULE "A" -- Continued	April 1/85
Occupation	\$
Shaft and Tunnel Driller	12.28
Steel Worker Grade B (See qualifications)	
Timberman	
Timekeeper II (See qualifications)	
Equipment Operator I	12.21
Driller	
Mixerman	
Power Saw Operator	
Pumpman	
Spaderman	
Skilled 2nd Class	12.05
Forest Worker I	
Maintenance Man	
Rodman Grade A	
Rock Shaft Mucker	
Timekeeper I	
Utility 1st Class	11.93
Caulker	
Compressor Man	
Grade Man (See qualifications)	
Pipe Tester	
Rigger	
Shaft and Tunnel Mucker	
Tradesman's Helper	
Yard Man	
Utility 2nd Class	11.71
Rodman Grade B (See qualifications)	11.71
Labourer II	11.56
Labourer I	

SCHEDULE "B"
BI-WEEKLY SAURIES

Occupation	April 1/85
Resident Manager VI	\$1,007.70
Housing Assistant	952.10
Resident Manager V	914.40
Resident Manager IV	734.40
Resident Manager (Gastown Men's Residence — Afternoon & Graveyard Shift)	680.30
Resident Manager III	642.40
Resident Manager II	600.10
Resident Manager I	370.60
Relief Resident Manager	302.00

NOTE :

Housing Resident Managers:

Rental charged to these occupations will have applied a standard reduction of \$140.00 per month from the market rent as established by C.M.H.C. from time to time. The rent reduction for staff at Habitat Villa at 2nd Avenue and Wallace Street will be \$165.00 per month, which amount shall remain unchanged until the other rent reductions reach or exceed \$165.00 per month.

QUALIFICATIONS

Grade Man — Lays and prepares the sand bed for pipe laying.

Steel Worker — On construction projects, installs and bolts up valves, meters or **steel** pipe sections; places and strips steel forms; or places and ties reinforcing steel.

Safety Director – Must be a timekeeper and hold a Workers' Compensation Board Class "A" First Aid Certificate.

Timekeeper III – A Timekeeper with Grade "B" First Aid Ticket which must be maintained.

Timekeeper II – A Timekeeper I with Grade "C" First Aid Ticket which must be maintained.

Tradesman II – A fully qualified journeyman, who supplies his own tools, will receive this rate only when working at his trade. Qualifications shall be certified annually by his superior.

Tradesman I – Men working in this classification shall automatically be released from the classification if unable to qualify for promotion to Tradesman II after one year of continuous work at trade. Qualifications to be reviewed annually by superiors.

Trade classifications under the agreement are:

Welder	Diesel Engine Operator
Blacksmith	Diesel Engine Mechanic
Carpenter	Painter
Concrete Finisher	Bricklayer
Mechanic	Sand Blaster
Pipefitter	

Fallers and Buckers, when cutting timber for sale.

Pipe Layer – Pipe Layers will be paid at skilled 1st Class rate when laying large, heavy pipe in deep timbered ditches and when, in the opinion of the Superintendent, extra skill is required to meet particularly difficult conditions.

Hot Enamel Applicators & Hot Enamel Pot Man
– Hot Enamel Applicators I and Hot Enamel Pot Man I will receive the Grade II rate when working on the site of pipe line installations.

Spaderman – Spaderman will be paid at skilled 1st Class rate when using heavy pneumatic tools to drive lagging.

Welder – The rate for a Welder with a Province of British Columbia DPW #3, #4, or #5 Welding Certificate and minimum of eight (8) years experience shall be equivalent to that of electrician.

RECLASSIFICATION

A Steel Worker Grade “B” may be raised to Steel Worker Grade “A” on recommendation of his superior.

Rodman Grade “B” may be advanced to Rodman Grade “A” on recommendation of his superior.

A Labourer I will progress to the Labourer II within the first six (6) months of employment.

FIRST AID ATTENDANT PAYMENT

Employees who are holders of a Class “A”, “B” or “C” First Aid Certificate and who are requested to carry out First Aid duties in addition to their regular duties on a work project will receive an additional payment when so requested as follows:

Holder of Class “A” Certificate – 50 cents per hour;

Holder of Class “B” Certificate – 40 cents per hour;

Holder of Class “C” Certificate – 30 cents per hour.

FIRST AID COURSES (PAYMENT)

Payment will be made for a First Aid Course and the necessary time off with pay arranged if management makes a specific request for an employee to obtain a First Aid Certificate or requests him to renew an existing First Aid Certificate.

MECHANIC TOOL INSURANCE

Tradesmen employed permanently at Welwyn Yard and Beach Yard who provide their own tools shall have their tools insured on an all-risk basis for replacement cost by the district, up to a value of \$4,000.00 for each tradesman, with a \$50.00 deductible clause, subject to tradesmen providing a schedule of individual tools every six (6) months, scheduled tools only covered, and tradesmen to pay deductible.

MILEAGE RATES

1. Employees may charge mileage allowance only when requested to use their automobiles on Corporation business by the Corporation.
2. Employees who normally work out of any permanent Corporation office or Corporation residence shall compute their mileage from these points.
3. Employees who normally go directly from their home to the job shall compute their mileage from the check point closest to their home. These check points, subject to change, are: Head Office, North (Beach) Yard, South Yard, Little Mountain and Westburnco.
4. Employees who are required by the Corporation to use their personal automobiles to transport

equipment or tools to the job will be paid mileage to the job, **on** the job and **back** to their residence, provided that such mileage claimed is within the boundaries of the Greater Vancouver Districts.

5. When the use **of** a private automobile by an employee does not fall within the above provisions, management retains the right to determine how the operating conditions shall be applied.

Schedule of Rates

Mileage	Rates
1 - 150 miles	95 cents
151 - 625 miles	38 cents
Over 625 miles	35 cents

6. Should the City of Vancouver increase its rates paid for mileage, the foregoing rates shall be made substantially equal to the City's as recommended by the Standing Committee of the two bargaining units as approved by the Union Executive and the District's Management Committee subject to approval of the AIB at the time of the adjustment.

ADDENDUM I

MEMORANDUM OF AGREEMENT

It is agreed between the Greater Vancouver Regional District and the Greater Vancouver Regional District Employees' Union that during the term of the present Collective Agreement which covers the period April 1, 1985 to March 31, 1987 that the resident

Managers listed below shall pay the rental rate shown opposite their name.

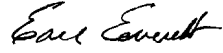
Name	Rate
POPATIA, Ali	\$270.00 per month
BUSHBY, Margaret	\$220.00 per month

APPROVED ON BEHALF OF THE GREATER
VANCOUVER REGIONAL DISTRICT
EMPLOYEES' UNION

Signed:



D.G. SAMIS, President



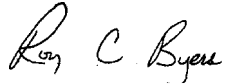
EARL EVERETT, Vice-president



J. DIELEMAN, Secretary



N. CAMPBELL, Treasurer



R.C. BYERS



H. J. VANDERVELDE

APPROVED ON BEHALF OF THE GREATER
VANCOUVER REGIONAL DISTRICT

Signed:



D.L. MacKAY, Regional Manager

MEMORANDUM OF AGREEMENT

Covering the

EXTENSION OF THE AGREEMENT TO
MARCH 31, 1988
AND
UPDATED SALARY SCHEDULES

ISSUED: APRIL 3, 1986

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MEMORANDUM OF AGREEMENT

THE UNDERSIGNED BARGAINING REPRESENTATIVES of the GREATER VANCOUVER REGIONAL DISTRICT (hereafter, the "Employer") and the undersigned bargaining representatives of the GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION (hereafter, the "Union") agree that the collective agreement commencing 1985 April 1 and expiring 1988 March 31 (hereafter, the "new Collective Agreement") shall consist of the following:

1. Previous Conditions

All of the terms and conditions of the Collective Agreement commencing 1985 April 1 and expiring on 1987 March 31 shall apply except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall run for three (3) years from 1985 April 1 to 1988 March 31, both dates inclusive. Section 66(2) of the British Columbia **Labour Code** shall be specifically excluded and shall not apply to the new collective Agreement.

3. General Pay Increases

Effective 1986 January 01, the Employer and the Union agree to delete the third paragraph of the provision entitled "Effective Period of Agreement" and to replace it with the following new paragraph:

"(a) Effective 1986 January 01, the rates of pay in effect at 11:59 p.m. on 1985 December 31 shall be increased by 2.5%.

(b) Effective 1987 January 01, the rates of pay in effect at 11:59 p.m. on 1986 December 31 shall be increased by 2.5%.”

4. Qualifying Period

Effective 1986 January 01, the Employer and Union agree that the qualifying period for the Water System Worker II classification and the Sewerage and Drainage System Worker II classification shall be reduced from eight (8) years to five (5) years.

**5. Caretakers –
Downtown Eastside Housing Projects**

Effective 1986 January 01, the Employer and the Union agree that the positions of “Caretakers” in the Downtown Eastside Housing Projects shall be reclassified to Caretaker I.

**6. Sewage Treatment Plant Operator II –
Interim Rate**

Effective 11:59 p.m. on 1985 December 31, the Employer and the Union agree that an interim Sewage Treatment Plant Operator II bi-weekly rate be established at \$1,076.10. Within six (6) months of the date of ratification of this Memorandum of Agreement, the Standing Committee shall review and confirm the revaluation of the Sewage Treatment Plant Operator II classification. It is agreed that the new rate shall not be less than the rate in effect on 1986 January 01.

**7. Sewage Treatment Plant Operator II –
Qualifying Period**

Effective 1986 January 01, the Employer and the Union agree that the qualifying period for the Sewage Treatment Plant Operator II classification shall be 4 years, subject to review by the Standing Committee.

8. Compensation Stabilization Act

Both parties are cognisant of the approval given to this Compensation Plan by the office of the Compensation Stabilization Commissioner on March 11, 1986.

Dated this 3rd day of April, 1986 at the City of Vancouver in the Province of British Columbia.

BARGAINING REPRESENTATIVES
FOR THE EMPLOYER:

D. L. MacKAY
C. R. GREEN

BARGAINING REPRESENTATIVES
FOR THE UNION:

D. G. SAMIS
E. EVERETT
N. CAMPBELL
J. DIELEMAN
H. J. VANDERVELDE

SCHEDULE "A"

**Deferred Compensation Plan –
Effective July 1st, 1975**

Deferred compensation will be calculated at 6¼% of all monies earned for all time worked including over-time, shift differential, standby, call out, travel time and while on jury duty during regular working hours.

The deferred compensation may be withdrawn by the employee, at any time by including the request on a normal time sheet.

Deferred compensation will be credited to the employee's account in terms of dollars at the rate of pay in effect for each day worked and when subsequently taken as time off shall be withdrawn from the employee's account at the current rate in effect for the last day worked. The corporation is solely responsible for the keeping of the monies in the deferred compensation accounts and will issue individual statements on a periodic basis at intervals of not greater than three months.

**SCHEDULE "A"
BI-WEEKLY SALARIES**

Occupation	Jan. 1/86	Jan. 1/87
	\$	\$
Electrical Foreman	\$1,490.50	\$1,527.80
Foreman — Trades	1,490.50	1,527.80
Construction Co-ordinator	1,466.20	1,502.90
Communications		
Technologist IV	1,410.10	1,445.40
Electrician	1,410.10	1,445.40
Instrument		
Technologist IV	1,410.10	1,445.40
Maintenance Mechanic V	1,359.80	1,393.80

Occupation	Jan. 1/86	Jan. 1/87
Communication		
Technologist III	1,346.10	1,379.80
Foreman	1,346.10	1,379.80
Forestry Technician III	1,346.10	1,379.80
Instrument		
Technologist III	1,346.10	1,379.80
Technician III	1,346.10	1,379.80
Chlorination Mechanic	1,323.30	1,356.40
Maintenance Mechanic IV	1,323.30	1,356.40
Power Plant Operator	1,323.30	1,356.40
Steel Fabricator	1,285.80	1,317.90
Instrument Man –		
Grade IV	1,277.50	1,309.40
Beach Control Operator III	1,260.00	1,291.50
Communications		
Technologist II	1,260.00	1,291.50
Forestry Technician II	1,260.00	1,291.50
Instrument Technologist II	1,260.00	1,291.50
Technician II	1,260.00	1,291.50
Pipefitter (O & M)	1,258.70	1,290.20
District Operator II	1,230.60	1,261.40
Meter Reader II	1,230.60	1,261.40
Instrument Man –		
Grade III	1,216.40	1,246.80
Sewage Treatment Plant		
Operator III (Iona)	1,213.60	1,243.90
Gardener – Iona	1,210.50	1,240.80
Maintenance Mechanic III	1,210.50	1,240.80
Sewage Treatment Plant		
Operator III	1,201.80	1,231.80
Beach Control Operator II	1,187.10	1,216.80
Communications		
Technologist I	1,187.10	1,216.80
Forestry Technician I	1,187.10	1,216.80
Instrument Technologist I	1,187.10	1,216.80
Technician I	1,187.10	1,216.80

Occupation	Jan. 1/86	Jan. 1/87
Mechanical		
Coord./Timekeeper	1,175.20	1,204.60
Pipefitter (O & M)		
(Prognation)	1,175.10	1,204.50
Chlorine Truck Driver	1,169.10	1,198.30
Watershed Inspector	1,169.10	1,198.30
Instrument Man –		
Grade II	1,157.40	1,186.30
Beach Control Operator I	1,154.30	1,183.20
Material & Construction		
Inspector III	1,143.40	1,172.00
Assistant District		
Operator II	1,103.00	1,130.60
District Operator I	1,103.00	1,130.60
Meter Reader I	1,103.00	1,130.60
Park Assistant III	1,103.00	1,130.60
Sewage Treatment Plant		
Operator II		
(Journeyman)	1,103.00	1,130.60
Storekeeper III	1,103.00	1,130.60
Instrument Man – Grade I	1,100.10	1,127.60
Truck Driver V	1,081.60	1,108.60
Storekeeper II	1,063.70	1,090.30
Assistant Watershed		
Inspector	1,061.30	1,087.80
Sewage Treatment Plant		
Operator II	1,053.70	1,080.00
Assistant District		
Operator I	1,050.90	1,077.20
Maintenance Mechanic I		
(Yards)	1,050.90	1,077.20
Material & Construction		
Inspector II	1,050.90	1,077.20
Park Assistant II	1,050.90	1,077.20
Assistant Foreman	1,048.00	1,074.20

Occupation	Jan. 1/86	Jan. 1/87
Maintenance Mechanic II	1,047.40	1,073.60
Painter II	1,047.40	1,073.60
Relief Chlorination Mechanic	1,047.40	1,073.60
Material & Construction Inspector I	1,024.40	1,050.00
Timekeepers - O & M Yards	1,024.40	1,050.00
Caretaker	1,019.90	1,045.40
Sewage & Drainage Worker II	1,019.90	1,045.40
Water System Worker II	1,019.90	1,045.40
Instrument Man - Probationary	1,019.50	1,045.00
Truck Driver I	1,011.10	1,036.40
Maintenance Mechanic I	999.50	1,024.50
Painter I	999.50	1,024.50
Sewage & Drainage Worker I	999.50	1,024.50
Sewage Treatment Plant Operator I	999.50	1,024.50
Tank Discharge Attendant	999.50	1,024.50
Water System Worker I	999.50	1,024.50
Storekeeper I	975.90	1,000.30
Ranger	975.60	1,000.00
Beach Control Operator (Trainee)	972.80	997.10
Park Assistant I (after 6 mos.)	972.80	997.10
Patrolman	972.80	997.10
Sewage Treatment Plant Operator (Trainee)	972.80	997.10
Guard - Cariboo Dam	953.80	977.60
Guard	953.80	977.60
Park Assistant I (Temps & Summer)	948.60	972.30

Occupation	Jan. 1/86	Jan. 1/87
Watchman	915.50	938.40
Park Patroller	857.40	878.80

40 HOUR WORK WEEK

Occupation	Jan. 1/86	Jan. 1/87
	\$	\$
Diver (Construction	**	
Diver (Maintenance)	30.07	30.82
Diver's Tender		
(Construction)	**	
Lead Hand	16.07	16.47
Crane & Shovel		
Oper./Serviceman	15.73	16.12
Tradesman II		
(see qualifications)	15.73	16.12
Grader Operator/		
Serviceman	14.68	15.04
Tradesman I		
(see qualifications)	14.68	15.04
Crane Operator	14.53	14.89
Shovel Operator	14.53	14.89
Graderman	13.96	14.30
Forest Worker III	13.75	14.09
Driver Tandem with		
Hydraulic Crane	13.51	13.84
Bulldozer Operator	13.44	13.77
Diver's Tender		
(Maintenance)	13.44	13.77
Hot Enamel Applicator II		
(see qualifications)	13.44	13.77
Hot Enamel Pot Man II		
(see qualifications)	13.44	13.77
Marine Sub-Foreman	13.44	13.77
Rubber-tired Backhoe		
Operator	13.44	13.77
**Diving Construction Rates		

Occupation	Jan. 1/86	Jan. 1/87
Tandem Truck Driver	13.44	13.77
Truck Driver – Hauling with Pole Trailer	13.44	13.77
Construction 1st Class		
Forest Worker II	13.13	13.45
Hook Tender	13.09	13.41
Hot Enamel Applicator I	13.09	13.41
Hot Enamel Pot Man	13.09	13.41
Logging Donkey Operator	13.09	13.41
Marine Rigger	13.09	13.41
Sub-Foreman	13.09	13.41
Safety Director (see qualifications)	12.94	13.26
Driver – Dump Truck with Hydraulic Crane	12.78	13.09
Gas Tank Truck Driver	12.78	13.09
Construction 2nd Class		
Hot Enamel Passer	12.75	13.06
Powderman	12.75	13.06
Steel Worker Grade A (see qualifications)	12.75	13.06
Straw Boss	12.75	13.06
Tugboat Operator	12.75	13.06
Timekeeper III (see qualifications)	12.63	12.94
Truck Driver	12.63	12.94
Skilled 1st Class		
Donkey Operator	12.58	12.89
Logging Crew	12.58	12.89
Padman	12.58	12.89
Pipe Layer (see qualifications)	12.58	12.89
Shaft and Tunnel Driller	12.58	12.89
Steel Worker Grade B (see qualifications)	12.58	12.89

Occupation	Jan. 1/86	Jan. 1/87
Timberman	12.58	12.89
Timekeeper II (see qualifications)	12.58	12.89
Equipment Operator I		
Driller	12.51	12.82
Mixerman	12.51	12.82
Power Saw Operator	12.51	12.82
Pumpman	12.51	12.82
Spaderman	12.51	12.82
Skilled 2nd Class		
Forest Worker I	12.35	12.65
Maintenance Man	12.35	12.65
Rodman Grade A	12.35	12.65
Rock Shaft Mucker	12.35	12.65
Timekeeper I	12.35	12.65
Utility 1st Class		
Caulker	12.22	12.52
Compressor Man	12.22	12.52
Grade Man (see qualifications)	12.22	12.52
Pipe Tester	12.22	12.52
Rigger	12.22	12.52
Shaft and Tunnel Mucker	12.22	12.52
Tradesman's Helper	12.22	12.52
Yard Man	12.22	12.52
Utility 2nd Class		
Rodman Grade B (see qualifications)	12.00	12.30
Labourer II	12.00	12.30
Labourer I	11.84	12.13

SCHEDULE "B"
BI-WEEKLY SALARIES

Occupation	Jan. 1/86	Jan. 1/87
Housing Assistant	975.90	\$1,000.30
Resident Caretaker II	937.30	960.70
Resident Caretaker I*	752.80	771.60

Note :

Housing Resident Caretakers:

Rental charged to these occupations will have applied a standard reduction of \$140.00 per month from the market rent as established by C.M.H.C. from time to time. The rent reduction for staff at Habitat Villa at 2nd Avenue and Wallace Street will be \$165.00 per month, which amount shall remain unchanged until the other rent reductions reach or exceed \$165.00 per month.

* Includes Gastown employees known as "Downtown Eastside Caretakers".