

MEMORANDUM OF AGREEMENT

BETWEEN:

**Gulf & Fraser Fishermen's Credit Union
Operating as Gulf & Fraser**

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

MoveUP (Canadian Office and Professional Employees Union, Local 378)

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from July 1, 2019 through June 30, 2023 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of three (3) years from July 1, 2023 to June 30, 2026 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from July 1, 2023 unless specifically stated otherwise.
- 5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
- 6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.

7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in “hard-copy” and digital form within thirty (30) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have fifteen (15) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within sixty (60) calendar days of the date of completion of the ratification vote.

Signed at Burnaby, British Columbia on this 22nd day of August, 2023.

For the Employer:

For the Union:



Wajida Leclerc, Chief People and Culture Officer

Anny Chen, Union Representative

APPENDIX "A"

Attach all sign off as Appendix A

Framework for Settlement

Gulf & Fraser and MoveUP

5:30pm August 21, 2023

The Parties agree that the following Framework for Settlement resolves, in full, all matters that have arisen in Collective Bargaining between the Parties.

1. All matters previously agreed to between the Parties shall form part of this settlement agreement.
2. All matters not referred to in this document are considered withdrawn without prejudice.
3. Matters that the Parties have not been agreed on shall remain unchanged as set out in the July 1, 2019 – June 30, 2023 Collective Agreement.
4. Retroactive wage increase shall apply to all active employees. This excludes employees who have resigned and retired.
5. The Parties agreed to recommend to their respective principals the ratification of the amendments set out in this Memorandum of Agreement.

ARTICLE 5 — DEFINITION of EMPLOYEES

5.4 Part-Time Regular Employees

An employee hired to work regular hours or days on a continuing basis but who works less than the normal working hours in a month. These employees shall be covered by all conditions of this Agreement, except as follows:

- Annual Vacations – See Article 8.5
- Part-time employees who work sixteen (16) hours or less per week shall not be entitled to benefits and instead will be entitled to six percent ~~(6%)~~ (8%) of earnings in lieu of benefits.

ARTICLE 9 — LEAVE of ABSENCE

9.1 Union Business

- (a) Leave of absence without pay will be granted to employees for the purpose of attending to Union business providing the Employer's work requirements will allow for such leave. The Union will request such leave by giving the Employer at least two (2) weeks' notice. (b) To facilitate the administration of this Article 9, when a leave of absence is granted the Employer will continue the employee's straight-time hourly compensation for ~~his or her~~ their regularly scheduled shifts that would have been worked had it not been for the leave. The Union shall, without unreasonable delay, reimburse the Employer for all wages and benefits associated with the leave. An employee granted leave under this Article 9 will continue to be covered by the applicable provisions within ~~the agreement~~ this Agreement.

9.6 Pregnancy Leave/ Parental Leave/ Adoption Leave

Leave of absence without pay shall be granted in accordance with the *Employment Standards Act*. Such leaves will not affect sick leave entitlement or seniority. All pregnancy/parental/adoption leave of absence requests shall be in writing and shall show the last day to be worked and the expected date of return to work.

A regular employee returning to work after being on pregnancy/parental/adoption leave and the associated additional leave shall return to ~~his/her~~ their former position at the employee's former branch office or to a comparable position closest to the employee's former branch office.

A regular employee on the additional six (6) months leave without pay may continue to be covered under the benefit plans during ~~his/her~~ their leave provided the monthly premiums are paid in advance.

Vacancies arising under the provision will be posted as "up to eighteen (18) months." In the event the expected date of return is for twelve (12) months but is extended for an additional six (6) months, the vacancy created by the leave will not have to be reposted.

ARTICLE 10 – BENEFITS PLANS, CARE DAYS AND PERSONAL ILLNESS

10.2 ~~Care Days~~ Personal Days

- a. New employees who have completed their ninety (90) calendar days' employment shall be entitled to five (5) Personal Days. Full-time regular employees may accrue additional Personal Days in accordance with Article 10.2 (b). Part-time regular employees may accrue additional Personal Days in accordance with Article 10.2 (c).
- b. ~~Regular full-time~~ Full-time regular employees who have completed their ~~probationary period~~ 90 days' of employment in the previous year shall be entitled five (5) Personal Days on January 1 of each year and. After five full months of accrued service, the employees accrue one ~~care day~~ Personal Day for each full month of accrued service in a calendar year (January 1st to December 31st) up to a maximum of twelve (12) Personal Days.
- c. ~~Regular part-time~~ Part-time regular employees who have completed their ~~probationary period~~ ninety (90) calendar days' employment shall be entitled five (5) Personal Days on January 1 of each year. After the equivalent of five (5) months of accrued service based on pro-rated part-time schedule, the employees accrue one ~~care day~~ Personal Day for each twenty (20) days of accrued service and the length of such day shall equal the average number of hours worked in the preceding twenty (20) days of work up to a maximum of twelve (12) Personal Days.
- d. Casual Employees whose employment shall not be longer than ninety (90) calendar days are not eligible for Personal Days.

- e. An employee shall accrue ~~care days~~ Personal Days on the first day of the month following satisfactory completion of his/her their probationary period and have the hourly equivalent of Personal Days.
- f. Care days Personal Days will not accumulate during periods on LOA pursuant to Article 9.4, LTD and during periods on layoff.
- g. ~~Employees shall be required to bank and carry forward a total of ten (10) accrued and unused care days at year end in order to coincide with the waiting period for Short Term Disability Insurance. Effective January 2, 2021, e~~ Employees shall be required to bank and carry forward a total of five (5) accrued and unused care days at year end to coincide with the revised waiting period for Short Term Disability Insurance, **which must be amended in alignment with the legislated changes to the wait period for Employment Insurance. Should an employee require a Short-Term Disability claim and not have enough Personal Days accrued to cover the waiting period, those remaining days will be unpaid.**
- h. On January 31st of each year, an employee shall be entitled to one-half (½) days pay for each full ~~care day~~ Personal Day of unused time accrued during the prior calendar year and which days exceed the banked limit of ~~ten (10) days~~ five (5) days.
- i. Upon termination an employee shall be entitled to one-half (½) days pay for each full day of accrued and unused ~~care days~~ Personal Days.
- j. A ~~care day~~ Personal Day or part of a ~~care day~~ Personal Day may be used by the employee for the following purposes:
- i. personal illness
 - ii. the employee's scheduled medical appointments
 - iii. to provide emergency child care for a child for whom the employee acts as a parent
 - iv. to provide emergency elder care for a parent
 - v. to provide emergency spousal care for a spouse. Where professionals are providing care, a ~~care day~~ Personal Day is not to be used.
- k. Where an employee takes only part of a ~~care day~~ Personal Day, the actual time taken will be deducted from the employee's ~~care day~~ Personal Days entitlement.
- l. An employee may draw up to five (5) ~~care days~~ Personal Days in advance of earning them in any calendar year but in the event of termination of employment the amount paid to the employee but not earned will be deducted from the employee's final pay. If the amount owing by the employee exceeds final pay, the employee is required to promptly repay the shortfall.
- m. Proof of illness or injury, which may include a medical certificate, must be provided if requested by the Employer.

In the event the Employer requests a Medical Questionnaire including an employee's request for accommodation, to be completed by a medical practitioner, the cost of such certificate shall be covered by the Employer.

n. The employee is required to maintain contact with the Employer, advising of his/her their expected return to work.

o. Where a full-time regular employee is required to attend a Doctor or Dentist appointment in the immediate area during working hours, attendance at such appointment shall be without loss of pay. All employees shall make reasonable efforts to schedule such appointments outside of working hours. Employees must receive prior approval from the Manager manager.

10.3 Personal Illness

An employee absent due to illness or injury for a period of three (3) or more consecutive days shall provide the Employer with a medical certificate which confirms that the employee was incapacitated from work during the period of absence. Further, all employees off on care days Personal Days, including disability leave, for more than three (3) days, must maintain regular contact with the Employer at least once per month advising of the date of their approximate return to work, and any other relevant information. The employee must provide confirmation of this information from their physician if so requested by the Employer. Failure of the employee to provide this information on a monthly basis may result in disciplinary action.

In the event the Employer requests a Medical Questionnaire including an employee's request for accommodation, to be completed by a medical practitioner, the cost of such certificate shall be covered by the Employer.

10.4 Group RRSP

(a) All regular employees shall become entitled to participate in the group RRSP after one (1) year's service which in the case of part-timers will be the later of two hundred (200) working days.

(b) All funds deposited to this group RRSP shall be locked in while an employee unless the funds are used for the Home Buyers Plan or the Life Long Learning Plan.

(c) ~~Effective January 1, 2020,~~ the Employer shall make contributions as follows:

(d) ~~Effective July 1, 2023,~~ † The Employer contribution for all regular employees is ten and one-half (10.50%) per cent of gross earnings paid by the Employer and shall be further adjusted effective July 1, 2014 to ten and one-half (10.5%) per cent. All contributions made to part-time employees will be pro-rated accordingly.

(e) In compliance with the CAPSA Guidelines, employees shall determine the investment terms for their deposits, i.e. variable rate; one, two year term, etc. and are entitled to invest in products available through the Credit Union and its RRSP plans.

(f) The Employer is reviewing its policy respecting Group RRSP with improvement which will take effect on January 1, 2024. It is agreed that any Gulf & Fraser Group RRSP improvement will be applied to the bargaining unit members in the same manner and on the same date as the non-bargaining unit members.

ARTICLE 11 — SALARIES

11.4 Promotional Increases

An employee who is promoted to a higher position shall be placed on a step in the salary range for the new job classification which shall ensure the following minimum dollar per month increase: ~~\$50.00~~ \$60.00 per month.

ARTICLE 12 - HIRING, PROMOTION, EMPLOYEE DEVELOPMENT, LICENSING, LAYOFF and RECALL

12.1 Job Vacancies

- a. The Employer shall fill job vacancies from within the bargaining unit before hiring new employees, providing employees are available with the necessary qualifications to fill the vacant positions.
- b. Upon completion of probation an employee may bid on vacant positions that may involve a promotion, lateral transfer or a lower classification.
- c. An employee who has been promoted to a position and has held that position for less than six (6) months shall not be permitted to apply for or compete for any other vacancies unless specifically agreed to in writing by the Employer.
- d. A full-time employee who received layoff notice and, as a result, accepted a part-time position is entitled to be placed by seniority in the first full-time vacant position for which he/she is they are qualified. This entitlement shall be available to the employee for the equivalent time periods specified in Article 12.6 (a). Such an employee who declines the first full-time position offered for which he/she is they are qualified, forfeits any future preferential entitlement to placement in a full-time position.
- e. With the exception of the above paragraph, each vacancy shall be posted electronically for at least three (3) working days, outlining job title, group classification and salary range and branch location. "Floaters Mobile Money Advisors" may be hired as Money Advisors (Group II) to train as new employees, to provide coverage for Leaves of Absence, sick leave, vacation, etc. and may not necessarily be assigned to any particular unionized branch. Vacancies shall not be advertised outside the bargaining unit until a decision has been made that there have been no successful applicants from within the bargaining unit.
- f. When unionized branches request coverage from the mobile Money Advisor pool, unionized Mobile Money Advisors (Group II) will be assigned whenever practicable. When non-unionized Mobile Money Advisors are assigned to work at unionized branches, \$5 contractor

dues per shift shall be remitted to the Union. When non-unionized branches request coverage from the Mobile Money Advisor pool, unionized Mobile Money Advisors may be assigned.

ARTICLE 14 – GENERAL

14.7 Products and Services

(d) Eligible employees will receive banking perquisites as described in the employer's Policy 2.4 Perquisites & Other Benefits Policy as amended from time to time. Upon an employee's resignation or termination, their banking perquisites for employees will no longer be in effect.

Should an employee be laid off as a result of corporate restructuring and any other reasons initiated by the Employer, their banking perquisites and benefits associated with interest free loans and employee loans shall be in effect during their recall period as set out in Article 12.6.

ARTICLE 21 - DURATION

This Agreement will be in full force and effect on and after July 1, 2019 2023 to and including June 30, 2023 2026, and shall automatically be renewed from year to year thereafter, unless either Party serves written notice of termination upon the other Party thereto, at least sixty (60) days prior to June 30, 2023 2026, or sixty (60) days prior to June 30 in any subsequent year thereto.

Either party may at any time within four (4) months immediately preceding the expiry date of this agreement, give to the other party written notice of its intention to re-open or amend this Agreement on its expiry date or on any day thereafter.

Appendix A

SALARY RANGES

Effective the first payroll following July 1, 2023, 4.00% + 2.25%*

Effective the first payroll following July 1, 2024, 3.50%

Effective the first payroll following July 1, 2025, 3.75%

* July 2023 increase includes a market adjustment rate of 2.25%.



LETTER OF UNDERSTANDING #4

BETWEEN: Gulf and Fraser Fishermen's Credit Union, operating as Gulf & Fraser (the "Employer")

AND: MoveUP (Canadian Office and Professional Employees, Union Local 378) (the "Union")

RE: Mergers

The Employer and Union agree that, in the event issues arise pertaining to mergers, the Communications Committee will be convened at the request of either Party to discuss the implications. Should the Parties fail to reach a mutually agreeable adjustment plan, either Party shall file to commence a s. 54 process under the *Labour Relations Code*.

Signed off on behalf of

Gulf & Fraser

Signed off on behalf of

MoveUP

Gulf & Fraser Proposals

August 15, 2023

E&OE

HOUSE KEEPING

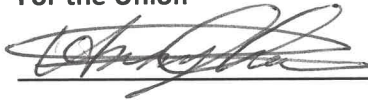
- Change "he/she/him/her" to the "employee/employee's" or "they/them/their"
- Change "regular full-time/part-time employee" to "full-time/part-time regular employee"
- Change "paragraph" to "Article X(X)"
- Add Article, where appropriate
- Change "the agreement" or "this Collective Agreement" to "this Agreement"
- Change "employer" or "Credit Union", to the "Employer", where appropriate
- Change "Manager" to manager
- Change "Office Steward" to "job steward"
- Renumber articles and update the Table of Contents, if needed
- Italicize legislation or laws

The Parties agree to address any typographical, grammatical, or structural errors in the process of producing the collective agreement.

E&OE

Signed off this 15TH day of August, 2023

For the Union



For the Employer



Gulf & Fraser Proposals

August 15, 2023

E&OE

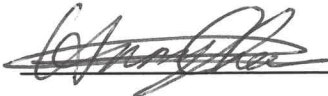
ARTICLE 2 — UNION SECURITY and RECOGNITION

- 2.2 The Employer agrees that all employees covered under this Agreement as a condition of employment, shall, within ~~thirty (30)~~ **fifteen (15)** days from the effective date of this Agreement, become and remain members of the Union.
- 2.3 The Employer further agrees that all new employees hired subsequent to the effective date of this Agreement, shall as a condition of employment within ~~thirty (30)~~ **fifteen (15)** days from the date of employment, become and remain members of the Union.

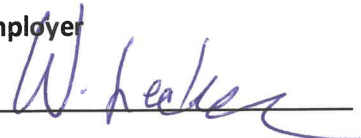
E&OE

Signed off this 15TH day of August, 2023

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

Gulf & Fraser Fishermen's Credit Union, operating as
G & F FINANCIAL GROUP
PROPOSALS 2023
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: August 14, 2023	Time:
UP 03	Art 3.3	Amend	

ARTICLE 3 – UNION REPRESENTATION

3.3

Committees

- a. Each party to this agreement shall appoint a Communications Committee.
- b. The Union's committee shall be composed of not more than three (3) regular employees who have completed their probationary period and are Union members.
- c. ~~The committee shall meet on a quarterly basis or as agreed upon between the parties.~~ Communications Committee meetings will be scheduled for February, June and October every year. By joint agreement, these meetings may be re-scheduled.
- d. Each party shall notify the other in writing of the names of their committee members and any changes which may take place.
- e. The purpose of the Communications Committee shall be to discuss matters related to the administration of the ~~Collective~~ this Agreement and to attempt to resolve any problems that may arise or can be foreseen. A decision by the Union's Communications Committee must be confirmed by an official representative of the Union, to bind the Union.

E&OE

Signed off this 15TH day of August 2023.

For the Union

For the Employer

Gulf & Fraser Proposals

August 15, 2023

E&OE

ARTICLE 6 — HOURS of WORK and OVERTIME


- 6.2 A one (1) hour **unpaid** lunch period will be scheduled for each employee between the hours of 11:00 a.m. and 2:30 p.m. Subject to Management approval, an employee may take a lunch break of less than one (1) hour but no less than one-half (½) hour.

- 6.6 Overtime shall be offered on a voluntary basis, in order of seniority, and in the event the overtime requirements cannot be met it will be obligatory for the least senior available employee.


E&OE

Signed off this 15TH day of August, 2023

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

Gulf & Fraser Fishermen's Credit Union, operating as
G & F FINANCIAL GROUP
PROPOSALS 2023
Union Proposals (UP Item)

Table with 4 columns: Union Number, Affected Article/MOU, Date, Time. Row 1: UP 06, Art 7, August 14, 2023, Amend.

ARTICLE 7 – STATUTORY HOLIDAYS

7.1 (a) The Employer agrees to provide all employees with the following statutory holidays with pay:

Table listing statutory holidays: New Years Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, BC Day, Labour Day, Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day.

and any other day that may be stated a legal holiday by the Provincial, Civic, and/or Federal Government. Should any of the above holidays fall on an employee's regular day off, the employee shall receive an additional day or days off, with pay, to be taken at a time mutually agreed with the Employer.

(b) When a statutory holiday falls on a Monday the Employer will normally close the branch on the preceding Saturday. When a statutory holiday falls on a Monday and a branch regularly scheduled to be open on the preceding Saturday is closed, regular full-time employees scheduled to work on that Saturday shall be entitled to regular pay plus an additional two and one-half (2 1/2) hours pay.

Should full-time regular employees be scheduled to work thirty and one-half (30.5) hours between Tuesday and Friday, full-time regular employees scheduled to work on that Saturday, which is a four and one-half hour shift, shall be entitled to regular pay plus an additional two and one-half (2 1/2) hours pay.

Should full-time regular employees be scheduled to work twenty-eight and one-half (28.5) hours between Tuesday and Friday, full-time regular employees scheduled to work on that Saturday, which is a six and one-half

E&OE Signed off this 15th 16th day of August 2023

For the Union

[Signature]

For the Employer

[Signature]

hour shift, shall be entitled to regular pay plus an additional one-half (1/2) hours pay.

(c)

Where the branch closes for a statutory holiday, regular full-time employees scheduled to work on the statutory holiday shall be entitled to regular pay plus additional pay for those regular hours worked during the week that exceed seven (7) hours per day worked.



(Canadian Office and Professional Employees Union, Local 378)

Gulf & Fraser Fishermen's Credit Union, operating as
G & F FINANCIAL GROUP
PROPOSALS 2023
Employer Proposal

Number	Affected Article/MOU	Date: August 14, 2023	Time:
ER02/UP 7	Article 8	Amend/New	

ARTICLE 8 – ANNUAL VACATIONS

8.1 ~~Effective January 1, 2005~~ All employees shall be entitled to a paid vacation in accordance with the following schedule:

- (a) Vacation credits are accumulated on a January to December calendar year basis. Such vacation period must be taken at a time mutually agreed between the employee and Employer. Subject to operational requirements, requests for vacation between January 15 and March 15 will not be unreasonably denied.
- (b) During ~~his/her~~ their first year of employment, an employee shall earn a paid vacation entitlement of one and one-quarter (1 1/4) working days for each month or major portion of a month worked, up to a maximum of fifteen (15) days.
- (c) Subject to the above, upon completion of one (1) year's employment an employee shall be entitled to a paid vacation of fifteen (15) days.


8.9 (a) Employees may take their paid vacation entitlement during the vacation year in which it is being earned but if they subsequently terminate in that year, a prorated adjustment will be made to the employee's final pay cheque if the vacation taken exceeds the paid vacation earned.


(b) ~~An employee returning from maternity or parental leave must return to work for a minimum of ninety (90) days in order to acquire vacation entitlements accumulated during the leave. An employee may use vacation entitlements accumulated during the leave, prior to or upon return from maternity, parental or adoption leave.~~

An employee who does not return from their maternity, parental or adoption leave and resigns is not eligible for vacation time earned during their leave.

An employee shall give the employer at least two weeks' notice prior to accessing their accrued vacation time.

E&OE
Signed off this 16TH day of August 2023

For the Union


For the Employer


Gulf & Fraser Proposals (2)

August 15, 2023

E&OE

COUNTER PROPOSAL #2

PROVIDED AT 4PM.

ARTICLE 9 — LEAVE of ABSENCE


9.2 Bereavement Leave

In case of death in the immediate family of the employee, i.e. father, mother, step- parent, fiancé, spouse, son, daughter, sister, brother, mother-in-law, father-in-law, **grandparents**, grandchild and any person who lives with an employee as a member of the employee's family, an employee shall be granted ~~compassionate~~ bereavement leave of up to five (5) days with pay. In case of death in the extended family, i.e. brother and sister-in- law, ~~grandparents~~ and grandparents-in-law the paid ~~compassionate~~ bereavement leave shall be two (2) days. Such leave of absence will not be charged against paid care days or annual vacation entitlement.

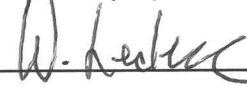
E&OE

Signed off this 16th day of AUGUST, 2023

For the Union



For the Employer



Gulf & Fraser Proposals

August 15, 2023

E&OE

ARTICLE 13 — SENIORITY

13.2 Except as provided in Article 13.3 following, an employee who leaves the bargaining unit and subsequently returns, will be considered a new employee from the date of re-entering the unit for the purpose of determining seniority credit.

13.4 Regular employees shall accrue seniority on the basis of one (1) day for each day of accrued service.

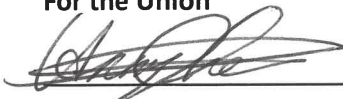
An accrued day of service shall consist of each:

- (a) days worked, regardless of number of hours worked
- (b) statutory holiday
- (c) floating holiday
- (d) pro rated vacation / vacation
- (e) approved leave of absence with pay
- (f) approved leave of absence without pay for periods not exceeding three (3) calendar months
- (g) pregnancy leave / parental leave / adoption leave
- (h) care day
- (i) day on short term disability
- (j) day on long term disability
- (k) day on layoff subject to recall

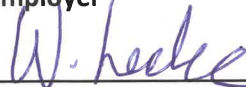
E&OE

Signed off this 15TH day of August, 2023

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

Gulf & Fraser Fishermen's Credit Union, operating as
G & F FINANCIAL GROUP
PROPOSALS 2023
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: August 14, 2023	Time:
UP 16	Art 16.1, 16.3	Amend	

ARTICLE 16 – TECHNOLOGICAL or PROCEDURAL CHANGE

- 16.1** The Employer will provide the Union with three (3) months notice of intention to introduce automation, equipment or procedures which might result in displacement or reduction of personnel or in changes of job classification.
- 16.3** No additional employees shall be hired by the Employer until all current employees are notified of changes proposed, as per Article 16.1 above, and provided a retraining period to acquire the necessary knowledge or skill to retain their employment.

E&OE
Signed off this 15TH day of August 2023

For the Union



For the Employer



Gulf & Fraser Proposals

August 15, 2023

E&OE

LETTER OF UNDERSTANDING #1
HOURS OF WORK

BETWEEN: GULF & FRASER FISHERMEN'S CREDIT UNION
Operating as Gulf & Fraser
(hereinafter referred to as the "Employer")

AND: MoveUP (Canadian Office and Professional Employees, Local 378)
(hereinafter referred to as the "Union")

RE: HOURS OF WORK

The Employer and the Union agree that there may be circumstances for the parties to discuss alternatives to the hours of work as set out in Article 6 during the term of the Collective Agreement.

If the Employer wishes the Union to consider any alternate arrangements, the Employer and the Union agree to discuss the business rationale, the branch to be involved, the timing of the proposed new hours, the number of employees to be affected and the job categories. The Union agrees they will give fair consideration to any proposal made pursuant to this Letter of Understanding.

Signed at Burnaby, BC this _____ day of _____, 2023

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

"Original Signed"

"Original Signed"


"Original Signed"

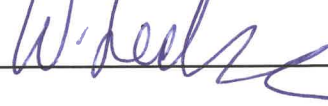
"Original Signed"

E&OE
Signed off this 15TH day of August, 2023

For the Union

For the Employer





Gulf & Fraser Proposals

August 15, 2023

E&OE

LETTER OF UNDERSTANDING 2

BETWEEN: Gulf and Fraser Fishermen's Credit Union, operating as Gulf & Fraser (the "Employer")
AND: MoveUP (Canadian Office and Professional Employees, Union Local 378) (the "Union")
RE: Work from Home Arrangement

The Employer and the Union agree that, when permitted by the Employer's business operational needs, some positions within the Credit Union bargaining unit can be included in this Letter allowing for working at their home office in British Columbia, Canada, up to 2 days a week.

Employees in the following job classifications within the bargaining unit are not required by the Employer to work from home to perform their job duties:

- Group 1 – Member Services Partner
- Group 3 – Credit Services Partner

1. Whenever permitted by business operational needs, employees in the above job classifications can seek authorization to work from home for up to 2 days a week, pursuant to the Employer's Work from Home Policy (the "Policy").
2. As long as employees meet the eligibility criteria specified in the Policy, employees do not need to seek further authorization. If employees' eligibility changes in the future, they shall notify their manager and perform their duties at their assigned office.
3. Should an employee be authorized to work from home, they must be able to access a location that is suitable for the work from home arrangement and follow the Policy. In the event of any work disruptions after the start of a workday at home, (e.g., power outage or technological disruption), employees are required to notify their manager immediately and to go to their assigned office. Their travel time to their assigned branch office is considered as time worked. If the employee is scheduled to work at their branch office, travel time is not counted as time worked.
4. The employee shall not be expected to perform work from home while on sick leave or any approved leave of absence.
5. During a workday at home, employees shall not perform split shifts.

Gulf & Fraser Proposals

August 15, 2023

E&OE

Special Provisions

The Collective Agreement applies in all respects except as specifically amended by this Letter and the Policy.

Either Party may terminate this Letter by providing the other Party a two - month notice.

The Parties agree to discuss the matter of Work from Home Arrangement, including but not limited to workload concerns, at Communications Committee meetings.

Signed at Vancouver, BC this ____ day of _____, 2023

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION


"Original Signed"

"Original Signed"


E&OE

Signed off this 15TH day of August, 2023

For the Union



For the Employer



Gulf & Fraser Proposals

August 15, 2023

E&OE

LETTER OF UNDERSTANDING 2

BETWEEN: Gulf and Fraser Fishermen's Credit Union, operating as Gulf & Fraser **(the "Employer")**
AND: MoveUP (Canadian Office and Professional Employees, Union Local 378) **(the "Union")**
RE: Work from Home Arrangement

The Employer and the Union agree that, when permitted by the Employer's business operational needs, some positions within the Credit Union bargaining unit can be included in this Letter allowing for working at their home office in British Columbia, Canada, up to 2 days a week.

Employees in the following job classifications within the bargaining unit are not required by the Employer to work from home to perform their job duties:

- Group 1 – Member Services Partner
- Group 3 – Credit Services Partner

1. Whenever permitted by business operational needs, employees in the above job classifications can seek authorization to work from home for up to 2 days a week, pursuant to the Employer's Work from Home Policy (the "**Policy**").
2. As long as employees meet the eligibility criteria specified in the Policy, employees do not need to seek further authorization. If employees' eligibility changes in the future, they shall notify their manager and perform their duties at their assigned office.
3. Should an employee be authorized to work from home, they must be able to access a location that is suitable for the work from home arrangement and follow the Policy. In the event of any work disruptions after the start of a workday at home, (e.g., power outage or technological disruption), employees are required to notify their manager immediately and to go to their assigned office. Their travel time to their assigned branch office is considered as time worked. If the employee is scheduled to work at their branch office, travel time is not counted as time worked.
4. The employee shall not be expected to perform work from home while on sick leave or any approved leave of absence.
5. During a workday at home, employees shall not perform split shifts.

Special Provisions

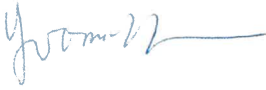
The Collective Agreement applies in all respects except as specifically amended by this Letter and the Policy.

Either Party may terminate this Letter by providing the other Party a two - month notice.

The Parties agree to discuss the matter of Work from Home Arrangement, including but not limited to workload concerns, at Communications Committee meetings.

Signed at Vancouver, BC this 5th day of July 2023

SIGNED ON BEHALF OF THE EMPLOYER



Yvonne Shen, Employee Relations Manager

SIGNED ON BEHALF OF THE UNION



Anny Chen, Union Representative



(Canadian Office and Professional Employees Union, Local 378)

Gulf & Fraser Fishermen's Credit Union, operating as
G & F FINANCIAL GROUP
PROPOSALS 2023
Employer Proposal

Union Number	Affected Article/MOU	Date: August 14, 2023	Time:
6	Article 11.5		

ARTICLE 11 – SALARIES

11.5 SALARY PROGRESSION

Advancement from one salary step to another may be withheld where an employee is placed on a performance improvement plan. The employee and the Union will be advised one (1) month prior to the date the step increase is to occur.

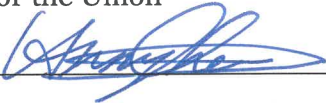
Once the employees meet the standards set out in their performance improvement plan, their step increase will be applied retroactively. The employee's step increase anniversary date remains unaffected by their performance improvement plan.

A performance improvement plan will not be longer than three calendar months.

E&OE

Signed off this 16th day of August 2023

For the Union



For the Employer

