

COLLECTIVE AGREEMENT

Between

ecojustice

ECOJUSTICE CANADA
(hereinafter referred to as the "Society")

And

moveup
MOVEMENT OF UNITED PROFESSIONALS

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

December 1, 2024 to November 30, 2027

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Between: **Ecojustice Canada Society**
(hereinafter referred to as the “Society”)

PARTY OF THE FIRST PART

And: **MoveUP (Local 378, Canadian Office and Professional Employees Union)**
(hereinafter referred to as the “Union”)

PARTY OF THE SECOND PART

Purpose of Agreement

- (a) The purpose of this Agreement is to establish and maintain orderly collective bargaining procedures between the Employer and the Union.
- (b) The parties to this Agreement share a desire to establish, within the framework provided by the law, an effective working relationship in all areas of the Society in which members of the bargaining unit are employed.
- (c) The parties to this Agreement share a desire to maintain harmonious relations and settled conditions of employment.
- (d) The parties further agree to contribute, in a positive way to promoting safe and progressive work practices and procedures.

Article 0 – Scope of Agreement

0.01 Date of Effect

The following provisions shall take effect and be binding upon the Society and the Union for a period commencing the 1st day of December 2024 and ending the 30th day of November 2027, save and except as may be expressly required herein or as may be required from time to time by the statutes of British Columbia.

0.02 Section 50 Exclusion

The parties hereto agree to the exclusion of the operation of Section 50, subsection (2) of the Labour Relations Code of British Columbia (in accordance with Section 50 (4) thereof).

0.03 Notice to Bargain

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. The parties shall exchange particulars of desired changes to the Agreement not later than the date of the first meeting of negotiations.

0.04 Pre-bargaining Meeting

Prior to the commencement of collective bargaining, the parties shall meet to preview matters of concern, and to develop plans and procedures to optimize the effectiveness of direct collective bargaining in bringing about an Agreement.

0.05 Continuation of the Agreement

After the expiry date of this Agreement and until a revised Agreement is signed, this Agreement and all its provisions shall remain in full force and effect without prejudicing the position of the revised Agreement in making any matter retroactive in such revised Agreement.

0.06 Agreement Scope

Letters or Memoranda of Understanding which may be agreed between the parties from time to time during the life of this Agreement shall be attached hereto when so intended by the parties and shall have full effect as part(s) of this Agreement. Such Letters or Memoranda shall contain appropriate references establishing effective dates. Where no termination-date is specified within the context, the Letter or Memoranda shall continue in effect from year to year in the same manner as the body of the Agreement or until terminated by agreement of the parties. Letters or Memoranda of Understanding shall carry the signatures of the appropriately authorized Union and Society Officers or Representatives.

0.07 Use of Plural Terms

Wherever the singular is used in this Agreement, these words shall be construed as meaning the plural where the context requires. Conversely the reverse is equally true.

0.08 Interpretation of Time Period Terminology

References to weeks, months, or years shall mean calendar weeks, months, or years, unless otherwise stated in the context. References to "days" means working days unless otherwise stated in the context.

0.09 Management Rights

All management rights heretofore exercised by the Society, unless expressly limited by this Agreement, are reserved to and are vested exclusively in the Society.

The Society agrees to advise the Union in writing of all policy and procedure instructions relating to matters covered by this Agreement. The Society will not issue any policy and procedure instructions which are contrary to the terms and conditions of this Agreement, and it is recognized that all such policy and procedure instructions may be the subject of grievance pursuant to Article 3 of this Agreement.

Article 1 - Union Security

1.01 Agreement Application

This Agreement shall apply to and be binding upon all employees of the Society described in a Certificate issued to the Union by the Labour Relations Board on the 27th day of June, 2007, and shall continue to apply to the said Certificate as the same may be amended by the Labour Relations Board from time to time.

1.02 Application and Maintenance of Membership

The Society agrees that all employees covered by this Agreement, within fifteen (15) calendar days of the signing of this Agreement, or within fifteen (15) calendar days of the date of employment with the Society, whichever event shall later occur, as a condition of continued employment with the Society, shall make application to become members of the Union, and if accepted, remain members of the Union.

1.03 Acquainting New Employees

The Society will inform new employees of their Union membership obligations. The Society will provide Union membership cards and dues deduction forms to new employees for their completion and signing at the time of employee onboarding. The Society will forward the executed documents to the Union as soon as possible, but in any event, within fifteen (15) calendar days of the employee's date of hire. Such forms will be provided to the Society by the Union.

1.04 Assignments of Wage and Employee Information

The Society will honour written assignments of wages for Union dues, initiation fees and general membership assessments and shall remit such to the Union semi-monthly. The Society will provide the following information to the union upon request:

- (a) name - address
- (b) semi-monthly salary
- (c) email address
- (d) job classification
- (e) employee status
- (f) date of hire
- (g) telephone number

In addition to the above the Society will, provide the Union with any current information regarding members of the union on:

- (i) new hires
- (ii) terminations
- (iii) promotions
- (iv) demotions
- (v) salary revisions
- (vi) address and name changes
- (vii) employees on extended leave of absence
- (viii) Union agreed acting pay appointments
- (ix) overtime worked (upon request from the Union)

Such information shall be supplied by the Society in a form mutually acceptable to the parties.

1.05 No Discrimination for Union Activity

The Society and the Union agree that there shall be no discrimination or coercion exercised or practiced with respect to any employee for reason of membership or activity in the Union.

The Society shall not participate in or interfere with the administration of the Union.

1.06 Work Jurisdiction

Non bargaining unit employees, contractors and/or volunteers shall not perform work regularly done by employees in the bargaining unit if it results in a loss of time or downgrading of a bargaining unit employee.

Article 2 – Union Recognition

2.01 Recognition of Union Executive Board Members, Councillors, Job Stewards and Union Representatives

The Society will recognize individuals and/or employees elected, appointed, and/or designated by the Union as its qualified Executive Board Members, Councillors, Job Stewards and Union Representatives.

The Union will notify the Society, in writing, as to who are the elected, appointed and/or designated Executive Board Members, Councillors, Job Stewards and Union Representatives authorized by the Union to discuss, and wherever possible, resolve problems arising out of the Agreement.

In the event that an alternative to the Job Steward is assigned by the Union to discuss and, wherever possible, resolve a problem arising out of the Agreement, reasonable notice will be provided in advance by the Union to the Executive Director or the applicable Supervisor and People & Culture.

2.02 Rights of Job Stewards

The duties and responsibilities of Job Stewards shall include the following activities:

- (a) Investigation of complaints, grievances, and/or disputes including the making of presentations to management as required subject to the provisions of Article 2.03.
- (b) The transmission of Union bulletins and/or notices by posting on the designated bulletin board. Other means of postings as are approved by the society such as email, which approval shall not be unreasonably denied.
- (c) Participation in collective bargaining, and/or arbitration proceedings when directed by the Union.
- (d) Participation in the administration of the Union as may be required for Union Executive meetings and Job Steward meetings.
- (e) Briefing time prior to grievance meetings as set out in Article 3.06 of this Collective Agreement.

2.03 Paid and Unpaid Leave for Job Stewards and Union Officers

- (a) The Union acknowledges that the Union members should continue to perform their regular duties so far as reasonably possible and that so far as possible, all union duties will be carried on outside the regular working hours unless mutually arranged or otherwise herein agreed to. When the presence of a Union Steward is required within regular working hours, and having obtained the employer's prior approval, one (1) union steward may leave their work for a mutually agreeable authorized period of time without loss of pay for time spent during working hours for the duties found in Article 2.02 (a), (b) and (e) and such leave will not be unreasonably denied.

- (b) Leave of Absence for Arbitration Hearings and Negotiations
- (i) The job steward and/or the grievor(s) directly involved in a grievance that results in an arbitration shall be granted leave, with pay, to participate in the arbitration hearing.
 - (ii) Provided operational requirements permit and with the prior approval of the Employer, a maximum of two (2) employees shall be granted leave, with pay, to participate in collective bargaining with the Employer. The Employer's approval of leave under this subsection (b)(ii) shall not be unreasonably denied.
- (c) Leave of Absence for Union or Labour Conventions, Job Stewards meetings and Union Council meetings.
- Subject to maintenance of operations and with the prior approval of the Employer, Job Stewards and/or other elected Officers of the Union who regularly work for the Society, and who are elected or appointed to attend, any of the above will be granted leave of absence without pay to attend provided reasonable notice is provided to the Society. Such leave will not be unreasonably denied.
- (d) Miscellaneous Leave of Absence
- Job Stewards and/or other Officers of the Union will receive leave of absence, without pay, for other activities not specifically identified above, subject to maintenance of operations and with the prior approval of the Employer.
- (e) Job Stewards and/or Officers of the Union who regularly work for the Society and who are assigned to Joint Union-Society Committees, will be paid by the Society for all time spent on such committees meeting with the Employer during their regularly scheduled working hours.
- (f) Time spent by Job Stewards and Union Officers, who are engaged in legitimate Union activities during working hours, in accordance with this agreement, will not be referenced in their performance appraisals.
- (g) With respect to leaves of absence referred to in (b), (c), (d) and (e) above, every effort will be made to provide the applicable manager with not less than five (5) working days written notice, where possible.
- (h) To facilitate the administration of this clause, when a leave of absence without pay is granted, the Society will continue an employee's normal salary, subject to the timely reimbursement by the Union for all wages and benefit costs associated with such leave period. All time spent will be considered as service with the Society.

2.04 Full Time Union Leave

(a) Union Leave

Employees elected or appointed to full time Union positions will be granted leave of absence, without pay, on request by providing the employer with 2 weeks notice. Time spent with the Union will be considered as service with the Society and the employee will continue to accrue seniority with the Society during such period. Employees on such leave will, at their option, continue to participate in all Society welfare plans, provided the Union reimburses the Society on a monthly basis for the cost of such premiums. Employees on leave to work for the Union, on application to the Society, will be re-employed by the Society at a job level equivalent to that which the employee left to work for the Union. The salary of the employee on re-employment will be that salary which the employee would have attained in their classification, assuming they had never left the employment of the Society.

(b) Trainee Union Representatives

The Society will grant leave of absence to an employee requested by the Union to serve as a Trainee Union Representative, in accordance with the foregoing paragraph. The period of absence will not exceed six (6) continuous months, unless otherwise agreed by the Society;

2.05 Communications – Union Bulletin Boards

Bulletin Board space and a dedicated link on the Employer's Sharepoint (or intranet) shall be made available to union employees for posting appropriate notices relative to meeting and general Union activities. Access to post or view the Sharepoint (or intranet) board will be limited to Ecojustice employees. Until cancelled by the Society, at its discretion, the Society will provide access to its mail distribution systems and electronic messaging systems for the distribution of such notices, and such access will not be unreasonably denied.

2.06 Conservation of Paper

The Union and the Society agree to minimize the use of paper by relying on the use of email whenever practical. To encourage this practice, the Society agrees to provide necessary privacy in such communications.

2.07 Cooperation with Union Officers

The Society will cooperate with Officers, Councillors, Job Stewards, and/or Representatives of the Union in carrying out their union responsibilities.

2.08 New Employee Union Orientation

A new employee will be provided with a copy of the Collective Agreement; and will be introduced to their job steward as part of their orientation to the Society.

2.09 Notification of New Excluded Jobs

The Society agrees to advise the Union of all newly created management jobs, and confidential jobs, which are excluded from the bargaining unit.

2.10 Union Insignia

- (a) A Union member shall have the right to wear or display jewellery (pins, etc.) bearing the recognized insignia of the Union.
- (b) One (1) Union Shop card, furnished by the Union, will be displayed to public view at the public entrances to Society premises.

2.11 Union Meetings

With the prior approval of the Society, the Society will allow Union representatives to conduct meetings after hours on Society premises, within the following conditions:

- (a) The Union will provide the Society with 24 hours advance notice.
- (b) The meeting(s) will be held in an area that will cause the least inconvenience, such as Society meeting rooms if available.
- (c) The Union will ensure that the premises are left in good order.
- (d) Such access will not be unreasonably denied.

2.12 Bargaining Agent Recognition

The Society recognizes MoveUP as the sole bargaining agent, as defined by the Labour Relations Code, for all employees described in the Certification issued by the Labour Relations Board on June 27, 2007, except as varied by the Agreement of the parties.

2.13 No Other Agreement

Neither the Society nor its representatives will require or permit any employee covered by this Agreement to make a written or oral agreement with the Society or its representatives which conflicts with the terms of this Agreement.

It is recognized by the parties, however, that there may be situations where employee accommodations of an incidental, infrequent, and minor nature can arise. Such accommodations will not be considered a violation of this Article.

2.14 Right to Have Job Steward Present

An employee shall have the right to have a job steward present at any discussion with management personnel where discipline is to be taken or where the Employer is investigating a disciplinary matter which may lead to formal discipline. Where a manager meets with an employee with the specific intent to investigate matters that may lead to discipline, or to administer discipline, the manager shall notify the employee in advance of that meeting, in order that the employee may have a job steward present.

Where the foregoing pertains to a job steward, a union representative may be present.

2.15 Technical Information

The Society agrees to provide the Union with available information relating to employees in the bargaining unit, as may be requested by the Union during collective bargaining.

2.16 Union and Society Communications

The Society and the Union agree that copies of all correspondence between the parties, related to matters covered by the Agreement, shall mutually be sent to the Executive Director and the President of the Union, or their respective designates.

The Union will be provided with a copy of any written, or email, correspondence issued to an employee, which expresses an opinion respecting the interpretation of this Collective Agreement, as it applies to that employee.

The parties further agree to use e-mail for communications between the parties when most practical to minimize the use of paper and promote conservation. **Union members may request that email correspondence be restricted in issues of a sensitive nature.**

The parties agree to promote the use of plain language in all of their correspondence and dealings. To this end, the parties will undertake to review the Collective Agreement and replace bafflegab with clearly understandable language in the Agreement.

Article 3 – Grievance Procedures

3.01 Grievance Defined

"Grievance" means any difference, or any dispute, between the Parties to this Agreement concerning the dismissal, discipline, or suspension of an employee; or concerning the application, interpretation, operation, or any alleged violation of this Agreement; including any questions as to whether the matter is arbitrable. All grievances will be resolved without stoppage of work by one of the following procedures:

3.02 Union or Society Grievance

Where either party to this Agreement disputes the general interpretation, application, operation or alleged violation of any provision of this Agreement, or an alleged violation affects more than one (1) Employee, either party may initiate a policy or group grievance, as the case may be, within thirty (30) calendar days of the occurrence giving rise to the grievance being known.

The grieving party, i.e. the President of the Union or the Executive Director of the Society, or their designate(s), shall initiate same by letter. Within seven (7) calendar days of receipt of such written notice, the principals, or their nominees, shall meet and attempt to resolve the grievance. Failing settlement, the matter may be referred by either party at its option to arbitration as set out in 3.05 below.

3.03 Discipline, Termination, Suspension Grievances

Grievances concerning termination or suspension of an employee may be submitted directly to Stage II of 3.04 at the option of the grieving party. Grievances concerning the discipline of an employee, other than termination or suspension, will follow all the stages of 3.04.

Should an arbitrator find that an employee has been dismissed, suspended or otherwise disciplined for other than just and reasonable cause, or find that an employee has been unjustly dismissed, suspended or otherwise disciplined for just and reasonable cause, the arbitrator may substitute such other penalty, and/or order reinstatement, and/or order compensation, to the employee as it considers just and reasonable in all the circumstances.

3.04 General Grievance Procedure

The parties to this Agreement agree that it is important to resolve complaints and grievances as quickly as possible. It is the intent that every effort will be made at each stage of the grievance procedure to resolve the grievance. Grievances must state the articles of the Collective Agreement it is alleged have been violated; and provide sufficient particulars so that the party receiving the grievance may understand the grievance, and adequately investigate same. The parties agree to provide each other, in a timely manner, with all of the relevant facts relating to the grievance.

Informal Grievance Resolution

If a matter arises, that might become a grievance, the affected employee will, if appropriate, endeavour to resolve the matter informally with their immediate supervisor. If the matter is not resolved to the employee's, and/or the Union's satisfaction, the employee, or the Job steward, may file a formal grievance under Stage I of the grievance procedure.

Stage I

If a dispute cannot be informally resolved (as above), a grievance, shall be submitted to the applicable Department Director, or designate, by the Job Steward on behalf of the employee, to the Employer, in writing, with a copy to the Union not later than thirty (30) calendar days from the date the employee was advised of the event leading to the grievance

Within seven (7) calendar days of receipt of such Stage I grievance, the Department Director, or their designate will discuss the grievance jointly with the Job Steward and employee. The Department Director, or their designate, will render a decision in writing to the Job Steward with a copy to the employee, the Union, and the Executive Director, within fifteen (15) calendar days of the date of the discussion at Stage I.

Stage II

A grievance referred by the Union to Stage II will be in writing to the Executive Director or People & Culture Designate.

The Employer and the Union may, on joint agreement in writing, depart from the foregoing procedure and time limits.

Within fifteen (15) calendar days of receipt of the Union's referral to Stage II, the Executive Director, will discuss the grievance with representatives of the Union.

Within fifteen (15) calendar days of the date of the discussion with the Union Representative(s), the Executive Director will submit the Society's decision to the Union in writing.

Within thirty (30) calendar days of receipt of the Society's decision at Stage II, the Union may refer the grievance to arbitration as set out in Article 3.05.

3.05 Arbitration

- (a) All grievances submitted to arbitration shall be adjudicated by a single arbitrator. Within fourteen (14) days of notice to arbitrate being served under Stage II above, or in accordance with other articles of the Agreement, the parties will attempt to agree on an arbitrator. Should the parties fail to agree on the selection of an arbitrator during this period, either party may request the appointment of an arbitrator pursuant to Section 86 of the Labour Relations Code.
- (b) The arbitrator shall proceed as soon as practical to examine the grievance and within thirty (30) calendar days render their judgment and decision, which shall be final and binding on the parties, and upon any employee affected by it.
- (c) Each party to this Agreement will equally share the fee, expenses and disbursements of an arbitrator.
- (d) The arbitrator shall not be authorized to alter, modify or amend any part of this Agreement.

3.06 Attendance of Grievor at Grievance Meetings

The aggrieved employee may be present at any or all steps of the grievance and arbitration procedure if they desire. Grievance meetings will be held at mutually agreeable times and the aggrieved employees shall be paid their normal straight time wages while attending grievance meetings with the Employer.

3.07 Extension of Time Limits

Time limits as set out in the preceding sections may be extended by mutual consent of the Society and the Union.

3.08 Stage II Initiation

The processing of any grievance may begin at Stage II by mutual agreement of the parties.

3.09 Expedited Arbitration

- (a) The parties may mutually agree to utilize the expedited arbitration procedures of this Article (3.09) on a case-by-case basis, as an alternative to regular arbitration under Article (3.05) or expedited arbitration under section 104 and 108 of the Labour Relations Code. When the parties agree to use this Article (3.09), they shall also agree on an arbitrator to hear the matter.

- (b) The arbitrator shall hear the grievance(s), and shall render a decision within five (5) working days of such hearings. Such decision will be final and binding on both parties. No written reasons for the decision shall be provided beyond that which the arbitrator deems appropriate to convey a decision.
- (c) Expedited arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter.
- (d) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.
- (e) Any grievance may be removed from the expedited arbitration process by either party, at any time, prior to hearing and forwarded to a regular arbitration hearing.
- (f) The parties shall equally share the cost of the fees and expenses of the arbitrator and hearing rooms.
- (g) The use of legal authorities shall be limited to one (1) authority per side on any point of law. The parties shall agree on the facts of each case, as much as possible, prior to the hearing; and each side's argument shall be limited to a maximum of fifteen (15) minutes, and the use of witnesses shall be limited as much as possible.
- (h) The parties will mutually agree to procedures to apply to expedited arbitration.

3.10 No Deviation From the Grievance Procedure

After a grievance has been submitted, the Employer will not enter into discussion with the grievor with respect to the grievance without union representation.

Article 4 – Seniority

4.01 Seniority Defined

Except as modified in this Agreement, seniority shall be determined as length of continuous service with the Society within the bargaining unit, as a permanent employee.

4.02 Date of Hire Prior to First Agreement

All employees of the Society, as at the signing date of the first Collective Agreement, are deemed permanent employees and shall be granted seniority back to the date that they were hired by the Society, provided they have completed probation. Those who have not completed probation must do so before they are granted seniority in accordance with Article 4.01.

4.03 Loss of Seniority

Employees shall lose their seniority only if they:

- (a) terminate employment with the Society.

- (b) are discharged for just cause or terminated pursuant to proper application of this Agreement.
- (c) are laid off for a period exceeding twenty four (24) months or if the employee fails to return to work following a layoff within five (5) working days of being notified of recall by registered mail to their last known address.
- (d) accept, or transfer to, a position with the Society which is outside the bargaining unit; except, that upon returning to a position within the bargaining unit, they will be credited with such seniority as had previously been attained in the bargaining unit.
- (e) For the purposes of 4.01 and 4.03(a) above, seniority and service shall be deemed to be preserved in situations where an employee, who has terminated their employment, is offered, and starts, a new job with the Society within sixty (60) calendar days of their last day of employment.

4.04 Seniority Accrual on Seniority List

Employees laid off and placed on the recall list shall continue to accrue seniority during such period of lay-off.

4.05 Seniority Accrual While on Leave

Periods of illness or injury, vacation, trial period in a position outside the bargaining unit, or approved leave of absence, will not constitute a break in continuous service, provided membership is maintained in the Union. Employees will not accrue service for purposes of earning vacation when they are off laid off, and on the recall list, for longer than three (3) months.

4.06 Seniority Calculation

Seniority will be calculated on the basis of calendar days of employment in the bargaining unit during a period of uninterrupted service in the bargaining unit with the Society as a permanent employee.

4.07 Labour Relations Code - Inclusions and Exclusions from Bargaining Unit

- (a) Upon a decision by the Labour Relations Board, or agreement by the parties, that an employee in a job previously excluded from the bargaining unit shall henceforth be included in the bargaining unit, the employee involved will be granted seniority credit for the period of exclusion.
- (b) Employees excluded under the Labour Relations Code of B.C., or by agreement of the parties, and thus required to withdraw from the bargaining unit, shall be credited with all seniority accrued pursuant to this Article as follows:
 - (i) Such employees shall have the right to exercise bumping rights as defined in Article 8.02 in order to remain in the bargaining unit, provided the employee elects this option within two (2) weeks of being excluded from the bargaining unit.

- (ii) Such employees may apply to vacant positions in accordance with Article 7, with full seniority rights, for a period of six (6) months following exclusion from the bargaining unit.

Article 5 – Employment, Discharge and Termination

5.01 Employment Agreement to New Employees

All new employees will receive an offer letter setting out the date of hire, job title, salary, and employment status in accordance with this Agreement. If status is that of a full or part-time temporary employee, this notice shall also indicate the expected duration of employment.

5.02 Probationary Periods

- (a) A new employee entering service in a job covered by this Agreement shall be considered probationary for a period of three (3) months of employment
- (b) The purpose of the probationary period is to allow the Employer to assess whether newly hired employees are suitable for continued employment. Probationary employees, whom the Employer finds unsuitable, may be terminated during their probationary period subject to a) applicable legislation, b) applicable arbitral jurisprudence, and c) the grievance and arbitration procedures of this Agreement.
- (c) Probationary periods as described above may be extended by mutual agreement of the parties.

5.03 Competency Related Inadequacies

In situations where it can be demonstrated that a permanent employee is failing to meet the performance expectations of their job due to competency-related inadequacies, on a non-culpable basis, the following provisions will apply:

- (a) the Society will provide a written notice to the employee, with a copy to the Union, outlining the inadequacies.
- (b) the supervisor and the employee will work together, for a period of a minimum of six (6) months, in an endeavour to raise the employee's performance to an acceptable level of competency.
- (c) the employee will be apprised of their progress during the aforementioned period at intervals of not less than one (1) month.
- (d) The Employer and Employee will assess and determine if additional training is required, which the Employer will provide.

The period devoted to performance improvement will not be less than six (6) months, unless otherwise agreed by the parties, and may be extended by mutual agreement of the parties. If the employee proves unable to achieve acceptable performance as a result of the above procedure, the employee may be terminated in the absence of extraordinary extenuating circumstances and in

accordance with Human Rights legislation. However, the intention of the above procedure is to provide affected employees with the training, direction and opportunity to correct competency related inadequacies and remain employed at Ecojustice.

5.04 Discharge, Suspension Written Notification

In the case of culpable behaviour, employees may be disciplined, and discharged, for just and reasonable cause.

Reasons for suspension, or dismissal, shall be in writing and issued to the employee, and the Union, by the close of business, the work day following the suspension/dismissal.

5.05 Personnel Files and Performance Assessments

(a) Personnel Files

(i) A personnel file shall be maintained by the Society for each bargaining unit employee. Such a file may exist in hard copy and/or electronic form, and shall contain the following information (where applicable):

- letters of commendation.
- disciplinary documentation relating to incidents of culpable misconduct.
- factual information pertaining to the employee's work history, such as positions held, records of acting assignments, salary history, etc.
- documentation pertaining to the employee's work performance.

In addition to the above-noted information, other ancillary files may contain information concerning the employee's employment. The existence of any such ancillary files will be made known to the employee upon request.

(ii) It is the intent that the personnel file be kept current, and circumstances which require attention be brought forward without undue delay. A copy of all documents placed on an employee's personnel file, will be provided to the affected employee at the time of filing

(a) An employee may make entries into their personnel file for any reason. A copy of any such entry shall be provided to the employee's manager at the time of filing.

(b) Employee Access to Personnel Files and Ancillary File Employment Information.

An employee shall have the right to review information pertaining to them from their personnel or ancillary files at any time, upon reasonable notice. An employee may request, and shall receive a copy of, any employment record or document, pertaining to them, which is contained in their employment files.

(c) Union Access to Employee Information

The Union will have the same right of access to employment information as the employee, as set out in the preceding clause, providing the employee gives their authorization to the Society in writing. The authorization will not give repeated right of access to the Union unless the employee so stipulates.

(d) Purging Personnel or Ancillary Files

With the exception of disciplinary records involving violence or threat of violence, which will remain a permanent part of the employee's record, all references to disciplinary action, which have been placed in an employee's personnel file, shall be removed from the employee's file and shall not be relied upon for any further disciplinary action, if the employee's record has been free of further similar disciplinary action for a period of eighteen (18) months.

An employee may request the removal and destruction, or amendment, of any document in the personnel or ancillary files they feel is irrelevant to their employment, or which would be prejudicial to the employee in an employment decision. Such request will not be unreasonably denied.

In the event that a document is so destroyed or amended, the Society agrees not to refer to the existence of the original document, or circumstances, in any hearing.

(e) Performance Assessments and Reviews

Where a formal assessment of an employee's work performance is carried out, the employee shall be given sufficient opportunity to read and review the assessment. Provision shall be made on the assessment for the employee to sign it. Such signature shall not be evidence of agreement or disagreement with the assessment. A copy of the assessment shall be provided to the employee after they have signed it, and such assessment shall not be changed without the knowledge of the employee. An employee may initiate a grievance to resolve any dispute arising out of the assessment.

5.06 Burden of Proof

In all cases of discipline, the initial burden of proof of just cause will rest with the Society.

5.07 Workload

The Society agrees to make every reasonable effort to ensure that the workload is evenly distributed amongst employees on an equitable basis and that workload is not excessive recognizing that the nature of the Society's funding and business may result in workloads that are higher on occasion.

Where the Union has reason to believe that workload is not evenly distributed, or is excessive, the matter will be referred under Article 21 for resolution before a grievance is initiated.

Article 6 – Employee Definitions

6.01 Employees

Employees referred to in this Agreement are as follows, and unless limited elsewhere in the Agreement shall receive all of the benefits and provisions of this Agreement.

(a) Probationary Employee

A probationary employee is an employee who has not successfully completed probation under Article 5.02.

(b) Permanent Employee

A permanent employee is an employee hired by the Society to fill an ongoing (i.e. permanent) position.

(c) Fixed-term Employee

A fixed-term employee is an employee hired by Ecojustice for an established period of employment (i.e. an employment period with a starting date and an ending date that is established by Ecojustice and is no greater than 18 months).

These terms of 18 months may not be extended without prior agreement between the Union and the Society. The following are examples of fixed-term employees:

- Employees hired to replace permanent employees who are absent due to sick leave, pregnancy or parental leave, or other approved leaves of absence;
- Employees hired to fulfill special funding requirements;
- Co-operative education or other students except as excluded in Article 6.03 (a) or:
- Employees hired for special projects or to cover peak workload conditions.

In the case of a foundation grant where the term of the grant is specified as 12 months the term of fixed-term employment for the replacement employee shall not exceed twelve (12) months, without the union's approval. A copy of the grant will be provided to the union.

Fixed-term employees do not earn nor exercise seniority. Their employment shall be terminated when their temporary assignment comes to an end.

If a fixed-term employee becomes a permanent employee, with no longer than a 2 week break in service, the employee will be credited with seniority back to the start date of their fixed-term employment.

(d) Definition of Fixed-Term Job Vacancy

A temporary job vacancy shall be deemed to exist when the Employer undertakes in accordance with this Article to:

- (i) replace temporarily a permanent employee in the bargaining unit who is absent due to sick leave or any other approved leave of absence; or
- (ii) cover peak workload conditions or special projects;

(e) Casuals

An employee hired on an as-and-when required basis. The employee will be paid a rate based on the appropriate step on the salary scale which will recognize the employee's accumulated service since the last date of hire with the Employer in the same or related job. The employee will not be entitled to any benefits provided in this Agreement and will be paid vacation pay, statutory holiday pay and other statutory requirements in accordance with the provisions of the Employment Standards Act, as well as 18% of gross pay in lieu of benefits.

(f) Full-time Employee

A full-time employee works full time-hours (35 hours per week).

(g) Part-time Employee

A part-time employee is any employee who works less than full-time hours (35 hours per week). Unless otherwise agreed with the Union, part-time regular employees will work according to an assigned regular schedule but will not work more than twenty-eight (28) hours per week. In addition and by mutual agreement of the parties, a part-time regular employee may relieve a full-time employee on leave of absence, training, sick leave, or annual vacation without change to full-time regular status.

(h) The Society shall not hire or use fixed-term employees or part-time employees, or casual employees to avoid the continuance, creation or filling of positions for or by full-time permanent employees.

6.02 Work Experience Students

Individuals who are granted work experience status will not be considered employees for the purposes of this Agreement, and will receive no pay. Work experience students will not be used in a manner which results in the layoff of an existing permanent or fixed-term employee, or in the loss in normal working hours for an existing permanent or fixed-term employee; and will not be used to fill vacancies that would otherwise be filled in the bargaining unit.

6.03 Co-operative Education or Other Student Employees

The Society reserves the right to hire students at different times throughout the year to supplement the workforce.

- (a) Members of the Law Society of British Columbia, law students, and articled students are recognized as being excluded from the bargaining unit and scope of this Agreement. The Society may use such non-bargaining unit employees without having to consult with the Union as to the terms and conditions of employment, provided that these employees do not perform work that would otherwise be done by bargaining unit employees.
- (b) Such student employees may not be used as a substitute for regular full-time, part-time or fixed-term employees and will not bump or displace bargaining unit employees.
- (c) Except as excluded in Article 6.03(a), as a condition of employment, co-operative education or other students hired by the Society shall be required to join the Union.
- (d) Co-operative education or other student employees will not be entitled to any benefits provided in this Agreement and will be paid vacation pay, statutory holiday pay and other statutory requirements in accordance with the provisions of the Employment Standards Act.

6.04 Volunteers

Individuals who are volunteers will not be considered employees for the purposes of this Agreement, and will receive no pay. Volunteers will not be used in a manner which results in the layoff of an existing permanent or fixed-term employee; or the loss in normal working hours for an existing permanent or fixed-term employee, and will not be used to fill vacancies that would otherwise be filled in the bargaining unit.

Article 7 – Job Postings and Competitions

7.01 Job Postings

- (a) Except as otherwise provided for in this Agreement, all permanent and fixed-term job vacancies that the Society intends to fill will be posted for five (5) working days. Job vacancies which are posted throughout the Society will be advertised on the Society's Electronic Systems. The Society may advertise the vacant position externally during and/or after the posting period. A permanent job vacancy which arises through attrition, and which the Society intends to fill, will be posted within twenty-one (21) calendar days of the vacancy occurring, or being assumed by an acting incumbent.
- (b) The closing date of any job posting will not expire until the job has been posted for a minimum of five (5) working days. Any applicant will have their job application accepted by the Society, provided it is received by the Society by the closing date.
- (c) The job posting shall contain all relevant job information including job title, work location, required knowledge, skills and abilities, or equivalent, salary, special conditions, status (full-time or part-time, etc.). Should any of these conditions change after the job is posted, modifications will be issued and attached to the posting consistent with the minimum five (5) day posting requirement.
- (d) Late applications due to sickness, vacation or other authorized leave of absence will be accepted, provided such application is received prior to the successful applicant being advised. In situations where late applications are submitted, the cause for the application being late must be indicated on the application form.
- (e) The Society will provide copies of all job postings to the Union office as part of the normal posting distribution.
- (f) Unless otherwise agreed to by the parties, the Union shall be advised, at the time of hiring of any hire from outside the bargaining unit, when there are bargaining unit applicants involved in the specific job posting; with the Society providing the following information:
 - (i) Names of bargaining unit applicants who applied to the position.
 - (ii) Reasons for selection outside the bargaining unit.
- (g) Applicants for posted positions who are interviewed will be given time off without loss of pay for that purpose and such interviews will be held during the Employer's normal working hours.
- (h) When the same position is vacant again within 2 months from the date the position was filled and no internal applicants applied to the original posting, the Parties may mutually agree to waive the minimum five day (5) internal posting requirement.

7.02 Job Selection

It is understood that the Society shall endeavor to promote internally qualified and suitable employees.

- (a) When filling posted vacancies, in cases where one (1) or more external applicants have applied (i.e. applicants without current seniority), the selection shall be based on the qualifications and skill and ability of the applicants. However, if the qualifications and skill and ability of a bargaining unit employee are equal to those of an external applicant, the bargaining unit employee in question shall receive preference over such external applicant in filling the position.
- (b) When filling posted vacancies, in cases where no external applicants have applied, the senior employee who has applied and who has the required qualifications and skill and ability shall be selected.
- (c) Assessment Period

Employees receiving a posted vacancy shall serve a three (3) month assessment period in which to prove satisfactory in the new position. In the event the employee proves unsatisfactory in the position during the assessment period, or if the employee does not wish to continue to perform the duties of the new position, the employee shall be returned to their former position and salary rate, without loss of seniority. Any other employee promoted or transferred because of the re-arrangement of positions shall also be returned to their former position and salary rate, without loss of seniority.

7.03 Job Selection Disputes

Article 7.02 selection grievances shall be submitted to the Employer at Stage 2 of the grievance procedure (Article 3.04) within seven (7) days of the date the employee received written notification.

Article 8 – Layoff and Recall

NOTE: This article (8) applies only to permanent employees who have completed probation.

8.01 Layoff

- (a) Notification
 - (i) If a reduction of employees is necessary due to a shortage of work, lack of funding, or for reasons beyond the control of the Society, the Society shall meet with, and advise the Union of the proposed reduction, and the jobs affected, as soon as possible; and no reduction in staff shall occur until the following procedures are applied.
 - (ii) In the event that the Employer intends to lay off any employee(s) with seniority for what, in its opinion, it considers to be financial reasons, the Union shall, on written request, be provided with the most recent copy of

the Employer's Audited Annual Financial Statements (Balance Sheet and Operating Statement). Where applicable, a copy of the current and/or upcoming financial forecast will be provided.

(b) Contractor Assignments

Prior to layoff of any employees the Society will end the assignment of any contractors, provided the affected employee has the necessary skills and abilities, and qualifications (or equivalency), to perform the work.

(c) Layoff by Seniority

The basic principle in applying layoff to any employee shall be layoff by seniority (i.e. the most junior employee shall be the first laid off, providing the retained employees have the necessary skills and abilities, and qualifications (or equivalency), to perform the remainder of the work).

(d) Pre-layoff Canvass

Prior to issuing formal notice of layoff to any employee, the Society may, at its discretion, canvass all employees to invite.

(i) placement into other vacant positions provided such employee has the necessary skills and abilities, and qualifications (or equivalency), to perform the job within the normal orientation period for the position, and/or,

(ii) resignation with severance pay as provided for in Article 8.03 for employees who would not otherwise be affected, but whose positions could be used to place affected employees. Seniority will prevail where the Society limits the number of employees leaving.

The Society will advise the Union immediately of the results of the pre-layoff canvass. The Union will cooperate in any pre-layoff canvass by waiving postings as required.

8.02 Vacancy Rights and Bumping Rights

The Society will place employees affected by layoff in other vacant positions within the Society, provided the employee has the necessary skills and abilities, and qualifications (or equivalency), to perform the job in question.

The employee may elect to exercise their bumping rights if:

- (a) there are no positions available, or
- (b) the employee can bump into a position of higher pay grade than the position available.

Bumping Rights

Subject to the limitations specified, any employee who is subject to layoff under the terms of this Agreement may bump the least senior employee from an equivalent or lower-level job provided the employee has the necessary skills and abilities, and qualifications (or equivalency), to perform the job in question.

8.03 Notice and Severance Pay

Any employee who is laid off will receive written notice of layoff or severance pay in lieu of notice as follows:

Years of Service	Weeks of Notice or Pay In Lieu Thereof
< 1 Year	2 weeks
<u>2 years</u>	<u>3 weeks</u>
3 years	<u>5 weeks</u>
4 years	<u>6 weeks</u>
5 years	<u>8 weeks</u>
6 years	<u>9 weeks</u>
7 years	<u>11 weeks</u>
8 years	<u>12 weeks</u>
<u>9 years</u>	<u>14 weeks</u>
<u>10 years</u>	<u>15 weeks</u>

Any regular employee who has received written notice of layoff in accordance with the foregoing and who does not or is unable to elect bumping rights under Article 8.02 will be laid off with severance pay, as above:

8.04 Salary on Bumping/Placement into Lower-Level Jobs

An employee who is to be laid off and who bumps to or is placed in a lower-level job under the conditions of this Article will continue to receive their previous salary, provided such salary cannot exceed the maximum of the salary for the position into which the employee bumps or is placed. When an employee's salary thereafter is higher than the salary that would apply had the employee posted into the alternate position, their previous salary shall be red-circled. That is to say the employee shall not receive any negotiated increases until such time as such red-circled rate equals the standard negotiated rate for the alternate position, after which the standard negotiated rate for that position shall apply.

8.05 Reinstatement to Former Position

A permanent employee who accepts a lower-level position under this Article shall have the right to reinstatement of their former position, or one substantially derived from it, if such becomes available within one (1) year from the date of accepting the lower level position. The job, in such instances, will not be posted and the employee shall receive the salary for the position into which they are reinstated.

8.06 Recall List and Procedure

- (a) Employees on layoff shall be placed on a recall list for twenty-four (24) months.
- (b) Employees on the recall list will be considered automatic applicants to job vacancies posted in accordance with the provisions of Article 7. New employees will not be hired until employees on the recall list, who have the prerequisite education and experience or equivalent to perform the job, are recalled in their order of seniority and in the following order:
 - (i) recall will first be offered to employees on the recall list who have the necessary skills and abilities, and qualifications (or equivalency), to perform the job in question. Should eligible employees decline recall, recall will be offered to the next employee on the recall list with the necessary skills and abilities, and qualifications (or equivalency).
 - (ii) should there be no employee on the recall list eligible for recall under i) above, the Society may hire from outside the bargaining unit.
 - (iii) new in-house work (that is normally performed by bargaining unit employees) will not be contracted until employees on the recall list from the affected department, who have the necessary skills and abilities, and qualifications (or equivalency) to perform the job, are recalled in their order of seniority.
- (c) Employees who are recalled will be given a salary on rehire which is not less than the salary they would have received assuming they had not been laid off except that such salary will not be below the minimum or above the maximum of the salary range.

When an employee's salary on recall is higher than the salary that would apply had the employee posted into the recalled position, their previous salary shall be red-circled. That is to say the employee shall not receive any negotiated increases until such time as such red-circled rate equals the standard negotiated rate for the recalled position, after which the standard negotiated rate for that position shall apply.
- (d) Notice of recall will be sent by email to the account provided by the employee on their electronic record. If there is no reply after fourteen (14) days, a notice will be sent via registered mail to the last known address of all employees on the recall list who are eligible for recall under 8.06(b). Such employees will have fourteen (14) calendar days from the email date or the date the letter is registered (where applicable) in which to respond and report to work, with employees being rehired in order of their seniority. An employee must respond to recall to a lower level job, but may decline such and remain on the recall list. An employee who fails to respond to any notice of recall will be deemed to be terminated. The notice of recall will clearly state this requirement.
- (e) An employee on layoff who fails to respond and report to work on recall to a job of a continuing nature of equal or higher salary grade than that job from which they were laid off shall be terminated by the Society.

- (f) Employees on layoff will keep the Society informed of their current address for recall. Should an employee change their address during the period of layoff, they will inform the Society of such change by email.

8.07 Copies of Recall Lists and Notices to the Union

Copies of recall lists and all notices of recall shall be sent to the Union office.

Article 9 – Technological or Procedural Change

9.01 Parties to Meet

In the event of layoff as a result of the introduction of a technological or procedural change, the Society will notify the Union before any employee notifications and the parties will meet to discuss alternatives and to develop a mutually acceptable adjustment plan.

Article 10 – Salary Administration

10.01 Pay According to Job Classifications and Salary Group

All employees covered by the Agreement will be assigned and paid under one of the job titles and salary groups set out in Appendix "A".

10.02 Semi-Monthly Pay and Calculation

Employees will be paid on a semi-monthly basis with the semi-monthly salary calculated by using the monthly salary for the position divided by 2 rounded to the nearest cent.

10.03 Hourly Rate Calculation

Hourly rates for part-time and temporary employees and for the purposes of overtime and premium pay will be calculated by using the semi-monthly salary for the position divided by 75.83 rounded to the nearest cent.

10.04 Pay on Performing Higher Graded Job Duties

An employee who performs a substantial portion or all of a higher graded job on a permanent continuing basis, daily or weekly, shall have the duties and responsibilities reflected in their pay.

10.05 Pay on Transfer to a Lower-Level Job for Health Reasons

An employee who transfers to a lower paid job by way of an accommodation of a permanent disability shall not suffer any reduction in pay and the employee's salary will be red-circled. That employee shall not receive any negotiated increases until such time as their red-circled rate equals the standard negotiated rate for the accommodation position after which the standard negotiated rate for the accommodation position shall apply.

The provision of the LTD plan regarding the Rehabilitation Incentive shall apply when an employee returns to work at a lower paying job and/or at fewer hours in accordance with a rehabilitation (graduated return to work) program. (For descriptive purposes only, the employee shall receive remuneration for so working provided that fifty percent (50%) of such earnings, plus (+) the employee's LTD benefits and plus (+) monies available from other sources (offsets, etc.), when combined, do not result in the employee receiving more than one hundred percent (100%) of the income they would have earned had they not been disabled. If this 100% maximum from all sources would be exceeded, the employee's earnings from so working shall be reduced so that this 100% maximum is not exceeded). The above description notwithstanding, the LTD carrier's Plan shall apply in all respects and if there is a dispute between this Article (10.05) and the LTD plan, the LTD plan shall apply and take precedence.

10.06 Pay on Temporary Performance of Lower Grade Work

An employee who temporarily performs lower graded work shall not suffer any loss of earnings. This shall not apply when an employee requests to conduct lower grade work for reasons unrelated to a medical accommodation.

10.07 New Jobs and Pay for Acting Appointments

- (a) An employee who is temporarily appointed to a higher paid position in an acting capacity will have their salary adjusted to the pay for the higher-level position. Such adjustments will not apply for appointments of five (5) days or less.
- (b) Where an employee is temporarily assigned, fifty percent (50%) additional qualitatively higher-level duties which are beyond the scope of their regular assignment for longer than five (5) consecutive days, the employee will be paid substitution pay which is equal to the pay of the position they are acting in.
- (c) Where a new bargaining unit classification is introduced during the life of this Agreement, or an existing bargaining unit classification is permanently altered by the addition of qualitatively higher-level duties that are beyond the scope of the duties previously performed, the parties will meet to negotiate an appropriate wage. Agreement shall be documented as a Letter of Understanding.

In the event that the parties cannot reach agreement on an appropriate wage rate under subsections (b) or (c), the dispute will be subject to the arbitration procedure in Article 3.

Article 11 – Hours Of Work

11.01 Workweek and Breaks

- (a) The normal full-time workweek shall be thirty-five (35) hours. The hours of work shall be exclusive of a sixty (60) minute unpaid lunch break, and inclusive of two (2) paid fifteen (15) minute breaks per day.
- (b) Employees may vary their unpaid lunch break from time to time and take from thirty (30) minutes to sixty (60) minutes with the prior approval of the Executive Director or the applicable Supervisor or designates.
- (c) Flexible work hours and varied starting times may be arranged on an individual basis with the prior approval of the applicable Supervisor or designates. Requests for flexible work hours must be documented and approved on a written agreement and submitted to the Director of People & Culture or Designate. The agreement shall be considered in conjunction with Articles 11.03 and 11.05. Flexible work hours will be subject to the requirement to include core hours to facilitate interaction with persons in different time zones.

11.02 No Guaranteed Hours

The provisions of this Article are intended only to provide a basis for determining the number of hours for which an employee shall be entitled to compensation, and shall not be construed as a guarantee of any specific number of work hours or of specific work schedules. A significant reduction in hours of work [i.e. twenty percent (20%) or more] will be considered a layoff, if the employee does not want to accept reduced hours, and the provisions of Article 8 will apply.

11.03 Overtime Compensation

Should an employee be required to work more than thirty-five (35) hours per week, the additional time worked may be used to reduce the amount of time worked in subsequent weeks, as follows:

- (a) Authorized overtime hours shall be compensated at the rate of equivalent time off, for the first five (5) overtime hours worked in excess of thirty-five (35) hours in a week.
- (b) Thereafter, all hours worked in excess of forty (40) hours in a workweek shall be compensated at the rate of one-and-one-half (1.5) times the equivalent time off.

11.04 Paid Time Off

It is understood that any employee who agrees to work overtime hours agrees to accept paid time off, at a mutually agreeable time, as compensation for such authorized overtime hours in accordance with Article 11.03, in lieu of overtime pay.

11.05 Overtime Bank and Lieu Time Scheduling

- (a) Employer shall maintain overtime bank for all bargaining unit members.
- (b) All overtime must be pre-approved by the employee's direct supervisor prior to the commencement of the overtime; except in emergency situations where the overtime will be reported to the supervisor following the shift in which the overtime was performed.
- (c) Time off in compensation for overtime may be accumulated up to 35 hours. Overtime in excess of thirty-five (35) hours may be mutually agreed upon. An employee must take all accrued time off within three (3) months from the week of the overtime being earned. Time off from an employee's overtime bank may only be taken at times that are mutually acceptable to the Employer or the designated supervisor and the employee involved. Such request will not be unreasonably denied, and alternate dates will be discussed.
- (d) If employment ends before banked overtime is taken, Ecojustice will pay out all accrued overtime.
- (e) Overtime must be taken prior to any leave of absence without pay unless otherwise agreed by the parties. It will not take precedence over another employee's vacation leave.

11.06 Call Out

An employee who is called in to work on their regularly scheduled day off, shall be compensated with not less than three (3) hours' time off, to be taken at a mutually agreeable time.

11.07 Inclement Weather

All employees are encouraged and expected to work remotely during severe inclement weather (such as where public transportation is unavailable). Where the Employer sends the employee home because of severe inclement weather (such as anticipating unavailability of public transportation), there shall be no loss of pay.

11.08 Hybrid Work Arrangements

Both parties recognize that working from home is sometimes beneficial when one is trying to work uninterrupted for a length of time and to ease the burden of commuting. Both parties also recognize that some in-person interaction is important to maintain a positive work environment and create connections. To promote this, all hybrid workers are encouraged, but not required, to be in office at least 2 days a week, ideally on Tuesday and Wednesday to align with other staff members. Fewer or different days in office is acceptable provided there is communication and approval with their manager. Approval won't be unreasonably withheld. Managers may on occasion require hybrid workers to be in office on specific days to attend events such as team meetings or donor events. Employees must be available during normal office core hours.

All medical accommodation requests will be reviewed and approved in consultation with the Director of People & Culture or designate. Such accommodations must be accompanied by medical documentation and will not be unreasonably denied.

11.09 Essential Work Transportation Subsidy

If an employee is in an Essential Role that requires them to be four (4) or more days in the office per week, they will be eligible to receive a monthly transportation subsidy equivalent to reimbursement of a monthly 3-zone transit pass with proof of purchase, or \$190, whichever is greater. Essential roles are determined by an employee's immediate supervisor or designate.

The benefit is added to the employee's pay and is subject to applicable statutory deductions.

Article 12 – Annual Vacation

12.01 Vacation

Employee shall first become entitled to a vacation with pay in accordance with the table below in the calendar year in which the employee attains the required number of years of service:

Years of Service	Entitlement	Accrual Rate
<u>1/START</u>	<u>4 weeks</u>	<u>8%</u>
<u>2nd</u>	<u>4 weeks</u>	<u>8%</u>
<u>3rd</u>	<u>4 weeks</u>	<u>8%</u>
<u>4th</u>	<u>4 weeks</u>	<u>8%</u>
<u>5th</u>	<u>5 weeks</u>	<u>10%</u>
<u>6th</u>	<u>5 weeks</u>	<u>10%</u>
<u>7th + / MAX</u>	<u>6 weeks</u>	<u>12%</u>

12.02 Vacation Accrual and Payout for Partial Years of Service

Vacation time is calculated based on the full calendar year of January 1 to December 31, and shall be pro-rated accordingly for any employee who begins or ends employment during the calendar year or who is absent on leave in excess of one (1) consecutive month during the year. When an employee's employment ends, they are entitled to pro-rated vacation for vacation days accrued but not taken prior to departure. Similarly, when an employee's employment ends, they shall pay back to the Employer any amount of vacation pay for vacation days taken but not accrued prior to departure.

12.03 Vacation Carry Over

- (a) Employees may elect to carry over not more than two (2) weeks of vacation into the following vacation year provided that such carried over vacation must be taken as time off as early as possible in the following year, but in any case, by no later than June 30th of that year, and their vacation allotment (carry over plus annual entitlement) for the calendar year does not exceed 7 weeks. Normally, any vacation time carried forward into the following year shall not be taken consecutively with the following year's vacation unless approved by the Employer at its discretion. The Employer, if necessary reserves the right to schedule the vacation, pursuant to section (b), if the employee has not done so.

- (b) Except for vacation that may be carried over as above, each employee's entire vacation entitlement must be taken as time off in the calendar year in which it is earned. In order to ensure that outcome for employees who have taken all of their vacation as time off by August 31st of any year or for those who have not scheduled all of their vacation to be taken by December 31st of any year, the Employer reserves the right to require any such employee to take the balance of their vacation as time off in the September 1st to December 31st period of each year and, if necessary, the Employer reserves the right to designate the actual days that any such employee will be off on vacation during that period.

12.04 Disruption of Vacation Due to Illness and Bereavement

Should the employee become disabled or ill during their vacation period, upon presentation of a medical certificate satisfactory to the Employer, the employee shall be permitted to reschedule vacation days and to utilize accumulated Sick Leave days for a period corresponding to the period of disability, bereavement or illness.

12.05 Vacation Scheduling

Vacation schedules, and subsequent changes to vacation schedules, require the prior approval of the Executive Director or the applicable Supervisor or designates. Approval of or changes to an employee's vacation schedule will not be unreasonably denied and are subject to operational requirements. Where conflicts arise between employees concerning vacation, subject to operational requirements, seniority will be the governing factor in arranging vacation schedules.

In the event that an employee is called out to work during their scheduled vacation they will receive another days vacation as well as an additional days pay for the call-out.

Upon request employees will receive a statement of vacation days earned and taken for the current year.

Article 13 – Paid Holidays

13.01 Paid Holidays

For the purpose of this Agreement, the following days shall be paid holidays:

<u>1</u>	<u>New Year's Day</u>
<u>2</u>	<u>Family Day</u>
<u>3</u>	<u>Good Friday</u>
<u>4</u>	<u>Easter Monday</u>
<u>5</u>	<u>Victoria Day</u>
<u>6</u>	<u>National Indigenous Peoples Day</u>
<u>7</u>	<u>Canada Day</u>
<u>8</u>	<u>B.C. Day</u>
<u>9</u>	<u>Labour Day</u>
<u>10</u>	<u>National Day of Truth and Reconciliation</u>
<u>11</u>	<u>Thanksgiving Day</u>
<u>12</u>	<u>Remembrance Day</u>
<u>13</u>	<u>Christmas Day</u>
<u>14</u>	<u>Boxing Day</u>
<u>15</u>	<u>Floating Holiday*</u>
<u>16</u>	<u>Floating Holiday*</u>

Employees who practice recognized religions and wish to observe those by taking holidays on days not designated, may substitute up to five (5) alternate paid days of holiday in lieu and work on the holiday designated above. Where in excess of five (5) days is requested for religious observance, the Executive Director or designate may, subject to operational requirements, authorize additional days without pay. Employees shall provide a minimum of five (5) days notice of the intention to substitute designated holidays.

*Employees will also be entitled to take two (2) Floating Days basis at any time of the year with the approval of the applicable Supervisor or designates subject to departmental requirements and at a time mutually agreed upon.

13.02 Date of Observance

- (a) Should the provincial or federal government(s) proclaim a day in lieu of any of the holidays listed in 13.01, the day proclaimed shall become the holiday for the purpose of interpreting this Article.
- (b) When a paid holiday falls on a Saturday and/or a Sunday, and another day is not proclaimed in lieu thereof in accordance with paragraph (a), a day off in lieu thereof will be given on a working day immediately preceding or immediately following the paid holiday, to be chosen by the Society.
- (c) When it is not practicable or suitable for an employee to recognize a defined paid holiday (such as preparation for an imminent court appearance), employees will be permitted to substitute an alternate paid holiday for another working day in lieu, so long as such is mutually agreed and taken within a one (1) month period. Employees shall provide a minimum of five (5) days notice of the intention to substitute a designated holiday.

13.03 Holiday Pay

- (a) An employee will receive normal straight time earnings for any holiday described in this Article.
- (b) An employee who agrees to work on a paid holiday shall receive, in addition to holiday pay under subsection (a), be entitled to either:
 - (i) another day off with pay at a time mutually acceptable to the Employer and the employee, or
 - (ii) at the Employer's option, the employee shall be paid at the rate of one-and-one half (1.5) times the regular rate of pay for all hours worked on the holiday.
- (c) Statutory Holiday Pay for part-time employees will be paid as per the following formulas:

For employees who in the thirty (30) days prior to a statutory holiday have worked (includes vacation days) fifteen (15) or more days – then the statutory holiday pay = total earnings over the past thirty (30) days divided by the total days worked.

For employees who in the thirty (30) days prior to a statutory holiday that have worked (includes vacation days) less than fifteen (15) days – then the statutory holiday pay = total earning over past thirty (30) days divided by fifteen (15).

13.04 Holiday Falling on Employee's Vacation

Any holiday described in 13.01 and 13.02 which falls in an employee's vacation period shall be recognized and an additional day off without loss of pay will be granted.

13.05 December/New Year's Break

The Employer agrees to provide to employees, a paid unbroken holiday between Christmas Day and New Years' Day, inclusive. When the employee is substituting paid holidays to observe other religious practices in accordance with Article 13.01, the employee and Society may mutually agree to provide an equivalent unbroken holiday at another time, but not in addition to the December/New Year's break.

The Union recognizes the Employer may require some employees to work during this period. In the event that an employee is required by the Employer to work during this period, such employee shall be entitled to take an equivalent amount of paid time off at a mutually agreeable time.

Such equivalent time off is not cumulative and shall not be paid out as holidays on termination of employment. For further clarification, the alternate paid days of holiday in lieu as defined in Article 13.01 are included in the paid unbroken holiday and are not in addition to. In addition, if an employee takes a religious holiday in lieu then the employee can choose to use vacation or to work on the designated holiday.

Article 14 – Health and Sick Leave

Notwithstanding any other provision in this Agreement, employees are entitled to no less than the minimum amount of paid and unpaid leave due to personal illness or injury as set out in the *Employment Standards Act*.

14.01 Sick Leave Entitlement

Full-time employees accumulate unused sick leave at the rate of one and one quarter (1.25) days per month, commencing at the end of the first month of employment. Part-time employees accumulate unused sick leave at a pro-rated amount according to the hours worked per month. Employees will also be granted an additional two (2) days of sick leave upon completing probation. Qualifying employees may accumulate unused health/sick leave from year-to-year, up to one hundred and twenty (120) days of accumulated sick leave.

14.02 Sick Leave Application

Accumulated sick leave may be used only in the event of illness or disability of the employee or the employee's dependent child, or, in the case of critical illness, a member of the employee's immediate family who permanently resides with the employee.

Sick leave may also be used for, personal mental health & wellbeing challenges, including dealing with extreme stress, overcoming personal hardships that make it challenging to work, caring responsibilities, illness, accident, or temporary disability of a parent, and any other emergency caring responsibilities, subject to the approval of the employee's Supervisor or designate.

14.03 Sick Leave Notification

Sick leave benefits will not be applied in increments of less than one-half (1/2) day per occasion. At the beginning of each day during which an illness or disability continues, the employee must, if medically able, notify their supervisor of their well-being status. Sick leave benefits are contingent upon maintenance of regular contact and, where requested by the Employer, upon written substantiation from a physician. The Employer may require a written report from a physician before the employee is permitted to return to work and/or to assist with an accommodation plan.

When an employee is off on medical leave for longer than a four week-period, assessment from the employee's own doctor or some other form of medical documentation to substantiate the nature, extent, and duration of physical sickness, personal illness, injury or temporary disability, or mental health challenge may be requested by the Employer. In all instances of Employer requested medical documentation, the cost will be borne by Ecojustice.

14.04 Medical EI and Long Term Disability

If a qualifying illness or disability continues beyond the period covered by the employee's accumulated sick leave, the employee may, with the approval of the Executive Director or the applicable Supervisor or designates, be placed on medical leave without pay.

After one (1) week of separation, the employee is eligible to apply for Employment Insurance benefits. The Employer will pay one hundred percent (100%) of an employee's wages during the one (1) week qualification period upon proof of receipt of E.I.

After seventeen (17) weeks of allowed Employment Insurance benefits, the employee, is eligible to apply for long-term disability benefits.

At the employee's option, accrued unused vacation time may be used before transferring to medical leave status.

14.05 Sick Leave Payout

- (a) Each employee's unused health/sick leave shall be "frozen" as at December 1, 2007 for purposes of sick leave payout under this article (14.05).
- (b) Thereafter, employees shall be entitled to accrued health/sick leave above their "frozen" amount for purposes of taking sick leave only (not for payout purposes). If an employee uses unused health/sick leave with the result that their accrual of unused health/sick leave drops below their "frozen" amount, the employee may not thereafter re-accumulate unused health/sick leave back up to the original "frozen" amount for payout purposes (no "burning and re-banking").
- (c) An employee whose employment ends (unless the employee is terminated for cause) is entitled to payment of a cash bonus for the balance of their "frozen" health/sick leave amount which remains at the time their employment ceases, calculated as follows: If continuously employed with the Employer less than two (2) full years, there is no payment for the balance of an employee's "frozen" health/sick leave amount.

- (i) If continuously employed with the Employer at least two (2) full years but less than five (5) full years, the employee shall receive an amount equal to ten percent (10%) the balance of their “frozen” health/sick leave amount, paid at the employee's current rate of pay
- (ii) If continuously employed with the Employer five (5) or more years, the employee shall receive an amount equal to twenty percent (20%) of the balance of their “frozen” health/sick leave amount, paid at the employee's current rate of pay.

14.06 Sick Leave Privacy Protection

The Society will respect the privacy of employees on sick leave.

Article 15 – Benefits

15.01 Benefit Plans (Group Insurance)

- (a) The Employer shall provide a Group Insurance Plan, to be included as Appendix “B” to this Collective Agreement. Administration of this Plan, and payments of all premiums shall be the responsibility of the Employer, with the exception of the payment of an amount equal to the premiums for Long-Term Disability Insurance, which is payable by the employee.
- (b) The Group Insurance Plan Outline will be attached to the Collective Agreement as Appendix “B-2”.

15.02 Agreement Copies

The formal agreement with the insurer, including eligibility, minimums, maximums and other details, shall be made available to the Union.

15.03 Coverage While On Leave Without Pay

- (a) Employees who are on leave of absence without pay (excluding pregnancy and parental leave) in excess of the calendar month for which premiums have previously been paid are required to reimburse the Society for the total premium cost of all welfare plans on a month-to-month basis.
- (b) Employees who commence pregnancy or parental leave, paid sick leave, or unpaid sick leave while on EI sick leave benefits (maximum fifteen (15) weeks), will have their coverage continued for medical, dental, extended health, and basic group life benefits as listed in Appendix B at no cost to the employees. Such employees will be required to reimburse the Society for premium costs associated with long-term disability. In addition, an employee may continue to make regular pension plan contributions, if enrolled, provided that the Employer shall not be required to match such contributions for periods when the employee is on unpaid leave.

15.04 Coverage While on Other Leaves

Employees who are off work on Long Term disability (LTD) or while on Workers' Compensation wage loss benefits, will continue to receive coverage under the Group Benefit Plan set out in this Article at no cost to the employee for up to one (1) year or such longer period as the Employer deems appropriate in the circumstances on a case-by-case basis.

15.05 Coverage During Labour Dispute

Employees who are absent because of a labour dispute, including a legal strike or a legal lockout involving the parties to this Agreement, will have their coverage under this Article continued but the Union will reimburse the Society for the full cost of premiums for the period upon submission of the bill to the Union.

15.06 No Coverage While on Layoff

Employees on layoff will not be covered by the welfare benefits of this Agreement.

15.07 RRSP Matching Retirement Plan

The Employer shall contribute to a Registered Retirement Savings Plan (RRSP) for permanent employees who have completed twelve (12) months of continuous employment, who are eligible to receive Group Insurance Plan benefits under Article 15.01, and who wish to contribute to a RRSP.

The Employer's contribution on behalf of eligible employees shall be up to five percent (5%) of each such employee's basic earnings (exclusive of overtime), Employees are encouraged to match an amount equal to this contribution by payroll deduction.

However, the Employer shall provide a five percent (5%) contribution regardless of the employee's contribution amount (i.e., employee contributions are non-mandatory). Every eligible employee will be required to enroll in an RRSP plan in order to participate. The onus will be on each employee to enroll to receive the employer's contribution. Should an employee fail to enroll, or if an employee enrolls late, contributions will not be paid and/or backdated to the date of eligibility.

These contributions will cease when the employee's yearly RRSP contribution limit has been reached. It is the employee's responsibility to monitor yearly maximums and communicate limits to Payroll, as required.

If a fixed-term employee becomes a permanent employee as per Article 6.01 (c) then the time served as a fixed-term employee will be credited toward the eligibility period.

Article 16 – Leave of Absence

16.01 Bereavement Leave

Leave of absence without loss of pay of up to five (5) days will be granted to employees who are otherwise scheduled to be at work in the event of the death of a member of the employee's immediate family.

Members of the immediate family include:

- Partner/spouse of the employee;
- Child, step-child or foster child of the employee or of the employee's partner/spouse;
- Pregnancy loss of the employee or of the employee's partner/spouse;
- Parent, step-parent or foster parent of the employee or of the employee's partner/spouse;
- Grandparent or step-grandparent of the employee or of the employee's partner/spouse;
- Grandchild or step-grandchild of the employee or of the employee's partner/spouse;
- Partner/spouse of a child of the employee;
- Sibling of the employee;
- Sibling-in-law of the employee;
- Children of sibling or sibling-in-law of employee or partner;
- Traditional or customary adopted children of employee or partner;
- A relative of the employee who permanently resides with the employee and who is dependent upon the employee for care and assistance.

The Society may, at its discretion, grant further bereavement leave, contingent on the circumstances.

In the event of the death of a pet, a friend, or a relative other than those stated above, the employee shall be granted up to three (3) working days leave of absence with full pay. However, the society may, at its discretion, grant further leave contingent on the circumstances.

Additional leave without pay may be granted on the death of other individuals at the discretion of the Society.

16.02 Jury Duty and Court Leave

When an employee, other than employees on Leave of Absence without pay, is summoned to Jury Duty, subpoenaed as a witness, or representing the Society in their official capacity, Leave of Absence with pay will be granted provided such court action is not occasioned by the employee's private affairs and provided further that the employee presents to the Employer proper evidence of the process which requires their presence in court and pays over to the Employer any amounts received as a juror or witness.

Where court action is occasioned by the employee's private affairs or in the case of civil trials, Leave of Absence without pay will be granted.

16.03 Examination Leave

A permanent employee, or an employee who writes a final course or year-end examination during or immediately following a regularly scheduled work shift, will be entitled to reasonable time off to write the examination.

16.04 Pregnancy and Parental Leave

Employees shall be eligible for pregnancy leave and/or parental leave in accordance with the Employment Standards Act. At the request of the employee, the Society will provide the employee with a written statement of conditions applying to pregnancy and parental leave. The Society will respect an employee's privacy while on pregnancy and parental leave.

An employee desiring to return to work following pregnancy and/or parental leave shall notify the Society at least four (4) weeks prior to the desired date of return. On return from the pregnancy and/or parental leave, the employee will be reinstated in their former position (provided that position continues to exist) and receive the same salary and benefits as received prior to such leave including any general salary increases and benefit changes which occurred during the period that the employee was on pregnancy and/or parental leave.

If the Employees former position no longer exists, the employee shall be placed in a comparable position and the employee shall be paid their former rate plus (+) all negotiated increases that occurred during the period of the leave. If that rate is higher than the maximum for the comparable position such higher rate will be "red circled" that is to say the employee shall not receive any negotiated increases until such time as such red-circled rate equals the standard negotiated rate for the comparable position, after which the standard negotiated rate for the comparable position shall apply.

The employee shall endeavour to provide the Employer with a minimum of eight (8) weeks' notice prior to commencement of Pregnancy or Parental Leave, in order to enable the Employer to identify a suitable replacement, but in no event less than four (4) weeks' notice. An employee who is an adoptive parent shall advise the Employer, as far in advance as possible, of having qualified to adopt a child and shall request the leave of absence, in writing, upon receipt of confirmation of a pending adoption.

Foster placement of a child may be eligible for parental leave and will be reviewed on a case-by-case basis.

16.05 Parental / Pregnancy Leave Top Up

- (a) A birth parent or adoptive parent who is taking Leave for the birth or adoption of their child without applying for, qualifying for or accepting EI benefits, shall receive one (1) week's leave with full pay at the time of the birth.

An employee who gives birth and who is not taking pregnancy leave for the birth in the same circumstances as above, shall receive an additional week's pay.

- (b) An employee shall be eligible for up to seventy-eight (78) consecutive weeks combined parental and pregnancy, to be taken in accordance with the provisions of the Employment Standards Act of BC. Seventy-six (76) weeks may be eligible for EI benefits; fifteen (15) weeks for pregnancy (maternity) benefits and up to thirty-five (35) weeks of standard or sixty-one (61) weeks of extended parental benefits.
- (c) A top-up benefit shall be paid to employees qualifying for Government Employment Insurance (EI) Pregnancy or Parental Leave benefits. Proof of the amount of the EI Pregnancy or Parental Leave benefit may be required by the Employer.

During the initial one-week waiting period, the top-up will be equivalent to one full weeks' net pay. "Weekly net pay" for the purpose of this benefit, means annual salary divided by 52 weeks minus employee statutory deductions. Once EI benefits have commenced, the top-up benefit will be equivalent to two hundred dollars (\$200) per week, so long as the top-up meets the requirements set out by Service Canada. The two requirements for the top-up benefit are: 1) that the payment added to the employee's weekly EI benefits do not exceed 100% of the gross salary; and 2) that the payment is not used to reduce other accumulated employment benefits such as banked sick leave, vacation leave credits, or severance pay. The top-up benefit will be paid through the duration of the EI benefit period. Should employee opt for seventy-six (76) week pregnancy and parental leave, the employee has the option of pro-rating the \$200 top up for 52 weeks over the seventy-six (76) week period.

16.06 Political Leave

Full-time employees who have completed their probationary period may be granted an unpaid leave of absence, to a maximum of one (1) employee at any one (1) time, with the prior approval of the Executive Director or their designate, for the purpose of running as candidates in a federal, provincial or municipal election. If elected, the employee shall resign.

It is understood that the Employer's status as a charitable organization prohibits the Employer from engaging in partisan political activity, and that any violation of this prohibition may jeopardize the status and security of the Employer and all of its employees. Accordingly, any employee's employment, candidacy or volunteer service for political purposes is strictly governed by the provisions of the Employee Policy Manual. This will be applied in the context of not violating the employees' protected right to their political beliefs as stated under the *Human Rights Act of BC*.

16.07 Personal Leave

Personal leave of absence without pay may be granted for special reasons considered appropriate under the particular circumstances, with the prior approval of the Executive Director, or their respective designates.

If employed more than one (1) year, the employee may request the use of accumulated sick leave time for matters of urgent personal leave not related to illness or disability. This benefit may be combined with vacation time and can be used only once in a calendar year. The employee's Director or the Executive Director will determine whether or not the leave will be granted. This leave shall not be unreasonably withheld.

16.08 Personal Life Organizing Bonus Time:

All Full-time employees who have completed the probationary period shall be entitled to up to a four (4) hour block of paid time per month for personal business which must be conducted during the workweek, such as attending dental or medical appointments. This benefit is also available to part-time employees on a pro-rated basis. Personal Life Organizing Time cannot be accumulated nor carried over from month to month. Medical, dental or other personal appointments during working hours, outside this four (4) hour block of time, will be either Health/Sick Leave time or without pay, at the employee's option. Any appointments or commitments which require the employee to be away from work require the approval of the employee's Supervisor or designate.

16.09 Long Service or Sabbatical Leave

Permanent employees who have completed not less than five (5) years of continuous service with the Society may be granted a leave of absence without pay for a period of six (6) to twelve (12) months, subject to the following conditions:

- (a) The employee must be a permanent employee who is actively employed at the time their long service leave is to commence, and it may not be combined with any other unpaid leave provisions.
- (b) The employee must have served not less than one (1) year of continuous active employment in their present job classification immediately prior to the requested leave, and have achieved at least satisfactory performance.
- (c) The employee will make their leave request known to their manager, in writing, not less than ten (10) weeks prior to the anticipated commencement date.
- (d) Ecojustice may keep the resultant job vacancy unfilled; or temporarily appoint an employee to the position in an acting capacity; or assign an employee temporarily altered job duties; or fill the job vacancy on a fixed-term basis.
- (e) The employee will be paid out for all earned vacation and time in lieu entitlements at the commencement of their long service leave at the employee's request, and will commence accrual for such leave entitlements upon reinstatement.
- (f) The employee will be entitled to continued eligible coverage of their group health benefits during the period of long service leave, provided the employee does not obtain similar coverage through any other means, and subject to Ecojustice being reimbursed the full costs of such benefits on a month-to-month basis in advance. The employee will not be entitled to paid care days or long-term disability from the commencement of their long service leave until they returns to active employment.
- (g) Should an employee choose not to maintain their group health benefits coverage for the whole or part of their leave, the coverage will not be reinstated until they return from said leave.
- (h) An employee will not be entitled to accrue vacation or care days during their long-service or sabbatical leave; and will not be entitled to RSP matching, transportation incentive or other benefits and allowances for the duration of their leave.

- (i) An employee who is granted long service and sabbatical leave will be reinstated in their former position upon return from said leave.
- (j) An employee who is on long service leave will be deemed terminated if they:
 - (i) fails to return to work at the completion of their long service leave; or
 - (ii) undertakes employment in a vocation similar to that in which they were engaged with the Society, or becomes involved in a business interest which would pose a conflict of interest with their employment with the Society.
- (k) An employee who returns to work at the completion of their long service leave will not be eligible to request another such leave until they have completed a further five (5) years' service.

16.10 Volunteer Leave

Permanent employees and fixed-term employees who work full-time will be entitled to leave with pay for up to one hour per week to volunteer at any other charitable organization whose work does not involve partisan political activity.

16.11 Gender Transition Leave

An employee who provides certification from a medical practitioner confirming that the employee requires a leave of absence in order to undergo gender transition will be granted a leave for the procedure either via Article 14 "Health and Sick Leave" or Article 16 "Leave of Absence" entitlements depending on the employee's request.

The Union, the Society and the employee will work together to tailor the general transition plan to the employee's particular needs and accommodate the employee up to the point of undue hardship for the Employer. The Employer will ensure it enforces its respectful work environment free from harassment, violence, bullying & discrimination.

16.12 Domestic Violence Leave

The society recognizes that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance and performance at work.

Employees experiencing domestic violence will be able to access fourteen (14) days of paid leave for attendance of medical appointments, legal proceedings and any other necessary activities. This leave will be in addition to existing leave entitlement and may be taken as consecutive or single days or as half days with notice but without approval from their Supervisor or designate.

16.13 First Responder Leave

Employees who are employed for a minimum of six (6) months and who are volunteer emergency and rescue workers will receive five (5) days paid leave to provide emergency services when dispatched. Proof of participation must be provided to the Society to ensure eligibility.

16.14 Family Responsibility Leave

An employee is entitled to up to ten (10) days of unpaid leave during each employment year to meet responsibilities related to:

- (a) The care, health or education of a child in your care; or,
- (b) The care or health of any other member of your immediate family.

16.15 Elections

If you are eligible to vote in any general election, you may request time off for voting. Time must be used for voting. Time off will be given without loss of pay if you cannot reasonably attend your polling station outside of work hours.

16.16 Other Provincial Leave

Ecojustice will grant time off to employees who meet the eligibility criteria for any other leave(s) as outlined in relevant provincial Employment Standards or Employment Insurance (EI) legislation. Additional leaves include COVID-19 related leaves, Critical Illness or Injury Leave, Compassionate Care Leave or Caregiving Leave, Leave Respecting the Disappearance or Death of a Child, Reservist' Leave and any and all other leaves as set forth by applicable legislation.

16.17 Indigenous Cultural Leave

Indigenous employees are entitled to up to five (5) days leave with pay per calendar year to observe or participate in traditional indigenous activities that connect these employees to their culture and language.

Article 17 – Travelling, Special Entitlements

17.01 Expenses

The Employer shall reimburse the employee, on presentation of receipts, for reasonable expenses necessarily incurred while performing approved duties, in accordance with the current Employee Policy Manual.

Employees may receive monetary advances on request when travelling, or incurring expenses, on Society business. Employees who receive monetary advances for Society expenses must submit receipts to document the expenses and return unspent monies.

Article 18 – Training and Development

18.01 Training and Development

Recognizing the desire of bargaining unit employees to grow and develop in their jobs and through their employment with the Society and recognizing that the Society has a need to ensure that, within its financial capacity, its employees are well trained so that they can best perform the work of the Society. Management of the society will discuss opportunities for professional development with staff, and such discussions will be at the request of either party. However, the decisions for training and approval for employee training will be based primarily on the Employer's operational needs to train employees in particular classifications and when applicable such decisions shall be consistent with equitable distribution of opportunities and in line with varying professional requirements.

At a minimum, all employees shall receive \$400.00 annually in job or industry related professional development funding upon application to the Employer. Professional development costs will be reimbursed to the employee upon proof of attendance and/or receipt of a management pre-approved training opportunity.

Ecojustice will request reimbursement of courses paid for by Ecojustice and not successfully completed because of non-attendance for reasons within the employee's control. Employees will be asked to sign a consent form agreeing to reimburse the tuitions costs, on a prorated basis, if the employee resigns from their employment within one (1) year of having received the professional development funding.

18.02 Training and Conferences With Pay

An employee who, during their normal working hours, attends at any approved training courses and/or conferences related to the Employer shall continue to receive their regular straight-time wages, provided the employee's attendance at such course or conference has been pre-approved by the Executive Director, or designate, at their discretion.

Article 19 – Health and Safety and the Environment

19.01 Joint Occupational Health, Safety and Environment Committee

There shall be established a joint Occupational Health, Safety and Environment Committee composed of two (2) employees appointed by the Society, and up to four (4) employees appointed by the Union; in addition to other employee members to be subsequently appointed from other offices. The committee shall meet every month, or more often at the request of either party, provided the parties mutually agree there is work to be performed, to review matters pertinent to the environment and occupational health and safety.

Meetings will be held during the employees' normal working hours; and Union employee representatives shall continue to be paid for time spent attending committee meetings during such hours.

The Vancouver members of the Committee shall perform all work required to be performed under the WorkSafeBC Occupational Health and Safety Regulations; and shall deal with health and safety matters that are unique to the Vancouver office.

Committee members are entitled to annual educational leave of eight (8) hours per year to attend employer-paid occupational health and safety training of their selection. In addition to the aforementioned training leave, committee members are also entitled to time off to attend “Mental Health First Aid” and “Psychological Health and Safety in the Workplace” with costs to be covered by the Employer.

19.02 Health, Safety and Environment Cooperation

The Society and the Union agree to cooperate fully in matters pertaining to the prevention of accidents and occupational disease, and in the promotion of the health and safety of all employees. The parties further agree to cooperate fully in matters pertaining to minimizing as much as possible, any detrimental effects that any work activity may have on the environment.

The parties further agree that joint efforts toward attaining carbon neutrality will be a priority.

There shall be full compliance with all applicable statutes and regulations pertaining to occupational health and safety and the Environment.

19.03 Unsafe Work Conditions and Right to Refuse

No employee shall be disciplined for refusing work which they have reasonable cause to believe is unsafe, and where the employee acts in compliance with Sections 3.12 and 3.13 of the WorkSafeBC Occupational Health & Safety Regulations. The Employer shall follow applicable right to refuse guidelines set out by WorkSafeBC in the event of a work refusal.

19.04 Work Practices and Environment Concerns

Employees who have concerns that the work they are performing is significantly detrimental to the environment shall notify the Employer, the Union or any member of the joint Occupational Health, Safety and Environment Committee, so the matter maybe appropriately addressed in a timely fashion.

19.05 Repetitive Strain Injuries

- (a) The parties agree that there is a shared interest in minimizing and/or eliminating musculoskeletal strain injuries or illnesses that are work related.
- (b) The Joint Occupational Health, Safety and Environmental Committee responsibilities will include incident investigation for reported incidents, recommendation of safe work practices and the performance of regular worksite inspections to identify and make recommendations regarding risk factors that may contribute to repetitive strain injuries.
- (c) The Society agrees to provide statistical information related to the work performed which may have caused a work-related repetitive strain injury.

Article 20 – Savings Clause

If any article, section, paragraph, clause, or phrase of this Agreement shall, by Provincial, Federal, or other law, or by decision of any court be declared or held illegal, void, or unenforceable, the remaining portions of this Agreement shall continue to be valid and in full force and effect.

Article 21 – Labor Management Meetings

Meetings between Employees and Management will not be unreasonable declined. If management or employees wish to have a meeting for the purpose of improving communication, seeking clarification, or studying any matter relevant to the interpretation or application of the Collective Agreement, a request shall be submitted in writing with a proposed agenda no less than five (5) working days prior to the proposed date of the meeting. In general, at least one (1) management representative from the Employer and one (1) representative from the bargaining unit (job steward and/or union rep) shall attend the meeting. Where appropriate, additional part/parties may attend with mutual consent of the Employer of the Union.

Anything the parties agree to with respect to interpretation or application of the Collective Agreement must be approved by the Union.

Article 22 – Monitoring

22.01 Notice of Monitoring

The Society agrees to advise employees of the monitoring and measuring capabilities of all job-related equipment prior to its application.

22.02 Performance Monitoring

In situations where the existence of employee performance difficulties is evident, such that closer monitoring is required, the employee will be advised that such monitoring is to occur.

22.03 Monitoring Guidelines

The Society will not install monitoring equipment for reasons not related to the Society's business. The Society will advise employees of the location of all such equipment and the reason for such equipment. The Employer shall not normally and regularly use available technology to monitor employee performance generally.

22.04 Standards of Performance

The Society agrees to ensure that any standards of performance applied or goal setting must recognize employees as persons with dignity and equality, and that the standards of performance applied to employees are reasonable in the circumstances at the given time.

Article 23 – Respectful Workplace Provisions

23.01 No Discrimination

Discrimination refers to any form of unequal treatment based on a protected ground under the BC Human Rights Act. It may involve direct actions that are discriminatory, or it may involve rules, practices or procedures that appear neutral, but have the effect of disadvantaging different groups of people.

The Society, in carrying out its obligations under this Agreement, shall not discriminate in the matters of hiring, training, promotion, transfer, layoff, discharge or otherwise because of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, age, sex, sexual orientation, political belief, gender identity or expression, lawful source of income or any other grounds under the BC Human Rights Act.

23.02 Respectful Workplace

The Society is committed to providing a work environment which promotes respect. Ecojustice has zero tolerance to all forms of bullying, harassment, sexual harassment, discrimination and workplace violence and is supportive of the dignity, self-esteem and productivity of every employee.

Any form of harassment to or by employees, customers, students, contractors, lawyers or other individuals associated with Ecojustice will not be tolerated while engaged in activities pertaining to the workplace.

For purposes of Article 23, “workplace” is defined broadly and includes, but is not limited to, the actual work site (i.e. offices), virtual work environments, work related social functions, work-related assignments, conferences, training sessions and travel, and other work-related events.

Abuse of authority occurs when an individual uses authority or position with implicit power to undermine or maltreat others and/or to sabotage their work efforts.

Abuse of authority does not include disciplinary actions and/or the exercise of other management or supervisory activities resulting from an exercise of management rights provided that these duties will be carried out in an appropriate and judicious manner.

Harassment is defined as any hostile, offensive or obnoxious conduct, comment or gesture known to be unwelcomed or which a reasonable person would know to be unwelcome. It is a form of discrimination and can include behaviour such as demands, threats, gestures, innuendo, unwelcome remarks, jokes, slurs, display of offensive material, physical or sexual assault or taunting about a person’s body, clothing, habits, customs or mannerisms. Harassment can also include inappropriate or unwelcome focus or comments on a person’s physical characteristics and/or mental health. Harassment has the purpose or effect of creating an intimidating, hostile, abusive or offensive work environment.

Bullying is usually seen as acts or verbal comments that could “mentally” hurt or isolate a person in the workplace. Sometimes bullying can involve negative physical contact as well. Bullying usually involved repeated incidents or a pattern of behavior that is intended to intimidate, offend, degrade or humiliate a particular person or group of people, which a reasonable person would know to be unwelcome.

Bullying behavior does not include:

- Expressing differences of opinions.
- Offering constructive feedback, guidance, or advice about work-related behavior.
- Reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g. managing a worker's performance, taking reasonable disciplinary actions, assigning work).

Sexual harassment is defined as any verbal, physical or visual conduct, comment, gesture, material or contact of a sexual nature that is likely to cause offence or humiliation to an employee, or that might reasonably be perceived by the employee as placing a sexual condition on employment, training or promotion, and which a reasonable person would know to be unwelcome. It may also include conduct against an employee because of sex, sexual orientation, gender identity or gender expression, where the comments or conduct is known or ought reasonably to be known to be unwelcome. It is additionally making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement.

Workplace Violence is characterized as the exercise of physical force by a person against an employee in a workplace, that causes or could cause physical injury to the employee. Examples include, but are not limited to, threatening behaviour, verbal or written threats, verbal abuse, physical attacks, and other acts of physical aggressions, especially where such actions are meant to intimidate.

23.03 Reporting Procedure

The Employer and the Union agree that any allegation of harassment and/or discrimination should be dealt with in an expeditious manner, and they will encourage their respective representatives to do all they can to ensure that delays in dealing with such allegations are minimized. The process must be fair, consistent, and expeditious.

This procedure is not intended to preclude any other existing recourse that may be available to an employee (e.g. redress through the Collective Agreement, a Human Rights complaint, criminal charges, or civil litigation).

- (a) An employee who feels subject to harassment, bullying, violence or discrimination should make every effort to tell the offending party to stop such behaviour, prior to proceeding with an informal or formal complaint.
- (b) In order to ensure timely resolution of harassment complaints, complaints of alleged harassment, violence, bullying, or discrimination under this Article 23 must be initiated as soon as possible.
- (c) If the problem is not resolved through discussion between the individuals concerned then the employee, or a Union Representative on behalf of the employee, may contact the Director of People & Culture or if the Director of People & Culture is the alleged harasser, the Chair of the Employer's Board of Directors, who will appoint someone to investigate the allegation

- (d) The Director of People & Culture or other person investigating the allegation will advise the Union before proceeding with the investigation. All reports of inappropriate conduct will be promptly and thoroughly investigated, and the Society will act to ensure that any improper conduct ceases immediately and corrective action is taken to prevent a recurrence. Every effort will be made to keep complaints as confidential as possible. To investigate, a report may be made verbally or in writing to the Director of People & Culture or designate and should include:
- i. Names(s) and contact information of the person who has allegedly experienced workplace harassment, violence, bullying or discrimination.
 - ii. Name of the alleged harasser(s), position and contact information (if known).
 - iii. Name of the witness(es) (if any) or other person(s) with relevant information to provide about the incident (if any) and contact information (if known).
 - iv. Details of what happened including date(s), frequency and location(s) of the alleged incidents(s) including any supporting documents that the complainant may have in their possession that are relevant to the complaint.
 - v. List any documents a witness, another person or the alleged harasser may have in their possession that are relevant to the complaint.

The person about whom the complaint is made (the “respondent”) will receive a copy of the complaint and is entitled to know the identity of the complainant in order to objectively be given the opportunity to respond to the complaint.

All reports of inappropriate conduct will be promptly and thoroughly investigated, and the Society will act to ensure that any improper conduct ceases immediately, and corrective action is taken to prevent a recurrence. Every effort will be made to keep complaints as confidential as possible.

- (e) In the event the problem is not resolved, the employee, or the Union on behalf of the employee, may pursue other forms of redress.
- (f) No employee will suffer adverse employment consequences as a result of making a good faith complaint, or taking part in the investigation of a complaint. An employee who knowingly alleges a false claim against another employee or individual, or engages in any acts of retaliation against employees for making a report, will be subject to disciplinary action, up to and including termination of employment.

Article 24 – Employment Equity

24.01 Justice, Equity, Diversity & Inclusion

The Society and the Union agree to advance the interests of equity deserving groups, and to ensure that equal opportunity is afforded to all who seek employment at Ecojustice and that all employees receive equitable treatment.

The Society seeks to provide a fair, and inclusive work environment and to offer all individuals equitable opportunity to fully develop their identity and eliminate barriers that interfere with recruitment, training, promotion, and retention of equity deserving groups at all levels of the organization.

Article 25 – General Provisions

25.01 Indemnity

- (a) The Society agrees not to seek indemnity against an employee whose actions results in a judgment against the Society. The Society agrees to pay any judgment against an employee arising out of the performance of their duties. The Society also agrees to pay legal costs incurred in the proceedings, including those of the employee.
- (b) The Society shall provide either for the retaining of legal representation of its choice for the employee or pay the reasonable legal fees of counsel retained by the employee, in the defense of any legal proceedings initiated by a person other than an employee involving the employee which arises as a consequence of their employment with the Society. The Society shall decide which form of legal representation they will provide for the employee and notify the employee as soon as possible. The Society shall have full authority in the conduct of the action including the right to settle the claim of the plaintiff at any time in the manner it deems advisable.
- (c) (a) and (b) above will only apply in circumstances where the employee was acting in good faith in the proper (non-negligent) performance of their regular job duties and there was no criminal intent involved.
- (d) In order that the provisions in (a) and (b) above shall be binding upon the Society, the employee shall notify the Society immediately, in writing, of any incident or course of events which may lead to legal action against them or the Society, and the intention or knowledge of such possible legal action is evidenced by any of the following circumstances:
 - (i) When the employee is first approached by any person or organization notifying them of intended legal action against them or the Society.
 - (ii) When the employee themselves requires or retains legal counsel in regard to the incident or course of events.

- (iii) Where any investigative body or authority first notifies the employee of any investigation or other proceeding which might lead to legal action against the employee or the Society.
- (iv) When information first becomes known to the employee in the light of which it is a reasonable assumption that the employee would conclude that they or the Society might be the object of legal action; or
- (v) When the employee receives notice of any legal proceedings of any nature or kind that involve the employee or the Society.

25.02 Collective Agreement Printing

The Union agrees to prepare, within thirty (30) days of the signing of the Collective Agreement, the text of said Agreement, any Appendices and Letters of Understanding and to provide each employee with a copy, and to provide the Employer with copies, provided the Employer pays the Union's cost of printing the Employer's copies.

Article 26 – Strikes and Lockouts

During the life of this Agreement the Union will not authorize any strike or walkout and the Society will not cause any lockout. Under this clause it will be no violation of the Agreement for employees to refuse to cross a legal picket line of a trade Union.

Article 27 – Restrictions on Generative AI

The Parties acknowledge the integration of generative artificial intelligence (“GenAI”) technologies in various sectors have raised significant concerns regarding employment security, data privacy, accuracy, intellectual property risks and ethical considerations.

For the purposes of this letter, GenAI shall refer to any artificial intelligence system capable of generating content, decisions, or outputs that mimic human-like responses, including but not limited to automated content creation, decision-making algorithms, and predictive modeling.

The Parties collectively share concern regarding the significant environmental impact of generative AI usage. Current AI models require significant computational resources involving large data centers consuming large amounts of electricity from non-renewable resources, carrying an immense carbon footprint and generating needless e-waste.

The Parties explicitly acknowledge that GenAI tools shall not substitute for human judgement and creativity.

Therefore, the Society agrees to develop an AI Policy before the next collective agreement and will consult with the union on its breadth and scope.

IN WITNESS WHEREOF, the PARTIES have executed this Agreement at Burnaby, BC,
this 31st day of _____, 2026.

“Original Signed”

Nathan Beausoleil
For MoveUP

“Original Signed”

Jessica Young
For Ecojustice Canada

“Original Signed”

Sherif Ashour
For MoveUP

“Original Signed”

Katarina Young
For Ecojustice Canada

“Original Signed”

Adam Carver
For Ecojustice Canada

Appendix A

Wages

Cost of living adjustments (COLA):

- December 1, 2024 – 5.0% + market rate % increases (as indicated and calculated in the chart below)
- December 1, 2025 – 2.0%
- December 1, 2026 – 2.0%

Step increases:

- Step 1 (MIN) 0.00%
- Step 2 0.50%
- Step 3 0.82%
- Step 4: 1.15%
- Step 5 (MAX): 1.47%

Upon hire, all employees will be placed at the MIN of the wage scale. Employees who reach Step 5(MAX) will continue to receive COLA annual increases as outlined above.

For each completed calendar year of service, employees shall move up one step on the wage scale until they have hit the MAX scale.

Market Adjustment Scale

Title	2023 Salary Step 1	GWI Y1	Market Adjustm ent	Transit Salary Adjust ment	Total Y1 Increase	2024 Salary Step 1
Accounting Associate	51,618.90	5.00%	5.67%	1.10%	11.77%	\$57,694.00
Annual Giving Associate	53,463.29	5.00%	3.00%	1.10%	9.10%	\$58,328.00
Annual Giving Manager	80,778.37	5.00%	2.00%	1.10%	8.10%	\$87,321.00
Communications Strategist	77,766.38	5.00%	0.00%	1.10%	6.10%	\$82,758.00
Controller	78,084.83	5.00%	2.00%	1.10%	8.10%	\$84,410.00
Digital Campaigner	68,818.75	5.00%	0.50%	1.10%	6.60%	\$73,602.00
Donor Relations Associate	51,003.99	5.00%	8.10%	1.10%	14.20%	\$58,247.00
Donor Relations Manager	72,384.07	5.00%	2.00%	1.10%	8.10%	\$78,247.00
Government Relations and Campaign Manager	97,408.52	5.00%	0.00%	1.10%	6.10%	\$103,675.00
Government Relations and Campaign Specialist	91,036.00	5.00%	0.00%	1.10%	6.10%	\$96,893.00
Grant Writer	64,018.44	5.00%	2.00%	1.10%	8.10%	\$69,204.00
Interim Leadership Giving Manager	90,970.00	5.00%	0.00%	1.10%	6.10%	\$96,516.00
IT Support Specialist	57,630.00	5.00%	0.00%	1.10%	6.10%	\$61,146.00
Leadership Giving Officer	75,555.00	5.00%	1.00%	1.10%	7.10%	\$81,174.00
Marketing Specialist - Brand	68,818.75	5.00%	0.50%	1.10%	6.60%	\$73,602.00
Marketing Systems Analyst	69,859.40	5.00%	3.00%	1.10%	9.10%	\$76,217.00
Marketing Systems Strategist	69,859.40	5.00%	3.00%	1.10%	9.10%	\$76,217.00
Office Administrator	53,300.00	5.00%	3.00%	1.10%	9.10%	\$58,151.00
Payroll & Benefits Officer	58,157.57	5.00%	2.00%	1.10%	8.10%	\$62,868.00
Philanthropy Associate	53,463.20	5.00%	3.00%	1.10%	9.10%	\$58,328.00
Philanthropy Officer	68,553.97	5.00%	3.00%	1.10%	9.10%	\$74,792.00
Project Lead - Biodiversity Law	106,000.00	5.00%	0.00%	1.10%	6.10%	\$112,820.00
Senior Leadership Giving Officer	78,885.00	5.00%	0.00%	1.10%	6.10%	\$83,960.00
Senior Legal Assistant & Office Admin	68,109.94	5.00%	2.00%	1.10%	8.10%	\$73,627.00

December 1, 2024

Previous Title	Title	Step 1 (MIN)	Step 2	Step 3	Step 4	Step 5 (Max)
Marketing Specialist	Marketing Specialist - Brand	73,602	73,970	74,580	75,436	76,546
Digital Systems Strategist	Marketing Systems Analyst	76,217	76,598	77,229	78,115	79,265
Digital Systems Strategist	Marketing Systems Strategist	76,217	76,598	77,229	78,115	79,265
	Communications Strategist	82,758	83,172	83,857	84,820	86,068
Marketing Specialist	Digital Campaigner	73,602	73,970	74,580	75,436	76,546
	Project Lead - Biodiversity Law	112,820	113,384	114,318	115,630	117,332
	Accounting Associate	57,694	57,983	58,461	59,132	60,002
	Controller	84,410	84,832	85,531	86,513	87,786
	Payroll & Benefits Officer	62,868	63,183	63,703	64,435	65,383
New	IT Support Specialist	61,146	61,452	61,958	62,669	63,592
New	Office Administrator	58,151	58,442	58,923	59,600	60,477
Legal Assistant & Office Admin	Senior Legal Assistant & Office Admin	73,627	73,995	74,605	75,461	76,572
New	Government Relations and Campaign Manager	103,675	104,194	105,052	106,258	107,822
Legislative Affairs Specialist	Government Relations and Campaign Specialist	96,893	97,377	98,180	99,307	100,769
	Annual Giving Manager	87,321	87,758	88,481	89,497	90,814
	Donor Relations Manager	78,247	78,638	79,286	80,197	81,377
	Philanthropy Associate	58,328	58,620	59,103	59,782	60,662
	Philanthropy Officer	74,792	75,166	75,786	76,656	77,784
	Donor Relations Associate	58,247	58,538	59,020	59,698	60,576
	Grant Writer	69,204	69,550	70,123	70,928	71,972
New	Interim Leadership Giving Manager	96,516	96,998	97,798	98,920	100,377
	Leadership Giving Officer	81,174	81,580	82,252	83,196	84,421
	Annual Giving Associate	58,328	58,620	59,103	59,782	60,662
New	Senior Leadership Giving Officer	83,960	84,380	85,075	86,052	87,319

December 1, 2025

Previous Title	Title	Step 1 (MIN)	Step 2	Step 3	Step 4	Step 5 (Max)
Marketing Specialist	Marketing Specialist - Brand	75,074	75,450	76,071	76,945	78,077
Digital Systems Strategist	Marketing Systems Analyst	77,741	78,130	78,773	79,678	80,851
Digital Systems Strategist	Marketing Systems Strategist	77,741	78,130	78,773	79,678	80,851
	Communications Strategist	84,413	84,835	85,534	86,516	87,789
Marketing Specialist	Digital Campaigner	75,074	75,450	76,071	76,945	78,077
	Project Lead - Biodiversity Law	115,076	115,651	116,604	117,943	119,679
	Accounting Associate	58,848	59,143	59,630	60,314	61,202
	Controller	86,098	86,528	87,241	88,243	89,542
	Payroll & Benefits Officer	64,126	64,446	64,977	65,723	66,691
New	IT Support Specialist	62,369	62,681	63,197	63,923	64,864
New	Office Administrator	59,314	59,611	60,102	60,792	61,687
Legal Assistant & Office Admin	Senior Legal Assistant & Office Admin	75,099	75,475	76,097	76,970	78,103
New	Government Relations and Campaign Manager	105,749	106,278	107,153	108,384	109,979
Legislative Affairs Specialist	Government Relations and Campaign Specialist	98,831	99,325	100,143	101,293	102,784
	Annual Giving Manager	89,068	89,513	90,251	91,287	92,631
	Donor Relations Manager	79,812	80,211	80,872	81,801	83,005
	Philanthropy Associate	59,495	59,792	60,285	60,977	61,875
	Philanthropy Officer	76,288	76,670	77,301	78,189	79,340
	Donor Relations Associate	59,411	59,709	60,201	60,892	61,788
	Grant Writer	70,588	70,941	71,526	72,347	73,412
New	Interim Leadership Giving Manager	98,446	98,938	99,754	100,899	102,384
	Leadership Giving Officer	82,797	83,211	83,897	84,860	86,109
	Annual Giving Associate	59,495	59,792	60,285	60,977	61,875
New	Senior Leadership Giving Officer	85,639	86,068	86,777	87,773	89,065

December 1, 2026

Previous Title	Title	Step 1 (MIN)	Step 2	Step 3	Step 4	Step 5 (Max)
Marketing Specialist	Marketing Specialist - Brand	76,576	76,959	77,593	78,483	79,639
Digital Systems Strategist	Marketing Systems Analyst	79,296	79,692	80,349	81,271	82,468
Digital Systems Strategist	Marketing Systems Strategist	79,296	79,692	80,349	81,271	82,468
	Communications Strategist	86,101	86,532	87,245	88,246	89,545
Marketing Specialist	Digital Campaigner	76,576	76,959	77,593	78,483	79,639
	Project Lead - Biodiversity Law	117,378	117,964	118,936	120,302	122,073
	Accounting Associate	60,025	60,325	60,823	61,521	62,426
	Controller	87,820	88,259	88,986	90,008	91,333
	Payroll & Benefits Officer	65,408	65,735	66,277	67,038	68,025
New	IT Support Specialist	63,616	63,934	64,461	65,201	66,161
New	Office Administrator	60,500	60,803	61,304	62,008	62,920
Legal Assistant & Office Admin	Senior Legal Assistant & Office Admin	76,601	76,984	77,619	78,510	79,665
New	Government Relations and Campaign Manager	107,864	108,403	109,296	110,551	112,178
Legislative Affairs Specialist	Government Relations and Campaign Specialist	100,807	101,311	102,146	103,319	104,840
	Annual Giving Manager	90,849	91,303	92,056	93,113	94,483
	Donor Relations Manager	81,408	81,815	82,490	83,437	84,665
	Philanthropy Associate	60,685	60,988	61,491	62,197	63,112
	Philanthropy Officer	77,814	78,203	78,847	79,753	80,927
	Donor Relations Associate	60,600	60,903	61,405	62,109	63,024
	Grant Writer	72,000	72,360	72,956	73,794	74,880
New	Interim Leadership Giving Manager	100,415	100,917	101,749	102,917	104,432
	Leadership Giving Officer	84,453	84,876	85,575	86,557	87,831
	Annual Giving Associate	60,685	60,988	61,491	62,197	63,112
New	Senior Leadership Giving Officer	87,352	87,789	88,512	89,528	90,846

Appendix B

Group Insurance Plan

The Group Insurance Plan shall be maintained status quo during the term of this Agreement.

Benefits currently included in Group Insurance include: Dental, Health with Vision Care (Including a card for purchasing prescriptions), Life Insurance, AD&D Insurance and Long-term Disability coverage (for full-time, permanent employees). Benefits for spouses and dependents include: Dental and Health, and optional life insurance for spouses. Premiums for Group Insurance are paid by the Employer, with the exception of an amount equal to the premiums for Long-Term Disability Insurance, which amount is paid by the employee (where applicable).

Appendix B-2

Group Insurance Plan Outline

The Group Insurance plan shall be maintained status quo during the term of this Agreement.

Employee Life Insurance

- \$100,000.00 paid by the Employer with option to increase up to \$250,000.00 with the additional cost paid by the employee.
- reducing by 50% at age 65

Dependent Life Insurance

- Spouse \$5,000
- Child \$2,500

Employee Accidental Death Dismemberment and Specific Loss (Principal Sum)

- An amount equal to your Life Insurance

Long Term Disability Income Benefits

- Eligibility for permanent, full-time employees only
- Waiting Period 119 days
- Amount 72.25% of the first \$1,249 of your monthly earnings plus 59% of the next \$4,083 plus 49% of the remainder to a maximum benefit of \$5,000 or 85% of your pre-disability take-home pay, whichever is less
- Any amount of LTD insurance over \$3,800 is subject to approval of evidence of insurability

Healthcare

- 100% employee paid premiums-benefits non-taxable

Extended Health Care

- Deductible Nil
- Reimbursement Level 100%
- Basic Expense Maximums
- Hospital Semi-private room
- Ambulance 100%
- Nursing Care \$10,000/calendar year
- Convalescent home or residential and long-term care centre (chronic care) \$20/day to 120 days/disability
- In-Canada Prescription Drugs included
- Hearing Aids \$700 every 60 consecutive months
- Orthopedic Shoes 1 pair each calendar year
- Foot Orthotics \$200 each calendar year
- Myoelectric Arms \$10,000 per prosthesis
- External prosthesis and artificial limb (excluding external breast prosthesis and myoelectric arm) \$5,000/prosthesis/calendar year
- External Breast Prosthesis 1 every 12 months
- Surgical Brassieres 2 per calendar year
- Mechanical or Hydraulic Patient Lifters \$2,000 per lifter once every 60 months
- Outdoor Wheelchair Ramps \$2,000 lifetime
- Wheelchair \$3,000/60 consecutive months
- Blood-glucose Monitoring Machines 1 every 48 consecutive months
- Respirator (breathing apparatus) \$10,000/lifetime
- Transcutaneous Nerve Stimulators \$700 lifetime
- Extremity Pumps for Lymphedema \$1,500 lifetime

- Support Hose \$250 each calendar year
- Wigs for Cancer Patients \$500 lifetime
- Sclerosing injections \$20 per eligible treatment
- Travel Assistance Insurance \$5,000,000
- Out of province medical referral \$10,000/lifetime
- Detoxification \$5,000 per lifetime
- Infusion Insulin pump \$5,000/lifetime
- Therapeutic devices \$10,000/lifetime
- Paramedical Expense Maximums
- Acupuncturists \$800 each calendar year
- Chiropractors \$800 and \$100 X-Ray each calendar year
- Dieticians \$800 each calendar year
- Massage Therapists Orthotherapist/Kinesitherapist \$800 each calendar year
- Physiotherapists \$800 each calendar year
- Podiatrists/Chiropodists \$800 and \$100 X-Ray each calendar year
- Naturopaths \$800 each calendar year
- Osteopaths \$800 and \$100 X-Ray each calendar year
- Psychologists/Social Workers/Psychiatrists/Psychoanalysts/Registered Clinical Counsellors \$2000 each calendar year
- Speech Therapists \$500 each calendar year
- Lifetime Healthcare Maximum Unlimited
- Eyewear/Contact Lenses/Laser Vision Correction coverage up to \$500.00 every twelve (12) months; \$500/12 consecutive months for children under age 21

Visioncare Expense Maximums

- Eye Examinations
 - Employee coverage at \$100.00 every twenty-four (24) months
 - Dependent children under age 21 \$100 every 12 months
 - All others \$100 every 24 months
- Lifetime Healthcare maximum unlimited

Dental Benefit Summary

- For Employees and their Dependents – Reimbursement:
 - Basic Services: 100%
 - Major Services: 80%
- Maximum payable:
 - Basic: \$2,500 per calendar year
 - Major: \$3,000 per calendar year

Calendar Year Deductible: Nil

Employee & Family Assistance Plan

The Employer will provide access to an Employee & Family Assistance Program (EFAP) to provide immediate, 24/7, confidential advice for achieving well-being, including stress, grief and mental health, managing relationships and family, dealing with workplace challenges, tackling addictions, finding child and elder care resources, getting legal advice, receiving financial guidance, and improving nutrition & health. The cost of the program shall be one hundred percent (100%) Employer paid.

This program is designed to assist with short-term goals. If more specialized or longer-term support is needed, an appropriate specialist may be recommended. Additional services may be partially covered under Ecojustice's health plan; however, any and all additional costs are the responsibility of the Employee.

The Employee & Family Assistance Plan (EFAP) is available for both employees and their immediate family members, as defined by the benefit policy.

Where there is a discrepancy between the EFAO plan contract and the collective agreement, the EFAP plan contract shall prevail.

LETTER OF UNDERSTANDING NO. 1

Between

**ECOJUSTICE CANADA
(the “Employer”)**

And

**MoveUP (Canadian Office and Professional Employees’ Union, Local 378)
(the “Union”)**

(Collectively, the “Parties”)

Re: APPENDIX A “GWI Match”

If another bargaining unit employed by Ecojustice Canada receives a general wage increase (%) higher than the settlement reached with MoveUP, such increase will also be granted to MoveUP members employed by Ecojustice headquartered in Vancouver for this contract period.

WHEREFORE THE PARTIES EVIDENCED THEIR AGREEMENT WITH THEIR SIGNATURES.

Signed off this 29th day of November 2024

For the Union



For the Employer



LETTER OF UNDERSTANDING NO. 2

Between

ECOJUSTICE CANADA
(the “Employer”)

And

MoveUP (Canadian Office and Professional Employees’ Union, Local 378)
(the “Union”)

(Collectively, the “Parties”)

Re: 23-0193 Letter Of Understanding

WHEREAS: The Parties seek clarity on the impact of previous grievance resolve and it’s impact on recent job postings at Ecojustice Canada;

AND WHEREAS : The Parties agree to capture the facts and resolution of these discussions for the Parties reference;

BE IT RESOLVED that the Parties agree to the following letter of understanding:

- The issuance of IT responsibilities to the Operations Manager role is not allowable, as such duties are bargaining unit work and the Parties agreed that such responsibilities would not be assigned to exempt or excluded position at Ecojustice Canada
- A temporary Office Administrator will be hired on a part time basis to cover office administrative duties and basic IT functions within the bargaining unit until the Operations Manager returns from an extended leave of absence.
- Upon the Operations Manager’s return, the Employer commits to removing all IT responsibilities from the position and ensuring they are conducted by either allocating or hiring into the bargaining unit.

This resolve is without prejudice to the parties, the terms of the Collective Agreement, and any other agreements between the parties, and will not be used by either party in future grievances, arbitrations, or other hearings between the parties except for the enforcement of the terms herein.

And that the terms of this agreement are to be kept confidential by all parties, and breach of confidentiality amounts to an explicit cancellation of the settlement.

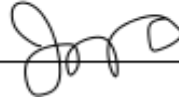
WHEREFORE THE PARTIES EVIDENCED THEIR AGREEMENT WITH THEIR SIGNATURES.

Signed off this 29th day of November 2024

For the Union



For the Employer



LETTER OF UNDERSTANDING NO. 3

Between

ECOJUSTICE CANADA
(the “Employer”)

And

MoveUP (Canadian Office and Professional Employees’ Union, Local 378)
(the “Union”)

(Collectively, the “Parties”)

Re: Time in Lieu for travel to retreat and recognition of time at retreat

WHEREAS: The Employer and the Union are parties to a Collective Agreement with a term from December 1, 2021 to November 30, 2024 and may reach supplementary agreements during the term of the Collective Agreement;

AND WHEREAS: The employer is proposing an allotment of time-in-lieu for all employees attending the 2024 All-Staff Retreat in Whistler based on their location in the interest of recognizing travel and time away from home.

BE IT RESOLVED that the Parties agree

- To offer those in attendance of the 2024 All-Staff Retreat 4 hours of time-in-lieu for time away from home
- To offer staff traveling from Vancouver Island an additional 3 hours of time-in-lieu recognizing the additional travel time and return home at hours outside of a standard working day.

<u>Location</u>	<u>Hours in lieu for attending retreat</u>	<u>Hours in lieu for Travel time</u>	<u>Total Hours in lieu</u>
<u>BC – Mainland</u>	4	0	4
<u>BC – Island</u>	4	3	7

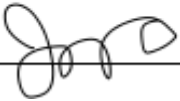
WHEREFORE THE PARTIES EVIDENCED THEIR AGREEMENT WITH THEIR SIGNATURES.

Signed off this 29th day of November 2024

For the Union



For the Employer



LETTER OF UNDERSTANDING NO. 4

Between

ECOJUSTICE CANADA
(the “Employer”)

And

MoveUP (Canadian Office and Professional Employees’ Union, Local 378)
(the “Union”)

(Collectively, the “Parties”)

Re: Conditional Addition of Tasks to Create Senior Leadership Giving Officer Role

WHEREAS: The Employer and the Union are parties to a Collective Agreement with a term from December 1, 2021 to November 30, 2024 and may reach supplementary agreements during the term of the Collective Agreement;

AND WHEREAS: The Employer has identified an opportunity for additional responsibilities to be performed by an existing bargaining unit employee in the Vancouver, BC office, in recognition of their current capacity, tenure and competency in their existing role;

AND WHEREAS: The Parties agree that a temporary agreement trialing the additional responsibilities to the named incumbent, and the creation of a new “Senior Leadership Giving Officer” (“SR LGO”) is appropriate until the Parties can discuss the matter further during collective bargaining in 2024;

BE IT RESOLVED that the Parties agree to the following letter of understanding:

- **The Parties explicitly agree that the SR LGO position will be discussed further during collective bargaining, and that this letter is without prejudice to any position either party may take on the matter during negotiations and beyond;**
- **Any changes or permanent additions to the Bargaining Unit will be confirmed during collective bargaining negotiations in 2024;**
- **The additional responsibilities outlined in Appendix ‘A’ to create a Senior Leadership Giving Officer shall be temporarily added to the bargaining unit from the excluded role of Associate Director, based in Toronto;**
- **The Parties will discuss whether or not the responsibilities should return to the Associate Director, based in Toronto, if the SR LGO position becomes vacant prior to the Parties discussing the matter further in bargaining. The Parties expressly agree that this letter of agreement is without prejudice to any position that Parties may take on inclusion/exclusion, or scope of bargaining unit work.**
- **Christina Price will be promoted to SR LGO (step 1) with the compensation step structure for Nov 2023-Dec 2024 included below;**

Date Updated	Title	MIN	(Starting Rate)	STEP 2	STEP 3	STEP 4	MAX
May-24	Leadership Giving Officer	\$	75,555.00	\$ 76,174.55	\$ 76,799.18	\$ 77,428.94	\$ 78,063.85
	Sr Leadership Giving Officer	\$	78,885.00	\$ 79,531.86	\$ 80,184.02	\$ 80,841.53	\$ 81,504.43

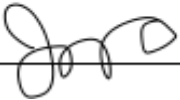
WHEREFORE THE PARTIES EVIDENCED THEIR AGREEMENT WITH THEIR SIGNATURES.

Signed off this 29th day of November, 2024

For the Union



For the Employer



Appendix A – Additional tasks for Senior LGO

- Lead development, planning, and implementation of major gift fundraising strategies for the Leadership Giving Program
- Provide formal Ecojustice mentorship for Leadership Giving Officers for at least 6 months or for an ongoing basis as informed by Leadership Giving Officers learning opportunities
- Contribute to onboarding and mentorship of any new staff to the Leadership Giving & Foundations team

LETTER OF UNDERSTANDING NO. 5

Between

ECOJUSTICE CANADA
(the “Employer”)

And

MoveUP (Canadian Office and Professional Employees’ Union, Local 378)
(the “Union”)

(Collectively, the “Parties”)

Re: 2024 Project Lead 3 year fixed term employee

WHEREAS: The Employer and the Union are parties to a Collective Agreement with a term from December 1, 2021 to November 30, 2024 and may reach supplementary agreements during the term of the Collective Agreement;

AND WHEREAS: The Employer is proposing an amendment to article 6.01 in the Collective Agreement to extend the fixed-term employee classification to 3 years (36 months) with possible 1-2 year extension for the project lead role.

BE IT RESOLVED that the Parties agree:

- To provide an extension to provision 6.01(c) making the Project Lead role a fixed term position for 3 years with a possible 1-2 year extension if mutually agreed to by the Parties;
- The Employer will provide 3 months’ notice for any extension or confirming the end of the fixed term is aligned with the original employment with the employee;
- As per Article 8 of the collective agreement, Layoff and Recall rights do not apply to fixed term employees. However, given the length of the extended contract, the Employer agrees to provide 3 months’ working notice or, if unable to do so, payment in lieu of as outlined Article 8.03 of the Collective Agreement.

WHEREFORE THE PARTIES EVIDENCED THEIR AGREEMENT WITH THEIR SIGNATURES.

Signed off this 29th day of November, 2024

For the Union



For the Employer

