

## **MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**BCNDP**

**(hereinafter referred to as the "Employer")**

**PARTY OF THE FIRST PART**

**AND:**

**MoveUp, CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION,  
LOCAL 378**

**(hereinafter referred to as the "Union")**

**PARTY OF THE SECOND PART**

By signature(s) of their duly authorized representative(s) hereinafter affixed, the Employer and the Union ("the Parties") do hereby expressly and mutually agree as follows:

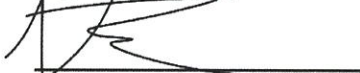
1. This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A".
2. It is agreed that the terms and conditions of the current Collective Agreement including all attachments (MOA, LOA, MOU) in force and effect between the Employer and the Union from July 1, 2022 to June 30, 2023, inclusive, shall become the successor Collective Agreement between the Parties, except as expressly provided otherwise by this Memorandum.
3. It is agreed that the terms and conditions of the attached amendments (Appendix "A") shall be included in the current successor Collective Agreement between the Parties.
4. All the terms and conditions to be included in the current successor Collective Agreement between the Parties shall be effective from July 1, 2023 to June 30, 2026.
5. Upon ratification by both Parties in accordance with this Memorandum, all provisions of Appendix "A" shall come into force and effect and shall be fully retroactive.
6. It is mutually agreed that this Memorandum is subject to ratification by the respective principals of each of the Parties. The Employer expressly agrees, however, that the Union shall not be required to conduct any ratification vote with respect to this Memorandum or

release the results of the ratification vote unless and until the Employer has ratified this Memorandum and advised the Union in writing of its acceptance.

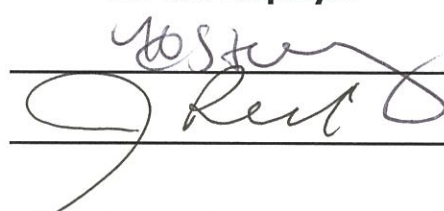
7. The Members of both the Union's Negotiating Committee and the Employer's Negotiating Committee hereby expressly agree that they will unanimously recommend acceptance of this Memorandum to their respective principals.
8. It is mutually agreed that any proposal(s), in whole or in part, of the Employer or the Union, and any related commentary of either Party, arising during shall be deemed to be both introduced and withdrawn on a "without prejudice" basis and, accordingly, shall not be introduced as evidence by either the Employer or the Union in any arbitration or any other proceeding in law.
9. In the event of any dispute between the Parties concerning the interpretation, application, operation or any alleged violation of any provision of this Memorandum including, but not limited to, all the attachments hereto affixed as Appendix "A", this Memorandum in its entirety shall be deemed to be incorporated into the then current Collective Agreement between the Parties as if set forth in full therein in writing, and shall so apply, and any such dispute shall, consequently, be subject to resolution in accordance with the grievance and arbitration procedures contained in said collective agreement.
10. All grievances and other disputes involving the Employer and the Union which are not expressly resolved by this Memorandum shall be deemed to be unresolved by this Memorandum.

Signed at Vancouver, B.C. this 20 day of July, 2023.

**For the Union**

  
\_\_\_\_\_  
*Miki Quan*  
\_\_\_\_\_  
*Omar Hassine*  
\_\_\_\_\_

**For the Employer**

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## APPENDIX "A"



(Canadian Office and Professional Employees Union, Local 378)

**NEW DEMOCRATIC PARTY OF BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #1 ECP	1.00	<i>Add NEW 1.00 – Land Acknowledgement</i>	

The Parties agree that appropriate stakeholders will be consulted on the inclusion of the language below regarding territorial acknowledgement, and the Parties will discuss any amendments or feedback provided prior to the final drafting of the Collective Agreement :

**Article 1.00 Land Acknowledgement**

As Parties to the Collective Agreement, we are committed to reconciliation and justice for Indigenous peoples. We acknowledge that the BC NDP headquarters is on the unsurrendered territory of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh Úxwumixw (Squamish), and səilwətaʔ (Tseil-Waututh) First Nations.

E&OE  
Signed off this 18 day of July 2023

For the Union

For the Employer





(Canadian Office and Professional Employees Union, Local 378)

# New Democratic Party of BC PROPOSALS 2023 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #2	5.02-5.03	<i>Amend - Part Time Sick Leave - 5.02-5.03</i>	

### 5.02 Regular Part-Time Employee

A regular part-time employee is any person employed on a continuing basis for less than the normal hours of work or work week, whose duties fall within the bargaining unit as defined in Article 2 and who has completed the probationary period. Regular part-time employees shall be covered by all conditions of this Agreement except as follows:

- (a) Sick leave entitlement shall be on pro-rata basis consistent with the time employed. The Parties expressly agree that the pro-rated entitlement shall be 5 paid days annually at a minimum.
- (b) Regular part-time employees shall receive statutory holiday pay on a pro-rata basis consistent with the number of hours normally worked in weeks not containing a holiday.
- (c) Annual vacation entitlement shall be prorated in accordance with the actual time worked during the period the vacation was earned and shall be in proportion to the entitlement of a full-time regular employee with the same calendar period of service. Vacation pay shall be as provided in Article 8.11.

### 5.03 Temporary Employees

A temporary employee is one so informed by the Employer at the start of employment. Temporary employment shall be for a specified period not exceeding three (3) months duration with an extension of three (3) months by mutual agreement. The Employer will notify temporary employees of intention to either extend or conclude the temporary assignment as soon as possible but in case at least one (1) week in advance of the end date of their original specified period of employment.

- (a) Temporary employees shall be paid on an hourly basis for days worked as per the hourly rates set forth in Appendix "A"; and will be guaranteed not less than four (4) hours work on each day which they are employed.
- (b) Temporary employees shall receive six (6%) per cent holiday pay
- (c) In the case where a temporary employee has been extended past 3 months, the affected temporary employee shall be eligible for pro-rated sick leave. The Parties expressly agree that the pro-rated entitlement shall be 5 paid days annually at a minimum.

E&OE

Signed off this 18 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

# New Democratic Party of BC PROPOSALS 2023 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #5 EP# 1 EP# 2	Article 8.01 – 8.04	<i>Amend - Stats - 8.01</i>	

## ARTICLE 8 – STATUTORY HOLIDAYS, ANNUAL VACATIONS

### 8.01 Statutory Holidays

The Employer agrees to provide regular employees with the following statutory holidays, without loss of pay:

New Year's Day	Family Day	Good Friday
Easter Monday	Victoria Day	Canada Day
BC Day	Labour Day	<u>National Day For Truth and Reconciliation</u>
Thanksgiving Day	Remembrance Day	Christmas Day
Boxing Day		

and any other day that may be stated a legal holiday by the Provincial, Civic, and/or Federal Government. The Employer further agrees that should one of the above statutory holidays fall on either a Saturday or a Sunday, the employee shall receive an additional day or days off, with pay, to be taken the working day preceding the holiday or the working day succeeding the holiday. The day[s] given will be determined by the Employer.

For temporary and casual employees, Employment Standards Act provisions shall apply, that is, compensation for statutory holidays will apply when the employee has been employed for at least thirty (30) calendar days prior to the holiday and has worked or earned wages for fifteen (15) of the preceding thirty (30) calendar days prior to that holiday.

E&OE  
Signed off this 19 day of July 2023

For the Union

For the Employer



Union			
Number	Affected Article/MOU	Date:	Time:
UP #8 ECP	Article 9.05	<i>Amend</i>	

## Bereavement Leave 9.05

### 9.05 ~~Funeral Leave~~ Bereavement Leave

~~In the case of death in the immediate family, i.e., spouse, common-law spouse, same-sex spouse, parent or person in loco parentis, parent-in-law, step-parent, child, step-child or, sibling, grandparent, or grandparent-in-law an employee shall be granted up to five (5) working days leave of absence with pay. Additional leave of absence without pay may be granted in the case of a death in the immediate family.~~

#### (a) Leave

In the event of critical illness or death in an employee's immediate family, the employee not on leave of absence without pay shall be entitled to paid leave of absence as follows:

Up to and including three (3) consecutive calendar days for critical illness;  
Up to and including seven (7) consecutive calendar days for death; or  
Up to and including ten (10) consecutive calendar days for combined  
critical illness and death.

#### (b) Timing

Leave granted for critical illness will terminate in the event of death of the immediate family member and the employee will then be entitled to bereavement leave. Leaves under this Article must be taken during or in relation to the time of the actual occurrence of the critical illness or death. Any additional leave shall be without pay, or as a charge to earned time off or vacation time.

#### (c) Definition of 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;

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

(d) One (1) day leave of absence shall be granted to an employee to attend a service for the death of a friend or relative not covered in 9.05 (c ).

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E&OE

Signed off this 18 day of july 2023

For the Union



For the Employer







(Canadian Office and Professional Employees Union, Local 378)

New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #9	Article 9.09	<i>Amend</i>	

**Maternity/Parental/Adoption Leave - 9.09**

9.09 Maternity / Paternity / Parental / Adoption Leave

- (a) Upon application, an employee who is a birth mother, birth father, parent of a newborn or adopting parent shall be granted leave in accordance with the provisions and requirements of the Employment Standards Act.
- (b) Leave granted will not affect sick leave, seniority or continuation of benefits.
- (c) In addition to benefits provided by Employment Insurance, the Employer will pay an allowance in accordance with the Supplementary Employment Benefit (SUB) Plan to an employee who is the birth mother, birth father or adopting parent. To be eligible for the allowance, the employee must be eligible and apply for EI benefits.
- (d) The allowance will be paid for a period of eighteen (18) ~~sixteen (16)~~ weeks, ie. full pay for the ~~two week~~ one (1) week waiting period if applicable, and ~~sixteen (16)~~ seventeen (17) weeks of leave.
- (e) the allowance will be equal to the SUB plan maximum allowed based on the difference between the EI benefits received and the employee's regular wages that would have been earned for this period.
- (f) An employee will advise the Employer of his/her intent to return to work at least two (2) weeks prior to the expiration of the leave.
- (g) Should the employee fail to return to work and remain in the employ of the Employer for a period of four (4) months, the employee shall reimburse the Employer for the allowance received under c, d, and e above.

E&OE

Signed off this 19 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #10	Article 9.14	<i>NEW</i> – <b>Gender Alignment Leave</b>	

**9.14 GENDER ALIGNMENT LEAVE**

An employee who provides a certificate from a medical practitioner confirming that the employee requires a leave of absence in order to undergo gender alignment will be granted a leave for the procedure required during the transition period. The provisions of that leave will follow either an unpaid leave of absence or sick leave/WID/LTD under Article 9, depending on the employees request and approval by the provider.


The Union, the Employer and the employee will work together to tailor the general transition plan to the employee’s particular needs.

E&OE  
Signed off this 18 day of July 2023

For the Union

  
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For the Employer

  
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(Canadian Office and Professional Employees Union, Local 378)

New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #12 ECP v1	Article 9.16	<i>NEW – First Responder Leave</i>	

**9.16 FIRST RESPONDER LEAVE**

Employees who are volunteer emergency and rescue workers will receive up to five (5) days paid leave to provide emergency services in British Columbia when dispatched by a disaster relief or search and rescue organization. Employees must alert the employer as soon as possible upon enrolling as a volunteer for such an organization, and a maximum number of 2 employees may be on leave at one time.

E&OE

Signed off this 19 day of July 2023

For the Union

For the Employer





(Canadian Office and Professional Employees Union, Local 378)

**New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #16	Article 9.20	<i>NEW – Menstrual and Menopause Leave</i>	

9.20 MENSTRUATION AND MENOPAUSE LEAVE

An employee is entitled to use paid sick leave under Article 9.02, in the event of inability to perform work duties because of menstruation or menopause, and their associated symptoms. A medical certificate is not required.

E&OE

Signed off this 19 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

# New Democratic Party of BC PROPOSALS 2023 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #17	Article 9.21	<i>NEW</i> – Cultural Leave for Indigenous Employees	

## 9.21 CULTURAL LEAVE FOR INDIGENOUS EMPLOYEES

The Employer will allow an Indigenous employee a reasonable leave of absence with pay, up to two (2) days per calendar year (pro-rated for part-time status), to attend an Indigenous ceremonial gathering or cultural activity. The employee will apply for the leave in writing to the supervisor or designate, and the leave request will not be unreasonably denied. **In addition, an Indigenous employee shall be granted paid leave on National Indigenous Peoples Day.**

E&OE

Signed off this 19 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

# New Democratic Party of BC PROPOSALS 2023 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #18 ECP	Article 10.09	<i>Amend</i>	

### 10.09 Staff Parking

At the current location (34 W. 7th), the Employer will provide one parking spot for employees. If the number of parking spot allocations change at any time, the parties will need to discuss.

The Employer agrees to provide and/or pay for parking in the near vicinity of the Party's premises for all staff who require an accessible vehicle to get to work. The Employer will provide or reimburse employees for the cost of reasonable and safe transportation to and from work if medically necessary.

Reimbursement for other parking and vehicle related expenses will be limited to expenditures incurred in the authorized use of a personal or ride sharing vehicle for business purposes. Expenses will be reimbursed as per article 11.10.

E&OE

Signed off this 18 day of July 2023

For the Union

For the Employer





(Canadian Office and Professional Employees Union, Local 378)

New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #20	Article 11.10	<b><i>Amend OOT Per Diem \ Mileage - 11.10</i></b>	

**11.10 Expenses**

Out-of-Town

The meal allowance will be paid if employees begin their out of town trip before 7 a.m. and end it after 7 p.m.. An employee may claim ~~\$12~~ \$20 for breakfast, ~~\$14~~ \$20 for lunch and ~~\$24~~ \$40 for dinner by submitting details on the staff reimbursement form.

Mileage Allowance

Employees will be provided a mileage allowance for all distances travelled on approved Party business, not including to and from work.

The vehicle allowance shall be ~~\$0.54 per kilometre~~ reimbursed at the CRA's "Reasonable Per-Kilometer Allowance" rate, which is currently \$0.68 per kilometer. This allowance will update as per the CRA's recommended rate.

E&OE

Signed off this 18 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP #25	LOU 9	<i>Amend</i>	

The Union proposes amending LOU 9 as follows, and renumbering remaining subclauses accordingly :

**LETTER OF UNDERSTANDING #9**

**BETWEEN:** **The New Democratic Party of British Columbia**  
(hereinafter referred to as the "Employer" )

*Party of the First*

*Part;*

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

*Party of the Second Part;*

**RE: WFH**

- ~~1. This letter of understanding ("Letter") shall be deemed as written agreement of the Parties to implement a pilot project ("Pilot") to allow telecommuting from the date of signing to the ratification of the next Collective Agreement.~~
2. Telecommuting refers to a work arrangement under which employees work from an area outside of the office. Employees approved to telecommute shall communicate with the Employer and perform their work by electronic or other means, normally from their residence.
3. Telecommuting may consist of either full-time telecommuting or a combination of telecommuting and work in the BC NDP office, determined on an individual basis by the Employer, based on Employee preference, the distribution of responsibilities in the role that must be performed in the office, and the

E&OE

Signed off this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_\_

For the Union

For the Employer



operational requirements of the Employer.

4. The parties agree that no Employee shall be required to telecommute, and all telecommuting arrangements must be approved in advance by the Employer. No request will be unreasonably denied. Adversely, telecommuting arrangements shall not be unreasonably denied or rescinded by the Employer.
5. The Employer may identify blackout periods for telecommuting, including during provincial elections, by-elections, Convention, Forward, and other periods of high-volume work, during which an Employee's presence in the office is required. Should this be required while provincial health orders are in force, the Employer will ensure that employees working in the office can do so while following guidelines on social distancing and other orders as required.
6. Employees are responsible for the workstation in their residence and that it is in compliance with Worksafe BC regulations. The Employer will provide Employees with an "ergonomic safety checklist" for employees to review their remote work setup to ensure it meets safe ergonomic requirements.
7. Employees shall not be entitled to any additional compensation, tools, equipment or expenses while telecommuting, except when agreed to by their manager and the employer.
8. it is the responsibility of the employee participating in the work-at-home program to ensure that this agreement does not contravene any municipal by-laws. It is the responsibility of the employee to comply with all regulations relating to income tax.
9. Employees retain all rights and benefits of the Collective Agreement, including WCB coverage during the hours the employee is working. Salary, benefits, and job responsibilities will not change solely as a result of working from home.
10. Employees will seek approval from the Employer if they intend to telecommute from any area that is not their residence. Employees will take necessary steps to ensure security of confidential information if telecommuting outside their residence. Telecommuting outside the Employee's residence is approved at the Employer's sole discretion, and shall always be temporary in nature.
- ~~11. The Parties agree that the details of the pilot and implementation of similar processes into the Collective Agreement will be discussed during the next round of negotiations.~~

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E&OE

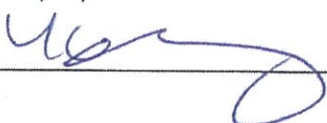
Signed off this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_\_

For the Union



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For the Employer



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12. The Employer and Employees on an individual basis may terminate or amend participation in the telecommuting pilot by providing the Employer with at least 15 working days notice.
13. ~~Either Party may effectively terminate or temporarily suspend this agreement by providing at least thirty (30) days notice.~~

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E&OE

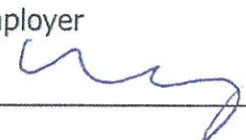
Signed off this 19 day of July 2023

For the Union



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For the Employer



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(Canadian Office and Professional Employees Union, Local 378)

**New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #26	LOU 9	<i>NEW</i>	

LETTER OF UNDERSTANDING #9

BETWEEN: The New Democratic Party of British Columbia  
(hereinafter referred to as the "Employer")  
Party of the First Part;

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

RE: Workload Concerns

The parties recognize that significant workload and backlog issues may arise. It is the intent of this Letter of Understanding to provide an avenue to address such concerns and implement fair and equitable distribution of work. To assist employees in working out the issues that may have an adverse impact on employee mental health, the parties agree to the following:

- 1) The Employer agrees to make every reasonable effort to ensure that the workload is evenly distributed amongst employees within in the same job classification.
- 2) Employees (with their Job Steward, if requested) with workload or backlog concerns will first discuss the problems with each other and attempt to resolve them.
- 3) If the problems are still not resolved, job stewards may bring the concerns forward to the Provincial Director to attempt to resolve the matter.

E&OE

Signed off this 18 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #27	LOU 10	<i>NEW</i>	

LETTER OF UNDERSTANDING #10

BETWEEN: The New Democratic Party of British Columbia  
(hereinafter referred to as the "Employer")  
Party of the First Part;

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


RE: Mental Health First Aid

The Union shall appoint up to two (2) worker representatives to attend, on paid time, "Mental Health First Aid" and "Mental Health and the CSA standard" training at the BCFed OH&S Center, with the full registration cost borne by the Employer (to a maximum of \$375 for the session). The Employer reserves the right to decline requests for Mental Health Support Training in circumstances where the employee's absence would interfere with operations.

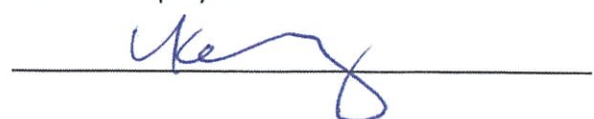
E&OE

Signed off this 18 day of July 2023

For the Union



For the Employer







(Canadian Office and Professional Employees Union, Local 378)

**New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #28 EP # 4, 6, 7, 8	LOU's	<i>Renew</i>	

The Union proposes:

- Renewing LOU 1
- Renewing LOU 2
- Removing LOU 3
- Removing LOU 4
- Removal of LOU 5 (UP20 signed off)
- Renewing LOU 6
- Renewing LOU 7
- Removing LOU 8

E&OE

Signed off this 18 day of July 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**New Democratic Party of BC  
PROPOSALS 2023  
Union Proposals (UP Item)**

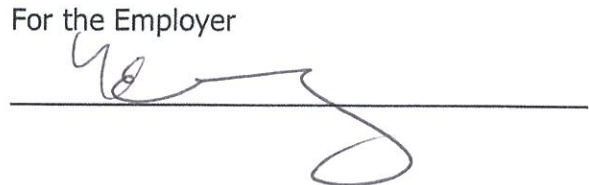
Union			
Number	Affected Article/MOU	Date:	Time:
UP #29	Article HK	<i>Housekeeping</i>	

Amend throughout the CA, for consistency:

- word (#%) per cent and or word (#%) percent to read word percent (#%)  
i.e.:  
from: one hundred (100%) percent to: one hundred percent (100%)  
and;
- Word (\$#) dollars to read word dollars (\$#)  
i.e.:  
from: one hundred (\$100) dollars to: one hundred dollars (\$100)

E&OE  
Signed off this 18 day of July 2023

For the Union  


For the Employer  


**NEW ARTICLE: Article 19 – Occupational Health and Safety**

The employer proposes adding in the articles below, in replacement of Letter of Understanding #4:

**Article 19 – Occupational Health and Safety**

**19.01 Cooperation on Safety**

The parties agree that during the term of the Collective Agreement, representatives of the bargaining unit will meet with the employer representatives to address concerns regarding health and safety:

The purpose of the meetings includes, but is not limited to:

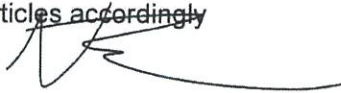
1. Identifying the nature and scope of the concerns
2. Raising awareness regarding health and safety issues
3. Reaching mutually agreeable solutions to the issues raised
4. Developing a process for addressing health and safety issues on an ongoing basis.

Meetings may include representatives of CUPE 3787 and health and safety experts.

**19.02 Compliance with Health and Safety Legislation**

The Party will comply with applicable health and safety legislation and regulations. All standards established under the legislation and regulations will constitute the minimum acceptable practice.

\*\* Renumber remaining Articles accordingly



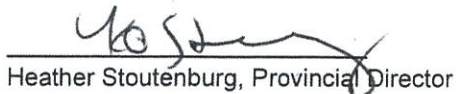
DATED this 18 day of 2023. July

SIGNED ON BEHALF OF THE UNION:



Omar Hassine, President

SIGNED ON BEHALF OF THE PARTY:



Heather Stoutenburg, Provincial Director



**The employer proposes the following increases to the wage grid:**

**July 1 2023 – 6%**

**July 1 2024 – 3%**

**July 1 2025 – 3%**

<b>Increase July 1, 2022</b>	Start		6 Months		12 Months		18 Months	
<b>3.00% + \$0.25</b>	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
General Office Clerk	4,483.32	34.39	4,640.41	35.60	4,883.42	37.46	5,127.77	39.34
-Temporary Employees to 3 Months	4,153.04	31.86	-	-	-	-	-	-
Executive Secretary	5,392.27	41.37	5,468.80	41.95	5,542.64	42.52	-	-
Bookkeeper	5,392.27	41.37	5,468.80	41.95	5,542.64	42.52	-	-
Senior Bookkeeper	5,897.09	45.24	5,984.36	45.91	6,070.28	46.57	-	-
Operations Manager					6,498.57	49.85		
Director Of Finance	-	-	-	-	6,758.65	51.85	-	-

If any employee who is hired as a temporary employee then becomes a regular employee, then the difference between the temporary rate and the starting rate for regular employees shall be paid retroactively to that employee.

**The Union proposes additional amendments to Appendix 'B' to reflect the current correct job titles for the wage grid.**



## BENEFITS

*Article 9.01(e)iv) shall be amended as follows:*

iv) One thousand five hundred (\$1,5000.00) dollars per year for psychologist - no deductible, one thousand (\$1,000.00) dollars per year for acupuncturist - no deductible and one thousand (\$1,000.00) dollars maximum per person per year for chiropractor.

## QUARANTINE LEAVE

*A new Article 9.15 shall be included as follows:*

### **9.15 Quarantine Leave**

An employee who is required to quarantine due to public health order or with a note from a medical professional, and who is otherwise unable to perform their duties via telecommuting, may use paid sick leave under Article 9.02 for the duration of their required quarantine. If such an employee does not have sick leave time available, the employee shall be allowed to use earned time off or vacation time under Article 8.10, or may take time off without pay for the duration of the quarantine.

## MOBILE PHONE

*The LOU regarding Mobile Phone Reimbursement Pilot will be replaced with the following CA language:*

### **10.14 Mobile Phone**

Where the employee chooses to have a smart phone in the performance of their duties, the employer will provide a monthly plan allowance of up to \$120 on presentation of receipts. Pro-rated for temporary employees and part-time employees. Regular employees will be provided with a phone purchase allowance of up to three hundred dollars (\$300) every two (2) years on presentation of receipts.

Cell phones shall be considered an official method of communication for the purposes of the employee fulfilling their duties and, as such, staff cell phone contact information shall be publicly available to BC NDP members and donors, as well as to Elections BC and any other organization as deemed necessary by the Employer, and staff will be expected to respond to calls and texts during their work hours.

## DURATION

*Article 19.01 shall be amended as follows:*

19.01 This agreement will be in full force and effect from ~~on or after~~ the 1st day of July 2022-2023 through the 30th day of June 2023 2026. After the expiry of this agreement and until the 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.

**HOUSEKEEPING**

*Numbering shall be updated throughout the CA as required due to the addition or deletion of articles contained in this settlement offer.*

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E&OE  
Signed off this 20 day of July 2023

For the Union  


For the Employer  
