

LETTER OF AGREEMENT
Between
COAST MOUNTAIN BUS COMPANY (CMBC)
(Hereafter referred to as the "Employer")
And
THE CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES UNION, LOCAL 378
(Hereafter referred to as the "Union")

Re: Distribution of Overtime for Depot Coordinators

All terms and conditions of employment of the Collective Agreement in force shall be applicable unless specifically amended by this Letter of Agreement.


The intent of this Letter of Agreement is to support the fair and equitable distribution of overtime for all Depot Coordinators. In principle, the Parties agree that the Depot Coordinators who have worked fewer overtime hours will have priority for overtime work. To that end the following process will be followed to identify each Depot Coordinator's placement relative to other Depot Coordinators for the purpose of overtime opportunities.

- 1) The total overtime hours worked for each Depot Coordinator will be set to zero ('0') at the beginning of the calendar year.
- 2) All overtime hours worked by each Depot Coordinator will be tabulated regularly and be made available for all Depot Coordinators.
- 3) When overtime work becomes available, Depot Coordinators will be advised by email and text message.
 - a) If the overtime work starts 24 hours or more after notification, interested Depot Coordinators shall have two (2) hours to express their interest.
 - b) If the overtime work starts in 8 - 24 hours, interested Depot Coordinators shall have thirty (30) minutes to express their interest.
 - c) If the overtime work starts in less than 8 hours, the first Depot Coordinator to express interest may be offered the overtime assignment.
- 4) It is understood that, even if a Depot Coordinator expresses interest in a particular overtime assignment, that Depot Coordinator may not necessarily receive that overtime assignment.
- 5) Depot Coordinators who are new or returning from a lengthy absence to the Depot will be given the average overtime rating that exists upon their return/entry into the department.


This letter is subject to cancellation by either the Company or the Union upon 30 (thirty) days' written notice to the other party.

SIGNED this 12 day of April, 2017

For CMBC:


Tracy Romlu

For MoyeUP, Local 378:


Stephen VonSychowski