



BARGAINING UPDATE

CHIEF NEGOTIATOR,
UNION REPRESENTATIVE
PARM SANDHAR



Your MoveUP bargaining committee fought hard for our membership in this round of bargaining. We were motivated thanks to the collective strength of our membership.

In this round of bargaining, your bargaining committee came to the table with a specific mission to modernize the CMBC collective agreement to ensure there were no concessions. Because we conducted early consultations with membership and had bargaining specific surveys, we were able to get consistent feedback from the membership.

Thank you for your support and unity during the collective bargaining process. We know that this collective spirit and determination by our membership will stay strong for future collective bargaining rounds.



BARGAINING COMMITTEE

Brendon Faustin
Ruth Ritchey
Parm Sandhar
Vivian Ho

WAGES

- 3 year term, effective April 2019 - March 31, 2022
- April 1, 2019 - 3% wage increase
- April 1, 2020 - 3% wage increase
- April 1, 2021 - 3% wage increase

RETRO PAY

All members will receive wages retroactive (3%) to the date of expiry, April 1, 2019.



BENEFITS

- Eyeglass/Eye Care increased from \$400 to \$500 with routine eye exams paid for and not deducted from this amount
- Psychological counselling doubled from \$1000 to \$2000
- Acupuncturist increased from \$100 to \$400
- Podiatrist increased from \$200 to \$400
- Speech language pathologist increased from \$100 to \$500
- Increase floor of retiree life insurance from \$1000 minimum to \$2000 minimum
- In addition to the one (1) free transit pass granted to each employee, now up to two (2) free passes will be issued to spouse and/or eligible child.

ALLOWANCES

- Increases to the safety boot allowance from \$125 to \$200 for one (1) year or from \$250 to \$400 per two (2) year period
- Agreement to discuss protective clothing for Instructors as per article 16.04
- Increase to the meal allowance in Travel Expenses, article 17.06, lunch increased from \$12 to \$14, with the daily maximum increased from \$48 to \$50



UNION RECOGNITION

- The employer will pay \$5000/year into a fund for the purpose of providing union education.
- Union observer language, job stewards can now be requested to be present in bargaining unit job competitions employer will provide and maintain a flagpole at each transit centre that will fly the union-approved flag
- The employer will notify our union when they create an excluded position and provide rationale
- The employer will provide notice before utilizing contractors
- Strike and lockout language, bargaining unit members can honour a legal picket and not be disciplined at their workplace

SEVERANCE PAY

Increase to medical severance under article 15.07, severance increased from one (1) week to two (2) weeks for each calendar year of service

SICK LEAVE

The ability to supplement your income continuance with other banks once your sick leave is exhausted

WORKING CONDITIONS

- Additional of one (1) FTE to be added to the staffing complement for the Depot Workleaders in the Depots
- Standby duty applied to all departments
- Shift trades allowed across the bargaining unit
- If the employer automates or creates new procedures, increased the notice provisions from 30 days to 60 days
- Spreadover premiums in the event the employer decides to introduce split shifts
- Temporary staff and casuals can no longer be terminated with 24-hour notice
- Casual availability language
- Temporary promotion- you will receive the higher rate if you work one (1) day in the position rather than two (2) days
- Overtime awarded in equitable manner and now by seniority
- Relieving on higher grouped job when you go on vacation, no more 20 day period to get paid at the higher rate, you will immediately get the higher rate.

LEAVES

- Enhancement to bereavement leave
- Pregnancy leave and parental leave in line with BC Employment Standards
- New critical illness leave
- New domestic violence leave
- New deferred salary leave plan

MEDICAL

- Language significantly strengthened relating to independent medical requests, the union will now be involved in the discussion
- All medical form fees for the medical examination will be covered by the employer
- Introduction of a \$7500 interest-free loan for members who have substance abuse issues

RATIFICATION VOTE

BURNABY

DATE

TIME

LOCATION

Tuesday,
March 3

9 a.m. to
11:30 a.m.

Burnaby Transit Centre
North False Creek
Boardroom

VANCOUVER

DATE

TIME

LOCATION

Tuesday,
March 3

12 p.m. to
4:30 p.m.

Vancouver Transit
Centre South Training
Boardroom 4th floor

SURREY

DATE

TIME

LOCATION

Friday,
March 6

10:30 a.m.
to 1 p.m.

Gateway 5th floor
Boardroom

NEW WESTMINSTER

DATE

TIME

LOCATION

Friday,
March 6

2 p.m. to
4 p.m.

Transit Security
Columbia Boardroom

Your bargaining committee will be at the meetings to go through the tentative agreement and answer any questions you may have.

In solidarity,
Bargaining Committee:
Brendon Faustin, Job Steward
Vivian Ho, Executive Councillor
Ruth Ritchey, Job Steward
Parm Sandhar, Union Representative