

## **BARGAINING UPDATE BC TRANSIT**

**PARM SANDHAR  
UNION REPRESENTATIVE**



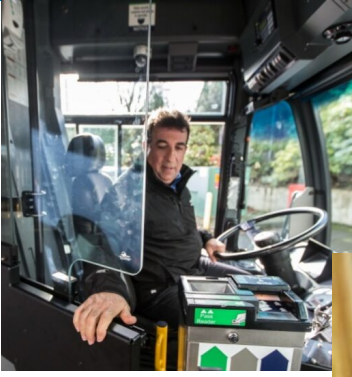
Your MoveUP bargaining committee fought hard for the membership in this round of bargaining, thanks to the collective strength we received from our membership. In this round of bargaining, we came to the table with specific mission to modernize the BC Transit Collective Agreement.

With early consultations with membership and bargaining specific surveys, the bargaining committee was able to get consistent feedback from the membership. In this round, your bargaining committee accomplished the majority of the goals laid out by the membership bargaining survey.

We want to thank everyone for their unity and solidarity during the collective bargaining process and especially during these unprecedented times with COVID-19. We know that this collective spirit and determination by the membership will stay strong for future collective bargaining rounds.

# BARGAINING COMMITTEE

Sal Ruffolo  
Glen Redden



## COLLECTIVE AGREEMENT

- Update to the job classification procedure
- New language for bullying and harassment

## WAGES

- 3 year term, effective April 2019 - March 31, 2022
- April 1, 2019 - 2% wage increase
- April 1, 2020 - 2% wage increase
- April 1, 2021 - 2% wage increase
- New Parts person Apprenticeship program
- IT Temporary Market Adjustment - 6% to 8%

## BENEFITS

- Eyeglass/Eye Care increased from \$600 to \$700
- Psychological counselling increased from \$0 to \$1500
- Acupuncturist increased from \$500 to \$600
- Chiropractor increased from \$500 to \$600
- Massage increased from \$500 to \$600
- Naturopath increased from \$500 to \$600
- Physiotherapist and Athletic Therapist increased from \$500 to \$600
- Podiatrist increased from \$500 to \$600
- Speech Language pathologist increased from \$500 to \$600
- Dental Plan - the addition of white composite fillings and periodontal bone and tissue grafting

## RETROACTIVE PAY

All members will receive wages retroactive (2%) to the date of expiry, April 1, 2019.



# 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
- Shift Premium increased from \$1.45/hr to \$1.70/hr
- Increase to the meal allowance in Travel Expenses, article 17.06. Lunch increased to be in line with the BC Transit exempt rates
- Childcare expenses covered if the employer requires you to work overtime
- Training premium applied to employees who have to train other employees
- Parts Person Red Seal Premium from \$0.00 to \$2.00
- Immediate pay in a higher group job if you work in it. No more waiting period
- Enhancement to clothing allowances increase from \$65.00 to \$95.00 for trousers for Operations Services Clerks, and Farebox & Supplies Clerks
- Employer to pay the deductible for any damage to your personal vehicle up to \$500 when using your vehicle for work
- Mileage increased from 50 cents to 55 cents for travel within your vehicle
- Reimbursement for childcare expenses when you are traveling for work up to \$100/night.
- Reimbursement for Medical Examination for Drivers Abstract
- Reimbursement for Certified Vehicle Inspection Program

# UNION RECOGNITION

- 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
- Employer will notify union when they create an excluded position and provide rationale
- Employer will provide notice before utilizing contractors
- No more hiring temporary employees to fill full-time regular postings
- Casual conversion language - casuals will get converted to regular part-time (with benefits) positions once they have worked 1,170 hours in a year
  - Casual availability language and call-in procedure negotiated
- 120-day notice period if the employer automates or introduces a new procedure which could result in displacement of employees

# WORKING CONDITIONS

- Standby Duty & Electronic Consultation applied to all departments
- Red-circling of wage if you are accommodated in a lower-rated position
- Qualifying period for jobs - the ability to go back to your old job if you don't like your new position
- Increase to orientation periods when you are laid off from 30 days to 60 days
- Priority access to vacant jobs if you are on the recall list
- Interim performance evaluations for probationary employees
- New modified work schedule for regular workers
- New compressed work schedule for shift workers
- New Stockroom Apprentice Training Program
- New Shift Exchange language for Shift Workers
- New Spread premium LOA
- New LOA on Job Shares

# LEAVES

- Maternity leave and parental leave in line with BC Employment Standards
- New employer paid top-ups for maternity and parental leave
- New Critical Illness Leave
- New Compassionate Care Leave
- New Gender Transition Leave
- New Domestic and Sexual Violence leave
- New Military/Reservist/Emergency Responders Leave
- New Leave Respecting Death of Child & Leave Respecting Disappearance of Child
- The ability to block book your RWWL days
- Increases to the leave of absence language
- Medical appointments - will no longer be deducted from banks. You can work this time to make it up or chose to deduct it from a bank if you like
- Special Leave enhancements
- Added:
  - Wedding of the employee
  - Attending wedding of the employee's child
  - Court appearance for hearing of employee's child
  - Serious illness or hospitalizations of a parent or step-parent
  - Child custody hearing - employee or child is a victim of domestic violence
- Use of RWWL or banked OT to top up your pay when you are on education leave