

MEMORANDUM OF AGREEMENT

BETWEEN:

VantageOne Credit Union

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**Canadian Office and Professional Employees' Union, Local 378
(dba MoveUP)**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from December 1, 2016 through November 30, 2019 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of ^{see BH} ~~written~~ four (4) years from December 1, 2019 through to November 30, 2023 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A"
- 3. Except as specifically amended below and by the attached, all terms and conditions of the Collective Agreement effective from December 1, 2016 through November 30, 2019, including Letters of Understanding or Memorandum of Agreement, shall remain in full force and effect for the renewed term of the Collective Agreement, unless subsequently amended by mutual agreement of the Parties.
- 4. The Parties agree that this Memorandum is subject to ratification by the Parties' respective principals. The Employer expressly agrees, however, that the Union shall not be required to conduct any ratification vote with respect to his Memorandum unless and until the Employer has ratified this Memorandum and advised the Union in writing of its acceptance.

BH
see
Jan 25/21

5. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
6. Upon ratification by both Parties in accordance with this Memorandum, the following provisions of Appendix "A" shall come into force and effect and the general increase shall be fully retroactive as follows:

General Increases and Retroactive Payments:

All employees who are active, including employees who are on disability, on the date of ratification by the bargaining unit shall receive retroactive pay on all earnings from December 1, 2019. These earnings shall be considered eligible for Employer RRSP contributions.

7. All items not addressed herein will be considered withdrawn on a without prejudice basis.
8. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
9. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
10. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within ninety (90) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have thirty (30) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within one-hundred and twenty (120) calendar days of the date of completion of the ratification vote.

Signed at Surrey, B.C. this 26 day of January, 2021

FOR THE EMPLOYER

B Held
Beki Held, VP Human Resources

Norma Cannon
Norma Cannon, Consultant

January 25, 2021

FOR THE UNION

Yudon Garie
Yudon Garie, Union Representative

Scott Wilcox
Scott Wilcox, Union Representative

Nadine Burton
Nadine Burton, Job Steward

Erik Grebliunas
Erik Grebliunas, Executive Councillor

APPENDIX "A"



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: November 12, 2019	Time:
HK-UP 01		Housekeeping	11:10

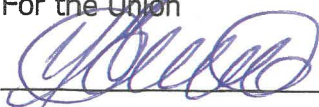

Housekeeping Item:

Amend the entire collective agreement for consistency respecting the use of apostrophes (') and capitalization of words.



E&OE

Signed off this 26 day of February 2020

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

10:47 am
MAR 4/20

Union			
Number	Affected Article/MOU	Date: March 4, 2020	Time:
UP 02	Article 1.2	AMEND (Original proposal was to add new 1.3, now amending 1.2)	

ARTICLE 1 - PURPOSE

1.2 Human Rights, Harassment and Bullying

~~Neither the Union nor the Employer in carrying out their obligations under this Agreement shall discriminate in matters of hiring, training, promotion, transfer, lay-off, discharge or otherwise because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity, gender expression or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.~~

(a) Human Rights

The Employer and the Union subscribe to the principles of the *Human Rights Code*. For clarity, and without limiting the generality of the foregoing, neither the Union nor the Employer in carrying out their obligations under this Agreement shall discriminate in matters of hiring, training, promotion, transfer, lay-off, discharge or otherwise because of race, colour, ancestry, place of origin, political belief, religion, age, sex, sexual orientation, gender identity or gender expression, physical or mental disability, family status or marital status, or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

(b) Harassment and Bullying

(i) Right to a harassment and bullying-free workplace

The Employer recognizes the right of employees to work in an environment free from harassment, including sexual harassment, and bullying.

(ii) Employer obligations

The Employer shall proactively take all reasonable action to create and maintain a workplace free from harassment and bullying. The Employer shall take such actions as are necessary with respect to any person engaging in sexual or other harassment or bullying in the workplace.

E&OE
Signed off this 4th day of March 2020

For the Union

For the Employer

(iii) Right to grieve

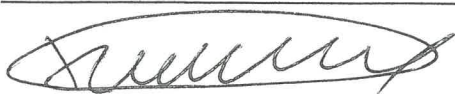
Employer action regarding actual or alleged harassment or bullying, including the outcome(s) of any such action, shall be subject to the grievance and arbitration provisions of this Agreement.

(c) With respect to discrimination, harassment, and bullying, the Employer and the Union shall adhere to the Worker's Compensation Act including, but not limited to, s. 151.

E&OE
Signed off this 4th day of March 2020

For the Union

For the Employer





November 13, 2019

U 6

ARTICLE 6 – HOURS OF WORK AND OVERTIME

- 6.1 a) The work week shall be thirty-six and one-half (36.5) hours' worked on five (5) consecutive days' during the period Monday to Saturday inclusive.
- b) A work day shall be a maximum of eight (8) hours' between the hours of 7:00 a.m. and 8:00 p.m.
- c) It is agreed that the determination of the starting time of daily and weekly work schedules shall be made by the Employer and such schedules may be changed by the Employer from time to time to suit varying conditions of business. In the event of a permanent change in existing hours of work or shifts, the Employer agrees to give at least two (2) weeks notice of any change.
- d) Notwithstanding 6.1(c) above, where a position with a staggered start time has more than one full time regular incumbent, the most senior full time regular employee in the position will have the choice of start time. Once the choice of shift has been made, the senior employee may not use seniority to "bump" a more junior employee from a start time.


For purposes of administration of this Clause, staggered starts in place prior to the ratification of this collective agreement shall remain in place until such time as a change to those shifts is made.

- e) All work schedules will be posted a minimum of two (2) weeks in advance of their effective dates.
- f) Full-time employees will be entitled to two (2) consecutive days off each week.**

E&OE

Signed off this 26 day of February 2020

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: February 26, 2020	Time:
UP 09	Article 8.5 e)	NEW (and renumber remainder)	

ARTICLE 8 – ANNUAL VACATION

8.5 Senior employees shall be given preference by department in the selection of vacation period. Employees may submit approval for vacation as follows:

- a) The periods are a minimum of one (1) full week or multiples of a full week. Employees may break down one of the weeks of vacation.
- b) Employees shall select their vacation periods in order of seniority as defined in Article 8.5 above, however, only one (1) vacation period shall be selected by seniority until all employees in the signing group have had the opportunity to select one (1) vacation period.
- c) Subsequently, those employees who have chosen to take their vacations in more than one period shall select the next period in order of seniority.
- d) The Employer is prepared to look at mid-week to mid-week, vacation applications on the following basis –They must be made in advance, special circumstances must apply and they will be subject to operational requirements.
- e) Employees on a leave of absence pursuant to article 9 shall be permitted to select vacation provided they will be returning to work within the calendar year
- f) Vacation by Department
 - i. Commercial Services which includes commercial account manager, commercial assistants and commercial representative – Three bargaining unit employees may be on vacation at one time, except that only one employee from each job may be on vacation at any one time.
 - ii. Member Services (excluding Call Centre) – 2 bargaining unit employees may be on vacation at one time.

E&OE
Signed off this 26 day of February 202020

For the Union



For the Employer

- iii. Retail Services which includes Account Managers and Retail Services Support, shall be permitted vacation as follows:
- Retail Account Managers – 2 bargaining unit employees may be on vacation at one time.
 - Retail Services Support – 1 bargaining unit employee may be on vacation at one time.
- iv. In all other departments, one (1) bargaining unit employee may be on vacation, exclusive of part-time employees in the department.
- v. Subject to operational requirements, the employer may increase the number of employees on vacation as set out above.
- g) Vacations which are booked in the peak vacation period of June 15 to September 15, shall be limited to a maximum of two (2) weeks on a first selection basis and must be booked in the period between November 15th and December 15th and confirmed by the Employer by December 31st.
- h) Additional time will be available beyond two (2) weeks if approved. The Standing Committee may be involved in resolving disputes under this Section.


E&OE

Signed off this 26 day of February 2020

For the Union

For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: November 12, 2019	Time:
UP 11	Article 9.1 d-e	NEW	

ARTICLE 9 – LEAVE OF ABSENCE

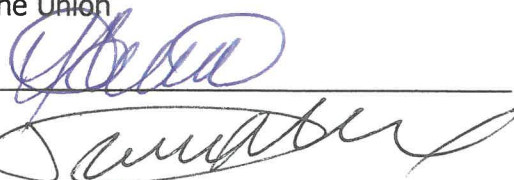
9.1 Paid and Unpaid Leave for Job Stewards and Union Officers

- a) Job Stewards can carry out their duties representing employees of VantageOne Credit Union without loss of pay during regular business hours and it shall be considered as time worked.
- b) Time spent by Job Stewards beyond their regular hours will not be paid for by the Employer.
- c) Before carrying out duties during regular working hours, the Job Steward will first obtain permission from the Manager or the manager’s designate at the Job Steward’s location. Such permission will not be unreasonably withheld. ~~Job Stewards may carry out their duties upon prior notification being given to the Manager or the manager’s designate at the Job Steward’s location.~~ It is understood that Job Stewards will carry out their duties in a manner as to cause a minimum of interference to normal job duties and business operations.


E&OE

Signed off this 26 day of February 2020

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: February 26, 2020	Time:
UP 13	Article 9.8	Amend – with NEW 9.9 and re-number remainder	

ARTICLE 9 – LEAVE OF ABSENCE

9.8 — ~~Maternity Leave / Parental Leave~~

- ~~a) Employees can apply for a leave of absence, without pay, in cases of Maternity and/or Parental Leave in accordance with the Employment Standards Act.~~
- ~~b) Such leave will not affect seniority or sick leave.~~
- ~~c) All leave of absence shall be, in writing, four (4) weeks prior to commencement of leave, and shall show the last day to be worked and the expected date of return to work.~~
- ~~d) Employees commencing Maternity/Parental Leave will have vacation pay calculated as a percentage of gross earnings.~~
- ~~e) Vacation pay will not be adjusted to a percentage of gross earnings if the leave is for seven (7) weeks or less.~~

E&OE
Signed off this 26 day of February 2020

For the Union



For the Employer



9.8 Pregnancy Leave

- (a) Pregnant employees are entitled upon request to unpaid Pregnancy Leave of no less than seventeen (17) consecutive weeks in accordance with the Employment Standards Act, as amended from time to time. Employees shall have the option of prorating the reimbursement amounts over the period of six (6) months.
- b) In order to be eligible for a leave of absence, a pregnant employee shall have a medical certificate completed by their physician and sent to the Employer.
- (c) Employees will notify the Employer at least four (4) weeks in advance of the date on which the employee intends to begin their leave of absence. An employee may alter, but only once, the date of commencement of their leave of absence by providing written notice to the Employer no later than two (2) weeks prior to the date they originally wished to commence their leave of absence. Absences due to pregnancy related medical complications shall be covered by sick leave provisions before and after the pregnancy leave of absence provided that the employee is not eligible for EI (Employment Insurance) sick leave benefits. The granting of sick leave provisions in such cases must be medically supported and approved by the Employer's Manager of Health Services.

There will be no payment of sick leave provisions during the pregnancy leave period.

- (d) Once the employee has commenced their leave of absence, they will not be permitted to return to work during the six (6) week period following the date of delivery unless the employee requests a shorter period.
- (e) The request to return prior to six (6) weeks following the date of delivery must be given in writing to the Employer at least one week before the date that the employee indicates they intend to return to work and the employee must furnish the Employer with a certificate of a medical practitioner stating that the employee is able to resume work.
- (f) Employees desiring to return to regular employment following pregnancy leave shall notify the Employer at least thirty (30) days prior to the desired date of return, or thirty (30) days prior to the expiry date of the pregnancy leave.

E&OE

Signed off this 26 day of February 2020

For the Union

[Signature]
[Signature]

For the Employer

[Signature]

9.9 Parental Leave

- (a) Employees who have taken Pregnancy Leave in relation to the birth of the child or children with respect to whom parental leave under this article is requested are entitled, upon request, to unpaid Parental Leave of no less than sixty-one (61) consecutive weeks, to be taken immediately following the end of Pregnancy Leave, in accordance with the Employment Standards Act, as amended from time to time. Employees shall have the option of prorating the reimbursement amounts over the period of six months.

- (b) For a parent, other than an adopting parent, who does not take Pregnancy Leave in relation to the birth of the child or children with respect to whom parental leave under this article is requested are entitled, upon request, to unpaid Parental Leave of no less than sixty-two (62) consecutive weeks beginning after the child's birth and within seventy-eight (78) weeks after that event, in accordance with the Employment Standards Act. Employees shall have the option of prorating the reimbursement amounts over the period of six months.

- (c) For an adopting parent, up to sixty-two (62) consecutive weeks of unpaid leave, which must begin within seventy-eight (78) weeks after the child or children are placed with the parent, in accordance with the Employment Standards Act. Employees shall have the option of prorating the reimbursement amounts over the period of six months.

- (d) Employees will give the Employer at least four (4) weeks' notice of the date on which the employee wishes to begin the leave of absence.

- (e) Employees desiring to return to regular employment following parental leave shall notify the Employer at least thirty (30) days prior to the desired date of return, or thirty (30) days prior to the expiry date of the parental leave.

- (f) The Employer will continue to pay the Employer's portion of the employee's benefit premiums while the employee is on parental leave.

E&OE
Signed off this 26 day of February 2020

For the Union
[Signature]
[Signature]

For the Employer
[Signature] [Signature]



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: February 26, 2020	Time:
UP 14	Article 9.11	Amend	

9.11 Compassionate Care Leave

Preamble:

The Employer shall grant, upon request, unpaid Compassionate Care Leave in accordance with the Employment Standards Act, as amended from time to time.

a) In this section, "family member" means:

- i. A member of an employee's immediate family, and
- ii. Any other individual who is a member of a prescribed class.

b) An employee who requests leave under this section is entitled to up to ~~8~~ 27 weeks of unpaid leave to provide care or support to a family member if a medical practitioner issues a certificate stating that the family member has a serious medical condition with a significant risk of death within ~~26~~ 52 weeks, or such other period as may be prescribed, after

- i. The date the certificate is issued, or
- ii. If the leave began before the date the certificate is issued, the date the leave began.

c) The employee must give the employer a copy of the certificate as soon as practicable.

d) An employee may begin a leave under this section no earlier than the first day of the week in which the period under subsection (b) begins.

e) A leave under this section ends on the last day of the week in which the earlier of the following occurs;

- i. The family member dies;
- ii. The expiration of ~~26~~ 52 weeks or other prescribed period from the date the leave began.

f) A leave taken under this section must be taken in units of one or more weeks.

E&OE

Signed off this 26 day of February 2020

For the Union

For the Employer

- g) If an employee takes a leave under this section and the family member to whom subsection (b) applies does not die within the period referred to in that subsection, the employee may take a further leave after obtaining a new certificate in accordance with subsection (b), and subsection (c) to (f) apply to the further leave.
- h) Under such leave, the employee shall accumulate seniority for three (3) months and, thereafter the employee's seniority shall be maintained for the duration of the employee's leave.
- i) Employees on Compassionate Care Leave will have vacation pay calculated as a percentage of gross earnings.
- j) Vacation pay will not be adjusted to a percentage of gross earnings if the leave is for seven (7) weeks or less.
- k) Benefit coverage may be continued during this extended period providing the employee pays the full cost of the premiums monthly in advance.


Changes to the Employment Standards Act in the area of Compassionate Care Leave will be implemented through the Standing Committee.

E&OE
Signed off this 26 day of February 2020

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Table with 4 columns: Union Number, Affected Article/MOU, Date, Time. Row 1: UP 15, Article 9.12, NEW, February 26, 2020.

9.12 Critical Care Leave

a) The Employer shall grant, upon request, unpaid Critical Care Leave in accordance with the Employment Standards Act, as amended from time to time.

In this section, "family member" means:

- i) A member of an employee's immediate family, and
ii) Any other individual who is a member of a prescribed class.

b) An employee who requests leave under this section is entitled to up to the following unpaid leave to provide care or support to a family member if a medical practitioner or nurse practitioner issues a certificate in accordance with subsection (4):

- i) Up to 36 weeks of unpaid leave to provide care or support to a family member who is under 19 years of age at the start of the leave;
ii) Up to 16 weeks of unpaid leave to provide care or support to a family member who is 19 years of age or older.

c) If a certificate issued by a medical practitioner with respect to a leave under this section, sets out a period for which a family member of an employee requires care or support that is less than the maximum number of weeks, the employee:

- i) is entitled to take the leave only up to the number of weeks indicated in the certificate, and
ii) may, respecting the leave, obtain one or more additional certificates but the employee's entitlement to the leave does not exceed the maximum number of weeks specified above.

d) A certificate must:

i) state that the baseline state of health of the family member has significantly changed and the life of the family member is at risk as a result of an illness or injury,

E&OE
Signed off this 26 day of February 2020

For the Union
[Signature]

For the Employer
[Signature]

ii) state that the care or support required by the family member can be met by one or more persons who are not medical professionals, and

iii) set out the period for which the family member requires care or support.

e) The employee must give the employer a copy of the certificate as soon as practicable.

f) An employee may begin a leave under this section respecting a family member no earlier than the earlier of the following:

i) the first day of the week in which the certificate respecting the family member is issued;

ii) the first day of the week in which the baseline state of health of the family member significantly changes and the life of the family member is at risk as a result of an illness or injury.

g) A leave under this section ends on the last day of the week in which the earlier of the following occurs:

i) the family member in respect of whom the leave is taken dies;

ii) the expiration of 52 weeks from the date the leave began.

h) A leave taken under this section must be taken in units of one or more weeks.

i) If an employee takes a leave under this section and, at the time referred to in (g)(ii) above the life of the family member remains at risk as a result of the illness or injury, the employee may take a further leave after obtaining a new certificate in accordance with section (d), and sections (e) to (h) apply to the further leave.

j) Under such leave, the employee shall accumulate seniority for three (3) months and, thereafter the employee's seniority shall be maintained for the duration of the employee's leave.

k) Employees on Critical Care Leave will have vacation pay calculated as a percentage of gross earnings.

l) Vacation pay will not be adjusted to a percentage of gross earnings if the leave is for seven (7) weeks or less.

m) Benefit coverage may be continued during this extended period providing the employee pays the full cost of the premiums monthly in advance.

Changes to the Employment Standards Act in the area of Critical Care Leave will be implemented through the Standing Committee.

E&OE

Signed off this 26 day of February 2020

For the Union

[Signature]
[Signature]

For the Employer

[Signature] 3Hid.

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION & MOVEUP

M6 - EMPLOYER PROPOSAL
November 12, 2019

ARTICLE 10 BENEFITS

10.3 The premium cost sharing on the plans listed above shall be as follows:

(a) Employees of record prior to June 1, 2004:

BENEFIT	EMPLOYER'S SHARE	EMPLOYEES' SHARE
Medical Services Plan	100%	
Extended Health	100%	
Group Life Insurance	100%	
Salary Insurance		100%
Basic Dental Plan, Option II	100%	

(b) ~~Effective June 1, 2004,~~ **New** employees cost share of medical, dental and extended health coverage premiums shall be as follows:

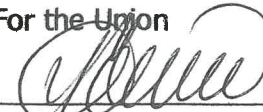

- i. 1st year after qualifying for benefits - 60/40 (Employer/employee)
- ii. 2nd & 3rd year - 75/25 (Employer/employee)
- iii. 4th & 5th year - 90/10 (Employer/employee)
- iv. 5 years and thereafter - 100% (Employer)

(c) Effective January 1, 2020, MSP premiums will cease with the implementation of the Employer Health Tax (EHT). If, in the future, MSP premiums are reinstated, the cost sharing formula shown in 10.3 (b) above will be reinstated.

E&OE

Signed off this 2nd day of March 2020

For the Union

For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union PROPOSALS 2019 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: February 25, 2020	Time:
UP 24	Article 11.2	Amend – This proposals replaces U24 for a new 11.11	

ARTICLE 11 – SALARY POLICY

11.2 **Job Descriptions** – are written with the intent to set forth the general duties and requirements of the job ad to indicate the level of skill required and shall not be construed as imposing any restriction on the right of the Employer to create a new job or to assign duties to employees other than those specifically mentioned in job descriptions, providing always that if the assignment of such duties changes the job content sufficiently to justify a review of the job evaluations results, the local union shall be notified.

The employer shall provide the union with a copy of all bargaining unit job descriptions annually.

E&OE
Signed off this 26 day of February 2020

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: November 12, 2019	Time:
UP 28	Article 13.3	Amend	

ARTICLE 13 – LAY-OFF AND RECALL

13.3 A regular full-time employee with six (6) months or more of service who is laid-off due to lack of work or redundancy shall be placed on a recall list by seniority for a period of ~~six (6) months.~~ one (1) year

E&OE
Signed off this 27 day of February 2020

For the Union



For the Employer

me Billed.



(Canadian Office and Professional Employees Union, Local 378)

**VantageOne Credit Union
PROPOSALS 2019
Union Proposals (UP Item)**

MAR 4/20
10:24am

Union			
Number	Affected Article/MOU	Date: March 4, 2020	Time:
UP 37	MOA 1	AMEND	

Employer and Union to discuss the list of excluded positions to ensure that each position is properly excluded.

MEMORANDUM OF AGREEMENT 1

Re: Excluded Positions

BETWEEN: VantageOne Credit Union
(hereinafter referred to as the "Credit Union")
PARTY OF THE FIRST PART

AND: Canadian Office and Professional Employees Union, Local 378
(hereinafter referred to as the "Union")
PARTY OF THE SECOND PART

With reference to the Union's Certification dated February 26th, 1979 and Article 2, Section 1 of the Collective Agreement, the Parties agree that all employees at the following locations will be included in the bargaining unit:

Main Branch
3108 33rd Avenue
Vernon, BC V1T 2N7

North Vernon Branch
5300 26th Street
Vernon, BC V1T 8G3

Except those properly excluded by the Code.

~~the following positions shall be excluded from the bargaining unit.~~

- ~~• Chief Executive Officer~~
- ~~• Compliance and Risk Manager~~
- ~~• Human Resources Manager~~
- ~~• Human Resources Coordinator~~

E&OE
Signed off this 4th day of March 2020

For the Union

For the Employer

- Chief Financial Officer
- Controller
- Finance Administration Assistant — Payroll
- Marketing and Customer Experience Manager
- Marketing Coordinator/Digital Media Manager
- Executive Assistant
- Chief Operations Officer
- Commercial Services and Credit Manager
- Commercial Services Assistant Manager
- Main Branch Manager
- Member Services Manager
- Payment Services/Process Development Manager

Signed at _____, BC this _____ day of _____, 2017.

SIGNED on BEHALF of the EMPLOYER _____ **SIGNED on BEHALF of the UNION**
Party of the First Party; _____ *Party of the Second Party;*

 Glenn Benischek, Chief Executive Officer _____ Trevor Hansen, Union Representative

 Cheryl Turcotte, Board Chairman _____ Erik Grebliunas, Job Steward

E&OE
 Signed off this 4th day of March 2020

For the Union

[Signature]
[Signature]

For the Employer

me Btked

U. Suam
Mar 11/20

MANAGEMENT COUNTER PROPOSAL
U 38 LOU #2 Long Term Disability
March 11, 2020

LETTER OF UNDERSTANDING #2

BETWEEN

VANTAGEONE CREDIT UNION

And

CANADIAN OFFICE & PROFESSIONAL EMPLOYEES UNION, LOCAL 378

Re: GUIDELINES FOR DISABILITY LEAVES


This Letter of Understanding speaks to short and long-term absences for reason of disability, either on satisfactory medical information or through benefits provided by the disability carrier.

The following guidelines will apply to employees on disability leave:

1. Employees will continue to have the employer portion of benefits premiums paid for the twelve month period after commencement of a disability leave.
2. Employees on disability leave, where the absence exceeds twelve months, shall, subject to carrier approval, have access to benefits provided the employee pays all premiums.
3. Where an employee is on disability leave for up to four months, the employer may fill the position on a temporary basis, and the employee on disability leave shall have the right to return to their previous position, provided the employee is fit to return.
4. Where an employee is on disability leave for in excess of four months, the employer may post and fill the position on a permanent basis. The employee on disability leave shall have the right to return to their previous position as set out in (5) below, provided the employee is fit to return, for up to twenty-eight months on disability leave, inclusive of any short term disability period and any elimination period.
5. An employee returning to the workplace under (4) above has the right to the following displacement provisions:
 - a. The returning employee may displace another employee, regardless of seniority, to reclaim their home position.

E&OE
Signed off this 11th day of March 2020

For the Union



For the Employer



MANAGEMENT COUNTER PROPOSAL

U 38 LOU #2 Long Term Disability

March 11, 2020

b. If the home position no longer exists, the returning employee may displace another employee in a position at the same or lower job level:

- i. providing the returning employee has the qualifications to perform the job functions satisfactorily, and
- ii. providing the employee makes such notice within two weeks, and
- iii. providing the employee has greater seniority than the employee to be displaced.

c. Any employee displaced by this action may displace another employee in a position at the same or lower job level, provided:

- i. the employee has the qualifications to perform the job functions satisfactorily, and
- ii. the employee makes such notice within three working days of "bump", and
- iii. the employee has greater seniority than the employee to be displaced.

*Disc. nec
Y6 7/20*

6. Where an employee remains on an LTD-approved absence for thirty-six months, inclusive of the of any short term disability period and any elimination period, has been approved for LTD based on being disabled from "any occupation", and where, after an individualized consideration of the employee's circumstances, it is not likely that the employee will return in the foreseeable future, the employment relationship will end.

7. Where an employee remains on a non-LTD approved disability-based absence for thirty-six months, inclusive of any short-term disability period and any elimination period, and where, after an individualized consideration of the employee's circumstances, it is not likely that the employee will return in the foreseeable future, the employment relationship will end.

E&OE
Signed off this 11th day of March 2020

For the Union



For the Employer
McCannon Bldg.

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION & MOVEUP

M4 - EMPLOYER PROPOSAL
November 13, 2019

APPENDIX "A"

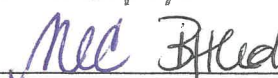
<p>GROUP 1 Statement and File Clerk</p>	<p>GROUP 5 Account Manager I-Commercial Account Manager II-Retail Work Leader - Commercial Services/ Centralized Administration</p>
<p>GROUP 2 Information Representative-Retail Teller-Frontline Teller-Business Services</p>	<p>GROUP 6 Account Manager II-Commercial Account Manager III-Retail Systems Support Analyst Centralized Audit -Credit Control</p>
<p>GROUP 3 Call-Centre Representative Solutions Centre Representative Member Services Representative Finance Administration Assistant-Clearing</p>	<p>GROUP 7 Account Manager III-Commercial</p>
<p>GROUP 4A Finance Admin Assistant-Payment Services Retail Services Assistant Work Leader-Member Services Representative Commercial Service Representative</p>	<p>GROUP 8 Account Manager IV-Commercial</p>
<p>GROUP 4B Finance Administration Assistant Centralized Audit Commercial Services Assistant</p>	

E&OE
Signed off this 27 day of February 2020

For the Union



For the Employer



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 January 20, 2021 at 6:30 PM

OFFER CONTINGENT UPON ALL OTHER ITEMS BEING REMOVED FROM THE TABLE.

PROPOSAL NUMBER	ARTICLE and DEMAND	EMPLOYER OFFER
All Matters Agreed	Various	All matters agreed to & signed off by the Parties at this date
U10	Clause 8.8 Supplementary Vacation	Employer will extend 5 days at 30 years for Regular FT Employees, Effective January 1, 2021 Grandfathered Employees <ul style="list-style-type: none"> * Linda Sim, Start Date Sept 4, 1985, eligible in 2015 * Lila Jolicoeur, Start Date Aug 22, 1989, eligible in 2019
U12	Clause 9.6 (b)	Add Aunt & Uncle to the list of relatives for whom 3 days bereavement leave is allowed Effective 1st day of month following ratification
U18	Clause 10.2 (a) (vii)	65% orthodontics to a maximum lifetime amount of \$3000 for all eligible employees and their dependents. Effective December 1, 2021
U19	Clause 10.2 Paramedicals	Increase to \$500 each Effective 1st day of the month after ratification
U29	Clause 15.5 (c) iii Specialist Appointments	Employer will agree to 2 days for Specialist Appointment beyond 150 kilometres, one way Effective 1st day of month following ratification Proof of Appointment Required
U33	Clause 17.5 (a) Severance	Employer will agree to one week per year to a maximum of 20 weeks severance
U34	Term of the Agreement	4 years
U36	Appendix "C" Wages	December 1, 2019 2.0% December 1, 2020 2.25% December 1, 2021 2.50% December 1, 2022 2.75%

Note: For information purposes only re U29:

1. Distance one way – Vernon to Vancouver approximately 440 kms (or 5 hours, 2 minutes)
2. Distance one way – Vernon to Abbotsford approximately 402 kms (or 3 hours, 56 minutes)
3. Distance one way – Vernon to Kamloops approximately 117 kms (or 1 hour, 21 minutes)
4. Distance one way – Vernon to Kelowna approximately 51 kms (or 47 minutes)

BH
 nec

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MANAGEMENT OFFER #9 RE MONETARY
January 20, 2021 at 6:30 PM

SIGNED ON BEHALF OF THE UNION:

[Signature]
YUSON GARIE

[Signature]
SCOTT WILCOX

[Signature]
ERIK GREBLIUNAS

[Signature]
NADINE BURTON

DATE: January 20, 2021

SIGNED ON BEHALF OF THE EMPLOYER:

[Signature]
NORMA E. CANNON

[Signature]
BEKI HELD

DATE: January 20/21