

**WITH PREJUDICE SETTLEMENT AGREEMENT**

**Between**

**FortisBC Customer Service Centres**

**(the Company)**

**and**

**MoveUP – Canadian Office and  
Professional Employees' Union, Local 378**

**(the Union)**

**Re: Meal Provisions Policy Grievances  
(#20-0477)**

**WHEREAS** the Company and the Union were in disagreement as to the interpretation of Article 16.07 as it is related to overtime meal provisions.

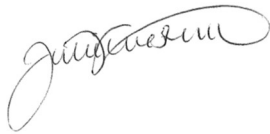
**AND WHEREAS** the Union filed a policy grievance on October 28, 2020 asserting that the Company improperly denied employees with the applicable meal provisions while working overtime hours.

**NOW THEREFORE** the Parties agree to the following:

1. Article 16.07 is clear and unambiguous. When an employee works overtime as described in this Article, the employee is entitled to the following:
  - (a) Where an employee is required to work less than two hours beyond their regular shift, a 1/2 hour unpaid meal period will be allowed.
  - (b) Where an employee is required to work three hours or more, the Company will provide a meal or reimburse the employee for reasonable meal expenses incurred.
2. The Company will provide a meal or reimburse the employee for reasonable meal expenses incurred if an employee is required to work three hours or more beyond their regular shift.
3. If it is not practical for the Company to provide a meal, the employee will provide a receipt and submit for reimbursement.

4. The Company agrees to compensate all affected members for their meal provision retroactively to April 1, 2020. The Company will provide the names and the verification of the retroactivity being actioned.
5. The Company agrees to follow the provisions of Article 16.07.
6. The Union agrees that the grievance is resolved.

**IN WITNESS THEREOF** the Parties have hereto set their hand on the date set out below:



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Julie Van Westen  
HR Business Partner  
FortisBC-CSC

\_\_\_\_\_  
\_May 27, 2021\_\_\_\_\_

Date



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Cindy A. Lee  
Union Representative  
MoveUP

\_\_\_\_\_  
May 31, 2021

Date