

Southern Railway of British Columbia LTD.

and

MoveUP (COPE 378)

June 3, 2021

Employer Monetary Proposal – 2:00 pm

The following is a complete inclusive offer to settle these negotiations. This offer includes all previously agreed to items. All other proposals are considered withdrawn. If this offer is not accepted, it is withdrawn in its entirety.

Term

April 1, 2021 to March 31, 2027

Wage Increases – to be applied to all individual salaries and salary scales

April 4, 2021	2.00%
April 3, 2022	2.00%
April 2, 2023	2.00%
March 31, 2024	2.00%
March 30, 2025	2.00%
March 29, 2026	2.25%

Benefits

1. The 25% portion of the Eye Ware Program premium currently paid by employees will be eliminated. The Employer will now pay 100% of the premium. (Article 10.01 (e))
2. Paramedical - Speech Therapist services increased from \$100 to \$500 per calendar year per dependent child under the age of seventeen.
3. Paramedical - Psychologist/Social Worker/Guidance Counsellor/ Clinical Counsellor group of services increased from \$1,000 to \$1,500 per insured person per calendar year.
4. Paramedical - Establish an annual limit of \$ 1,500 per insured person per calendar year for the group of services provided by Massage Therapists, Orthotherapists and Kinesiologists.
5. Removal of MSP language from the collective agreement with the Employer commitment to pay premiums should they be reinstated by Government (Employer proposal #1)