



June 2, 2022

via email

MoveUP Local 378
Suite 301 – 4501 Kingsway
Burnaby, BC V5H 0E5
Attention: Shawn Lakusta, Union Representative

Dear Shawn:

Re: MoveUP Grievance 21-0519 – Stage II – Employer Response

In follow-up to the discussions on MoveUP Policy Grievance 21-0519 at the May 10, 2022 Labour Management Meeting the employer has prepared the Stage II response.

BC Transit has reviewed the matters raised in the meeting and does not agree that it has violated the collective agreement.

In accordance with BC Transit's Mandatory COVID-19 Vaccination for Employees Policy, non-compliant employees are ineligible to perform work for BC Transit and, as a result, are to be placed on unpaid leave commencing November 30, 2021. Ordinarily, an employee who refuses to comply with an employer policy would be subject to discipline up to and including termination of employment. In this case, pursuant to the policy, BC Transit has taken the approach of giving such employees an opportunity to reconsider their position and bring themselves into compliance with the policy before BC Transit determines what action to take if non-compliance continues. This approach is to the benefit of the employee and does not violate the collective agreement. The policy does not include any reference to discipline applied to employees who are non-compliant. It does reference that employees may be terminated once the unpaid leave comes to an end. To date, employees remain on an unpaid leave and no MoveUp employees have been disciplined or terminated as a result of non-compliance with the policy.

As a result of the above, BC Transit respectfully declines the Union's requests made in the meeting.

Yours truly,

A handwritten signature in black ink, appearing to be "M. Zimmerman", written over a faint, light-colored signature line.

Melissa Zimmerman
Acting Vice President, People and Culture
BC Transit