

PROPOSALS

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ICBC Proposal #1
Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union regarding the implementation of general wage increases.

ICBC Proposal #2

Date: _____, 2022 Time: _____



Amend Article 19 to add Article 19.19 as follows:

19.19 Cultural Leave For Indigenous Employees

The Corporation may grant Indigenous employees up to two (2) days per year paid leave with seven (7) days written notice from the employee to participate in Indigenous Cultural Event(s).

ICBC Proposal #3

Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union regarding updating Letter of Understanding #5 - Re: Co-operative Education Students Information Services Department.

ICBC Proposal #4
Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union regarding the implementation of a Co-operative education Students Letter of Understanding for Coop positions generally occurring outside of the Information Services Department.

ICBC Proposal #5
Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussion with the Union regarding expanding support functions provided by Account Services to Monday to Saturday operations.

ICBC Proposal #6

Date: _____, 2022 Time: _____



The Corporation proposes to amend Article 20.05 as follows:

20.05 Use of Personal Vehicles

- (a) Employees who elect and who are permitted by the Corporation to use their personal vehicles in lieu of transportation supplied by the Corporation **will be reimbursed as per Corporate Policy** ~~fifty-two (.52) cents on July 1, 2013 per kilometre at ratification~~, for all distances travelled on Corporation business.

ICBC Concept #7

Date: _____, 2022 Time: _____



The Corporation proposes to discuss meal expenses in Article 20.06.

**ICBC Proposal #8 Casual Workforce
LOU# XX**

Date: _____, 2022 Time: _____



The Corporation proposes the following LOU re Casual Workforce:

The Parties agree to the establishment of a Casual Workforce based on the following:

1. Definition

- a. ICBC may hire employees ("Casual Employees") to work partial or full shifts as requested by ICBC from time to time, without any minimum commitment of work made by ICBC.
- b. Casual Employees may be scheduled to work in the following circumstances:
 - i. Vacancy relief, on a temporary basis;
 - ii. Leave relief;
 - iii. Sickness relief;
 - iv. Vacation relief; or
 - v. Temporary workload relief.
- c. ICBC will maintain a list of Casual Employees, sorted by date of hire from earliest to latest (the "List"). This list shall be provided to the union each month. It will track hours worked, work location, nature of work performed, accumulated hours from date of hire, weekly and monthly hours.

2. Limitations of usage

- a. ICBC shall not utilize Casual Employees to reduce or replace the number of Full or Part Time Regular positions. Job postings for Full or Part Time Regular positions shall not be delayed due to the utilization of Casual Employees. Accordingly, Casual Employees will not be scheduled for an assignment that exceeds 90 consecutive working days, unless by mutual agreement between the Casual Employee, MoveUP and ICBC.

3. Job Classifications

- a. Casual Employees will be employed to support Drivers Licensing in the role of Driver Examiner. Subject to training and operational requirements, Casual Employees may also perform the duties of a Client Service Representative in Drivers Licensing.
- b. The number of employees in the Casual Employee pool will not exceed 15 during the first 18 months of this LOU, unless mutually agreed to by the parties.

4. Probation

- a. A Casual Employee will serve a probationary period of 6 months or 900 hours; whichever shall last occur. Should a casual employee fail to achieve 900 hours of work in their initial twelve (12) months of employment, they shall be deemed to have completed probation.

5. Seniority

- a. Casual employees can apply for other bargaining unit positions and receive selection preference in accordance with Article 7.03(c) after completion of the probationary period.
- b. Casual Employees hired into a Full or Part Time Regular position shall be credited with seniority on a pro-rata basis in proportion to the hours of work for a full-time employee.
- c. Casual Employees hired into a Full or Part Time Regular position shall be hired at Step 1, and have any time accrued as a Casual Employee applied towards their salary step placement.

6. Availability

a. Availability

Upon hiring, each Casual Employee will provide ICBC with their availability to work by day of the week, and a minimum of three (3) preferred locations, which may be amended on a quarterly basis or by mutual agreement between the Casual Employee and ICBC.

- b. A Casual Employee may request to be deemed unavailable to work for a total of 12 weeks per calendar year. Any period of unavailability must be approved by ICBC if it is:
 - i. longer than three (3) consecutive weeks;
 - ii. scheduled with less than two (2) weeks' notice; or
 - iii. in conflict with any work assignment.

7. Call-Out

- a. Subject to Casual Employee availability and operational requirements, ICBC will phone Casual Employees and assign work assignments. ICBC will confirm work assignments by email.
- b. ICBC shall provide no less than 2 hours' notice for an employee to attend a worksite and report to a work assignment.
- c. ICBC may assign work to Casual Employees for single or multiple shifts of between four (4) and seven and a half (7.5) consecutive hours per day. Rest periods and lunch periods shall be provided in accordance with Article 12.09 of the collective agreement.

- d. Casual employees will be entitled to overtime if they have worked in excess of 37.5 hours in a week (Monday to Saturday), or 7.5 hours in a day.
- e. Work assignments may be assigned at any preferred location as outlined in the Casual Employee's availability. Casual Employees may accept work at other locations, subject to entitlements outlined in Article 20.
- f. Where a Casual Employee declines more than five (5) work assignments in any three (3) month period, ICBC shall review with the union the circumstances under which the employee declined the shifts. ICBC may remove the employee from the list if it deems the reasons to be unacceptable.

8. Cancellations

- a. ICBC may, at its sole discretion, cancel a shift up to 24 hours in advance of the start of a shift without obligation to the Casual Employee.
 - i. For cancellations within 24 hours of the start of the shift, ICBC will pay the Casual Employee for the hours they were scheduled to work, exclusive of any overtime and/or premiums, for that shift, if it is unable to re-assign the Casual Employees to another one of their preferred locations.
 - ii. For cancellations after a shift has started, ICBC will pay the Casual Employee for the hours they were scheduled to work, exclusive of any overtime and/or premiums, for that shift.
- b. Where a Casual Employee has a work assignment and either does not attend at work or cancels within 24 hours, the Parties shall review the circumstances under which the employee did not attend the shift. ICBC may remove the employee from the list, should it consider the reason for the cancellation to be unacceptable.
- c. Should a Casual Employee resign from ICBC, they must provide ICBC with two weeks notice.

9. Compensation

- a. Casual Employees will be paid an hourly rate which will be 118.8% of the hourly rate of Step 3 of the salary range for the appropriate classification. This enhanced benefit will be in lieu of annual vacation, statutory holidays, sick leave, pension and any other welfare benefits.
- b. Casual Employees will not be assigned a headquarters under Article 20.01 and therefore will not be eligible for travel related entitlements under Article 20.04, when reporting to any of the preferred locations they provided ICBC under 6a.
- c. Casual Employees are entitled to all other entitlements under Article 20, including those outlined in Article 20.04 if they are offered, and accept, a work assignment at a location for which they did not provide availability under 6a above.

10. Administration

- a. Any dispute(s) arising from the execution of this agreement shall be subject to the grievance procedure as outlined in Article 3 of the Collective Agreement.

11. Continued Discussions

- a. The Parties agree that they will continue to engage in discussions related to Casual Employees to discuss any issues arising from the application, interpretation and execution of this LOU.

FOR THE UNION:

FOR THE CORPORATION:

**[NAME]
[POSITION TITLE]
MOVEUP**

**[NAME]
[POSITION TITLE]
ICBC**

Date:

Date:

ICBC Proposal #9
Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union to identify collaborative ways to manage employee wellness and attendance at work.

ICBC Proposal #10

Date: _____, 2022 Time: _____



Amend Article 16 as follows:

ARTICLE 16

PAID HOLIDAYS

16.01 Paid Holidays

(a) For the purpose of this Agreement, the following days shall be paid holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
B.C. Day	Family Day

Day of Truth and Reconciliation

(b) In addition, any other general holiday(s) proclaimed by the Government of Canada or the Government of British Columbia will be recognized by the Corporation as a holiday with pay. **In the event the Government of Canada and the Government of British Columbia select different dates to recognize the same general holiday, the Corporation will recognize the Provincial date as the paid holiday, not both.**

ICBC Proposal #11

Date: _____, 2022 Time: _____



Amend Article 18.01(b) and the Benefits Supplement as follows:

...

b) Dental Plan

All full-time regular and part-time regular employees who satisfy the eligibility conditions of the Plan shall be covered under a Dental Plan provided by the Corporation which will provide benefits of Plan a (100%), Plan b (65% co-insurance effective October 1, 2000 and 70% co-insurance effective October 1, 2001), and Plan c (50% co-insurance, to a lifetime maximum of \$4,000.00 effective October 1, 2000 and \$5,000.00 effective October 1, 2001). **Plan a and Plan b services are subject to a combined maximum reimbursement of \$3,000 per member or dependent every calendar year.** Enrolment in this Dental Plan shall be a condition of employment for all full-time regular and part-time regular employees after completion of the prescribed waiting period, except that employees covered by other Dental Plans will not be covered under this Plan if they elect to maintain coverage under those other Dental Plans.

The premiums for these plans will be borne by the Corporation in full for full-time regular employees, and on a pro-rata basis for part-time regular employees.

...

Dental Plan

The Plan

The purpose of our Dental Care Plan is to provide you and your eligible dependents with assistance with the costs of most dental work performed by a dentist who is a dental surgeon licensed by the College of Dental Surgeons of British Columbia to practice with the Dentistry Act of BC.

If there should be any differences between the wording of this summary and the provisions of the Dental Care Plan Agreements together with subsequent riders to such agreements, the provisions of the Agreements as amended from time to time, shall prevail.

The plan does not pay for duplicate, incomplete, or unsuccessful procedures. All fees are based on the BC Dental Fee Guide with allowances for specialists.

Eligibility

All full-time regular and part-time regular employees are eligible for coverage. Coverage for you and your eligible dependents will commence on the first day of the month following three months of continuous service. ICBC pays 100% of the cost for this coverage for full-time employees and cost-shares for part-time employees.

E&OE

Eligible Dependents

Your legally married spouse or that person with whom you are currently living and have lived in a conjugal relationship for not less than one (1) year, and who is presented as your recognized spouse, your natural or adopted child or step child who is:

- Unmarried,
- Under age 21
- Not employed on a full-time basis ; and,
- Not eligible for insurance under this plan or any other group benefit program.

Your dependents coverage may be continued beyond age 21 provided that they meet all the conditions above and are in full-time attendance at a school or university for a minimum of 10 hours per week or, if they are incapable in engaging in any substantially gainful activity and is dependent upon you for support, maintenance and care, due to a mental or physical disability. A child who is incapacitated on the date he or she reaches age 21 will continue to be an eligible dependent. However the child must have been covered by this plan immediately prior to this date.

A stepchild must be living with you to be eligible.

Eligible Expenses

The following services are covered, **to a maximum reimbursement under the plan of \$3,000 per member or dependent every calendar year**, under the plan when performed within British Columbia where supporting documentation is provided. This is a summary for information purposes only.

Eligible expense	Guidelines	Maximums
Plan A – Basic Services	Reimbursement at 100%	<u>Plan a and Plan b services are subject to a combined maximum reimbursement of \$3,000 per member or dependent every calendar year.</u>
Dental Examinations	Recall oral examinations one (1) unit scaling and one (1) unit polishing Topical fluoride Bitewing x-rays	Every six (6) months
	Complete oral examination	One (1) every two (2) calendar years
X –Rays	Full mouth series	One (1) every two (2) calendar years
Fillings	Fillings with amalgam Replacement fillings provided filling is at least twelve (12) months old and is damaged due to breakdown or significant decay	
Extractions		

Routine Diagnostic and Laboratory Procedures	Based on reasonable and customary fees	
Periodontics	Scaling	Combined maximum of twelve (12) units per calendar year
Endontic	Root canals and therapy	Initial treatment plus one (1) re-treatment per tooth per lifetime
Dentures	Full or partial removable dentures Replacement provided (see plan for detail)	
Plan B- Major Restorative	Reimbursement at 70%	<u>Plan a and Plan b services are subject to a combined maximum reimbursement of \$3,000 per member or dependent every calendar year.</u>
Crowns and Onlays	When the function of a tooth is impaired due to cuspal or incisal angle damage caused by trauma or decay	
Inlays	Provided covering at least three (3) surfaces and cap tooth is missing	
Bridges	Fixed bridgework Replacement (see plan booklet)	Does not apply if tooth was missing prior to coverage being in effect
Plan C - Orthodontic	Reimbursement at 50%	
Orthodontic		Life time maximum \$5,000.00 per person

ICBC Proposal #12 – Flexible Benefits

Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union regarding exploring options to implement Flexible Benefits.

ICBC Proposal #13

Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussion with the Union regarding elimination Article 12.11(b) Weekend Premium.

ICBC Proposal #14

Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union to amend LOU #28 Re: Claims Division Provincial Scheduling for Certain Classifications as follows:

LETTER OF UNDERSTANDING RE: CLAIMS DIVISION PROVINCIAL SCHEDULING FOR CERTAIN CLASSIFICATIONS

Whereas:

- (a) The Employer recently completed the full implementation of its new claims system ("ClaimCenter");
- (b) ClaimCenter is the new technology used in the Employer's Claims Transformation Program which included the new Claims Job Hierarchy, the details of which were agreed to between the party during the previous round of collective bargaining in a letter of understanding ("LOU #26");
- (c) With the introduction of ClaimCenter and electronic file handling, claims can now be assigned in a round-robin fashion as opposed to geographically, resulting in the ability to distribute work across the province through the online system;
- (d) This functionality means that the Employer can achieve efficiencies and more equitable distribution of work in the manner in which work is allocated because certain functions are less location-dependent; and,
- (e) The Parties agree that in order to take full advantage of the functionality and the efficiencies available under ClaimCenter, the Employer will be moving to a standardized 9-day fortnight and a provincially-based scheduling system for certain job classifications within its Claims division ("New Scheduling System").

The Parties have therefore agreed to the following changes to the hours of work and scheduling provisions governing the job classifications identified in this Letter of Understanding (the "LOU"):

Definition of Department

1. The Parties agree that for the purposes of this LOU, and except as noted herein, each of the classifications identified in Schedule A of this LOU shall constitute a separate respective province-wide "department".

Hours of Work

2. The Parties agree that the hours of work for each of the departments covered by this LOU shall be as follows:

- i) Hours of Operation: Shall remain the same as they currently exist in the Collective Agreement and shall continue to apply to each of the departments covered by this LOU. Work may be scheduled to provide coverage for these hours of operation.
- ii) Work Day – 7 hours 50 minutes broken by a forty (40) minute unpaid lunch period at or near the mid-point of the employee's work day.
- iii) Work period – 9 days of work with 1 day off every two weeks.

a. For existing employees of each of the Schedule A departments as of the Effective Date of this agreement, employees will work Monday to Thursday each week with one half of the employees being scheduled off each Friday on a rotating basis. In the case of a statutory holiday falling on a Friday when an employee is scheduled off, the employee will be scheduled off on the preceding day.

b. Employees who join each of the Schedule A departments after the Effective Date of this LOU, whether by external hire, internal job posting, or any other mechanism, will follow the work period schedule set out above.

c. Work scheduling and assignment – except for CCIC, Article 12.01(a) will apply to the classifications identified in Schedule A. 12.04(j) will continue to apply to the classifications identified in Schedule A that are located at CCIC.

Vacation Scheduling

3. ~~Except for CCIC, v~~**Vacation** scheduling for employees in the classifications identified in Schedule A shall be in accordance with Article 15.12 but shall be scheduled on a province-wide department basis per Schedule A for each such department. ~~CCIC vacation scheduling will continue to be for CCIC only. That said, the Parties agree to meet in advance of the Effective Date to explore the possibility of aligning CCIC vacation scheduling provincially as well.~~

4. Each year, in advance of the process initiating, the Employer will meet with the Union to have meaningful dialogue with the purpose of transparency in the provincial vacation scheduling process.

General

1. This LOU shall come into effect on April 1, 2016 (the "Effective Date") to align with the new Vacation Year in Article 15.

2. All other provisions of the Collective Agreement, except as are modified by this LOU, shall continue to apply to the Schedule A departments identified herein.

3. Employees who are impacted by this LOU and whose hours of work changes from T.O. days to 9 day fortnight will not have their post-2009 T.O. banks paid out immediately but may utilize them until September 30, 2016 subject to operational requirements. Any remaining post-2009 T.O. days will be paid out as of October 1, 2016.

For the Union

K. Smyth

Date: February 16, 2015

For the Corporation

B. Hale

Date: February 16, 2015

Schedule A

All employees across the province who hold the following classifications shall constitute a separate respective province-wide department for the purposes of this Letter of Understanding.

- (a) Claims Adjuster;
- (b) Customer Claims Specialist, excluding those in Out-of-Province Claims;
- (c) Claims Adjuster Commercial; and
- (d) Customer Recovery Specialist;
- (e) **Express Estimators; and**
- (f) **Administration Coordinators**

ICBC Proposal #15

Date: _____, 2022 Time: _____



The Corporation proposes to enter into discussions with the Union to amend LOU Vacation Scheduling as follows:

WHEREAS:

- A. Article 15 of the Collective Agreement concerns Annual Vacations, and provides that employees must submit their vacation selection preferences no later than November 20 (the "Submission Deadline") and that the vacation schedule must be prepared and posted as soon as possible and no later than December 10 (the "Schedule Deadline").
- B. Per Article 15.12(g), the Employer conducts vacation selection to ensure that no employee's second choice takes preference over a junior employee's first choice, etc.;
- C. For the employees who are listed in Schedule A, the Submission Deadline will make it difficult for them and the Employer to complete the number of vacation selection rounds necessary to address all employee vacation selections by the Schedule Deadline; and
- D. The Employer and the Union wish to conduct vacation selection in a manner that complies with the Collective Agreement and provides reasonable clarity and fairness to all employees.

Therefore, the parties have agreed to the following process to govern vacation scheduling for the 2023 Vacation Year for certain positions.

- 1. Schedule A to this Agreement identifies the positions for which this Agreement applies (the "Impacted Positions").

Selection Process

- 2. Vacation selection bid forms, seniority lists, and a calendar indicating the number of available vacation dates throughout the vacation scheduling period ("Vacation Calendar") will be made available to employees in Impacted Positions no later than ~~October 6, 2022~~ the fourth business day of October in each calendar year.
- 3. Employees in Impacted Positions will receive adequate information and communication on the process and the related procedures during work hours to prepare them for the new vacation selection process.
- 4. A vacation selection preference consists of a request made by an employee for vacation during a single uninterrupted block of time (a "Selection"). During Rounds 1 and 2 all Selections must be submitted in full calendar weeks, from Sunday to Saturday. During Rounds 3 and 4 Selections may be of any duration.
- 5. The Submission Deadline of November 20, ~~2022~~ will be eliminated and replaced by four separate submission deadlines to accord with four separate and successive rounds of Selection as follows (the "Round Deadlines"):

- a. Round 1 (first Selection) – ~~October 20, 2022~~ Two full weeks after the selection bid form is made available (as defined in Selection Process #2 above);
 - b. Round 2 (second Selection) – ~~November 3, 2022~~ Two full weeks after the Round 1 deadline date;
 - c. Round 3 (third Selection) – ~~November 17, 2022~~ Two full weeks after the Round 2 deadline date; and
 - d. Round 4 (fourth and successive Selections) – ~~November 24, 2022~~ One full week after the Round 3 deadline date.
6. In each Round, employees will be entitled to submit any number of Selections ranked from highest to lowest. Each employee will receive their highest ranked Selection that is available to them in each round based on seniority and the Vacation Calendar.
 7. ~~An updated Vacation Calendar reflecting the most current vacation balances will be made available prior to the commencement of each Round.~~ Upon completion of each round (after the submission deadline) selections will be processed in seniority order. An updated Vacation calendar reflecting the most current vacation balances will be made available upon completion of the processing and prior to the next round closing.
 8. Only Selections submitted using the vacation bid form and received in accordance with the Round Deadlines outlined above will be considered in each Round. If an employee is absent from work, they will be able to submit their requests by proxy via their manager or manager's delegate.
 9. The final vacation schedule will be posted promptly upon completion of the vacation selection process, no later than ~~December 22, 2022,~~ the third Wednesday of December.
 10. Vacation selections made after the vacation selection process outlined in this LOU will be subject to Article 15.12 Vacation Scheduling as applicable.

Call-Backs

11. After each of Round 1 and 2, the Employer will make call-backs to employees who submit a *bona fide* vacation bid during the Round but do not secure a Selection. A *bona fide* vacation bid is one where the employee:
 - a. makes Selections that are available on the Vacation Calendar at the start of the round;
 - b. submits at least 5 total Selections; and
 - c. submits at least one Selection that is outside of July, August and the last two weeks of December.
- ~~12.~~ 12. All employee call-backs will take place during designated call-back days between the hours of 8am and 6pm from Monday to Friday (the "Call-Back Window"). While the Employer will endeavour to call employees on their work number during working time, employees must be available to receive calls at any time during the Call-Back Window and must provide a non-work telephone number that they or a designate can be reached at during the Call-Back Window. The Employer will leave a voice message for and send an email to any employees who miss a call-back call. Employees who miss a call-back call will have 30 minutes from the time of the missed call to contact Workforce to make their Selection. If an employee calls

Workforce back after the 30 minute period they will be slotted into the call-back vacation selection process next in seniority at the time they call in at.

13. ~~On a one-time basis following Round 2, employees will be able to drop vacation time that was scheduled in Rounds 1 and 2 before they bid in Rounds 3 and 4. In order to accord with Article 15.12(g), such vacation time will not be made available for other employees to bid on during the annual vacation scheduling process.~~

Other Administration

14. ~~13.~~ The Round Deadlines are target deadlines and the Employer will make best efforts to process the four vacation selection rounds in accordance with the Round Deadlines. However, the parties acknowledge that the Employer may be required to postpone the Round Deadlines in order to allow adequate time to process employee call-backs between each round of vacation scheduling. If a postponement of any of the Round Deadlines becomes necessary, the Employer will communicate that fact and the new Round Deadlines ~~to the Union and then~~ to Employees in a timely manner.
15. ~~14.~~ Employees on an acting assignment during a portion of the ~~2023~~ vacation calendar year will choose to bid on vacation in either their acting position or their regularly owned position for each round of Selection. Employees can only make selections for the position chosen by them ~~in for~~ each Round and cannot change their choice once the applicable Round Deadline has passed.
16. ~~15.~~ Employees on Long Term Disability (LTD) leave during the vacation scheduling process who do not have an established return to work date will, upon their return to work, be entitled to select vacation based on whatever periods would have been available to them had they participated in the vacation selection process.
17. ~~The Employer will provide the allocated vacation results to the Union after each Round Deadline. The Union agrees to not proactively share these results with their members.~~
18. ~~16.~~ The Employer will create and utilize a heat map tool to display employee selections during the vacation selection process to help provide transparency to employees about the vacation that other employees are selecting. The Employer will update this tool ~~at least twice and share this tool with the Union twice~~ daily throughout the vacation selection process.
19. ~~The Employer agrees to apply the Union's Vacation Scheduling Proposal provided to the Employer on March 21, 2017 (as amended and as may be amended by mutual agreement) for certain employees as outlined in Schedule A, the Impacted Positions. The call-out practice is outlined in Schedule B.~~
20. ~~The Employer agrees to assign one job steward to act in an observer's capacity to the call-outs conducted by the Employer. The assigned job steward must be mutually agreed to by the parties.~~
21. ~~The parties agree to meet before March 31, 2023 in advance of the 2024 vacation schedule process to discuss how to proceed with the 2024 vacation selection process and a potential extension of this signed Letter of Understanding. In the event that no agreement is reached to amend or continue the vacation selection process outlined in this Letter of Understanding, the parties will revert to the process outlined in the Collective Agreement.~~
22. ~~17.~~ Any dispute(s) arising from the execution of this agreement shall be subject to the grievance procedure as outlined in Article 3 of the Collective Agreement.

23. 18. The parties agree that this Agreement is entered into on a without prejudice and precedent basis and will have no future application beyond this agreement.

FOR THE UNION:

Sara Colliss
Union Representative
MoveUP

Date:

FOR THE CORPORATION:

Frederico Mello
Advisor, Employee Relations
ICBC

Date:

Schedule A

List of Impacted Positions:

1. Claims Adjusters (including those in Out-of-Province Claims and Commercial Claims)
2. Supervisors Telephone Claims, Call Centre Coordinators, Customer Service Adjusters, (CCC);
3. Claims Contact Representatives within Admin Services (CCSU);
4. Broker Enquiry Representatives, BEU Tier II, AP and Driver Services Representatives within Broker Product and Distribution Support;
5. Support and Recovery Specialists and Senior Support and Recovery Specialists within Recovery Services
6. Customer Contact Representatives I, Customer Contact Representatives II, and Customer Contact Representatives III within Insurance Customer Service (ICS);
7. Customer Contact Representatives I, Customer Contact Representatives II, Customer Contact Representatives III within Driver Licencing Contact Centres (DLCC); and

ICBC Proposal #16

Date: _____, 2022 Time: _____



Discuss LOU #13 Re: Working From Home

ICBC Proposal #17

Date: _____, 2022 Time: _____



Eliminate Article 14.09 re: Banking Overtime and require all overtime hours to be paid out.

ICBC Housekeeping Proposal no. 1
Date: _____, 2022



Remove Article 15.13(b)

Remove Article 15.13(b) – Accrual of Vacation Credits while on Leave. It is no longer a requirement for employees to return to work to accrue vacation for leaves outlined in Article 19.16(b) – Continuous Employment.

ICBC Housekeeping Proposal no. 2
Date: _____, 2022



Update in Lieu Pay For Part Time and Temporary Employees

Article 6.03(c)(vi):

vi) will be remunerated for statutory holidays, as set out in Article 16.01, at the rate of 5.2% gross earnings, and shall receive 2% of gross earnings for each week of earned vacation entitlement, as provided for in Article 15.03, during each calendar year. A part-time regular employee who wishes to take vacation upon completion of the service requirements may request the applicable percentage of earnings to date, subject to a maximum of 2 such requests in a calendar year. The amount paid out in such instances will be deducted in the calculation of vacation and holiday pay at year-end. The above compensation represents the part-time employees' total claim for vacation and holiday pay, except that at the discretion of the Corporation such employees may be paid for holidays as they occur provided such is deducted from total compensation above.

Article 6.04(b)(iv):

iv) will be paid 11.2% of gross earnings with each pay period in lieu of annual vacation and general holiday leave.

Article 6.05(b):

Unless otherwise specifically agreed by the Union, part-time temporary employees will be paid an hourly rate which will be 108% of the hourly rate which is at the mid-point of the salary range for the appropriate classification. The enhanced rate shall be in lieu of all other benefits except that any benefit required by law will be in addition to the enhanced rate.

Part-time temporary employees will receive 11.2% of gross earnings at termination in lieu of holiday pay as set out in Article 16 and in lieu of vacation entitlements.

ICBC Housekeeping Proposal no. 3
Date: _____, 2022



Further Changes

The parties will each appoint one or more person(s) to work together off-table to identify and draft further potential housekeeping items for consideration by the Bargaining Teams.