

MEMORANDUM OF AGREEMENT

BETWEEN:

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

Teamsters Local Union No. 155

AND:

MoveUP, Local 378 of the Canadian Office and Professional Employees Union

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from April 1, 2019 through March 31, 2024 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

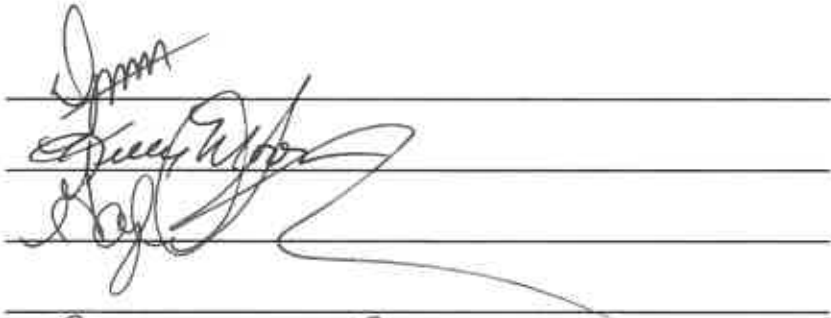
- 1. The Parties agree that the Collective Agreement is renewed for a term of written (3) years from April 1, 2024 to March 31, 2027 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from month day, year unless specifically stated otherwise.
- 5. All items not addressed herein will be considered withdrawn on a without prejudice basis.

6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. 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.
8. 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 thirty (30) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have fifteen (15) 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 sixty (60) calendar days of the date of completion of the ratification vote.


Note: an additional line item in the second part **may** be required as follows:


This Agreement will be subject to the prior approval of PSEC. (or some other outside, interfering body)

Signed at Vancouver, B.C. this 14th day of March, 2024



FOR THE EMPLOYER





FOR THE UNION

APPENDIX "A"

Attach all sign off as Appendix A

**[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]**

Employer			
Number	Affected Article/MOU	Date: February 15, 2024	Time:
UP#1	5.1	<u>Employer Counter Offer</u>	

5.1 Probationary Period

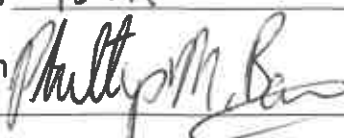

All new employees, except temporary and casual employees, will be considered probationary for their first Five Hundred Twenty-Eight (528) hours of their employment. The employee will be provided with an Interim Written Evaluation and a final review during the probationary period. After the employee has worked for Five Hundred Twenty-Eight (528) hours, an employee will become regular. A temporary employee transferred to, or retaining regular status, will not be required to serve a further probationary period beyond the first Five Hundred Twenty-Eight (528) hours of employment.

During the probationary period, the Employer shall pay a probationary employee's contribution to the Canada Pension Plan.

The Parties confirm and agree that probationary employees are not entitled to the benefits covered by the language of Articles 8.3 (Floating Holidays); 9.5 (2% Vacation Bonus); 10.2 (Bereavement Leave); 10.6 (Jury Duty Pay); 11 (Sick Leave); 11.2 and Appendix "C" (Health & Welfare Plan); 11.4 (Pension Plan); 11.5 (E.I. Premium Reduction); 11.6 (Savings Plan) and 23.1 (Eye Examinations), of the collective agreement during their probationary period.

The Parties confirm and agree the Employer shall provide probationary employees with paid sick leave in accordance with the qualifications and conditions of the BC Employment Standards Act, 49.1 Illness or Injury Leave.

E&OE
Signed off this 15th day of February 2024

For the Union  For the Employer 
D. Holm

[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 3:54 PM
EP#1	6.9 g	Amend	

6.9 Paid and Unpaid Leave for Job Stewards and Union Officers

- g) With respect to leaves of absence referred to in (b), (c), (d) and (e) above, ~~every effort~~ the union will ~~be made to~~ provide the applicable manager and/or Labour Relations Department with not less than five (5) working days written notice, ~~where possible.~~

E&OE
Signed off this 15th day of February 2024
For the Union Phillip M. Bar For the Employer D. Holm

**[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]**

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 12:30pm.
EP#2	7.1 b	<i>Amend</i>	

ARTICLE 7 – HOURS of WORK and OVERTIME

7.1 Dispatchers

The Employer retains discretion to establish the number of dispatchers required and the hours of shift coverage required for operational needs.

Within the foregoing parameters, master work schedules, whenever possible may be determined by mutual agreement between the Employer and the employees at the local level.

- a) A work week is defined as being from Saturday to Friday.
- b) Hours of work for a regular full-time dispatcher shall be (8) hours per day, five(5) days per week, between the hours of 07:00 hours and 22:00 hours, ~~Monday~~ Saturday to Friday.
- c) Hours of work for regular part-time dispatcher shall be between 07:00 hours and 22:00 hours, Saturday through Friday.
- d) There shall be no split shifts.
- e) All employees shall have two consecutive days off in a work week.
- f) Whenever possible the Employer agrees to maximize employee's hours to achieve and maintain full time employment.
- g) It is agreed that dispatchers will do clerical work from time to time as outlined in Appendix B.

E&OE
Signed off this 2nd day of February 20 24

For the Union *Phillip A. Pa...* For the Employer *D. Holm*

[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 12:37pm -
EP#3	7.3	Housekeeping	

7.3 Meal Period

Except where the employee and Employer agree to a longer lunch period, ~~a~~ an unpaid one-half (1/2) hour lunch period will be provided and taken within the two (2) hours in the middle of the regular working day. Precise time to be arranged between the Employer and employee.

E&OE
Signed off this 2nd day of February 2024
For the Union Phillip M. Bas For the Employer J. Horn

[*Teamsters Local 155*]
EMPLOYER PROPOSALS [2024]

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: <i>12:38pm</i>
EP#4	7.11	<i>Amend</i>	

ARTICLE 7 – HOURS of WORK and OVERTIME

7.11

Overtime shall be on a voluntary basis, and ~~all things being equal~~, shall be offered on the basis of seniority between all members of the staff who regularly perform the duties required. If no employees volunteer, the Employer may assign such overtime to employees by reverse seniority.

E&OE

Signed off this *2nd* day of *February* 20*24*

For the Union *Phillip M. Bar*

For the Employer *[Signature]*
S. HOLM



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
		Feb 15/24	3:20 pm
UP4	Article 8.1	Amend	

8.1

The Employer agrees to provide all full-time employees with the following statutory holidays, without loss of pay:

New Year's Day	Victoria Day	Thanksgiving
Family Day	Canada Day	Remembrance Day
Good Friday	British Columbia Day	Christmas Day
Easter Monday	<u>National Day for Truth and Reconciliation</u>	Labour Day
Boxing Day		

and any other day that may be stated a legal holiday by the Provincial and/or Federal Government. Territorial or Civic holidays, when declared, shall be provided to the employees working in the said location where the holiday is declared.

E&OE
Signed off this 15th day of February 2024

For the Union

For the Employer

J. Hoen

**[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]**

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 12:39pm
EP#6	9.1d	Housekeeping	

ARTICLE 9 – ANNUAL VACATIONS

9.1

- a) Upon completion of twelve (12) months service, an employee shall be entitled to receive a paid vacation of fifteen (15) working days. Payment for such vacation period shall be at the employee's current wage rate or six percent (6%) of gross earnings for the period in which the vacation was earned, whichever is greater.
- b) Upon completion of six (6) months service in the first year of employment, an employee shall be entitled to receive a paid vacation of five (5) working days

which if taken, will be deducted from the total entitlement for that year. Such vacation shall be taken at a time mutually agreed with the Employer.

- c) If an employee is absent from work for more than five hundred (500) hours in a service year, the employee may be paid at the respective percentage of gross earnings. Notwithstanding the above, if the employee has been paid for one thousand (1,000) hours other than for sick leave, wage indemnity, or long-term disability, the employee shall be deemed to have completed the year.
- d) Vacation leave must be taken in blocks of a minimum of five (5) day, unless agreed to otherwise by the Employer. The Employer will not unreasonably deny such a request.

~~If an employee takes vacation leave during a week in which a flex day falls, the employee will take vacation leave for the flex day, and will be paid an extra day's pay as a result thereof.~~

E&OE
Signed off this 2nd day of February 2024

For the Union Phillip M. Ba For the Employer D. Holm

**[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]**

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time:
EP#7	9.6 a 9.6 b 9.6 c 9.6 d	<i>New</i>	

ARTICLE 9 – ANNUAL VACATIONS

9.6

Senior employees shall be given preference in the selection of vacation periods. Dispatchers are subject to a limitation of their first choice of vacation time: prime time (July 1 to Labour Day, Spring Break and Christmas to New Year's Day) is limited to three (3) weeks subject to operational requirements until all other dispatchers have exercised their election of first choice of vacation time.

- a. Employees will submit by email their vacation request(s) by March 15 of each year to the employer and have such requests approved in seniority order by March 31st, subject to operational requirements.
- b. Vacation requests subsequent to March 15th will be on a first come first serve basis, subject to operational requirements.
- c. All vacation requests must be submitted by May 1.
- d. The vacation schedule will be maintained on the office schedule spreadsheet showing vacations. An employee's vacation(s) shall not be changed once approved without the consent of the employee and employer.

E&OE
Signed off this 2nd day of February 2024

For the Union Phillip M. Bar For the Employer D. Holm



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Employer Proposals (UP Item)**

Union Number	Affected Article/MOU	Date: March 27, 2024 (amended)	Time:
UP6	Article 9.8		

9.8

A written request by an employee who has five (5) years or more continuous service will be permitted to bank up to one (1) week of vacation in any calendar year and carry it forward to the following calendar year, to be taken at a time mutually agreeable to the Employer, in conjunction with Article 9.6 Annual Vacation.

E&OE
Signed off this 27th day of March 2024

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Employer Proposals (UP Item)**

Union Number	Affected Article/MOU	Date: March 27, 2024 (amended)	Time:
UP7	Article 10.2	<i>Employer Counter Offer – February 16, 2024</i>	

10.02 Bereavement Leave

For the purpose of this Article, immediate family of the employee is defined as father, mother, father-in-law, mother-in-law, brother, sister, spouse, son, daughter, step-child, grandparents and grandchildren.

- (a) In cases of death in the immediate family, an employee shall be granted up to five (5) working days' leave of absence leave with ~~three (3)~~ four (4) days of paid leave and ~~two (2)~~ one (1) days of unpaid leave; and,
- (b) Such leave of absence will not be charged against sick leave, holiday entitlement or other accrued time off.

E&OE
Signed off this 27th day of March 2024

For the Union *Phillip M. [Signature]* For the Employer *[Signature]*



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
		Feb 16/24	1:54pm
UP9	Article 10.8	New – Union Counter Proposal February 16, 2024	

10.8 Domestic or Sexual Violence Leave

As defined in the Employment Standards Act, RSBC 1996 Art. 52.5:

An employee, or their family member, who experiences abuse (including physical, psychological, emotional, and sexual abuse), or the attempt or threat of, may request this leave during each calendar year.

An employee who requests leave under this article is entitled up to five (5) days of paid leave, up to five (5) days unpaid leave and up to an additional fifteen (15) weeks unpaid leave as outlined in subsection (4) of the Act.

E&OE
Signed off this 16th day of February 2024

For the Union



For the Employer


D. Hosen

**[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]**

Employer			
Number	Affected Article/MOU	Date: March 14, 2024	Time: <i>1:16 pm</i>
EP#8	11.1 c	<i>Amended</i>	

ARTICLE 11 – SICK LEAVE, WELFARE PLANS and PENSION PLAN

11.1 Sick Leave

a) The Employer will allow two (2) working days per month sick leave with full pay. Such sick leave may be accumulated from month to month and from year to year, up to a maximum of forty-six (46) actual working days. If requested by the Employer, a doctor's certificate must be supplied by the employee in respect of any illness extending beyond three (3) working days. The Employer may also request a report from a qualified medical practitioner for any illness of three (3) days or less, if it appears that a pattern of absence is developing. If the employer requests either a doctors letter, note, certificate or report, they shall be responsible for the cost of such request.

b) During periods of lengthy illness or disability, the lost working days that occur within any waiting period as prescribed by a Wage Indemnity Plan, shall be paid by the Employer from the employee's accumulative "sick leave".

A claim for benefits must be made under the Wage Indemnity Plan for any disability that results in time loss in excess of the prescribed waiting period. The balance of an employee's accumulated sick leave shall be paid for lost working days where the disability causes time loss beyond the normal benefit period as prescribed by a Wage Indemnity Plan. "Sick Leave" shall not accumulate while an employee is absent because of a disability.

c) On a one-time basis, any regular full-time or part-time employee, with five (5) years of service upon retirement, shall be paid their unused portion of sick leave credits up to a maximum of twelve (12) days, at the employee's then current rate of pay

E&OE
Signed off this 14TH day of MARCH 2024

For the Union *[Signature]* For the Employer *[Signature]*
D. Holm



**Teamsters 155
PROPOSALS 2024
Employer Proposals (UP Item)**

(Canadian Office and Professional Employees Union, Local 378)

Union Number	Affected Article/MOU	Date: March 27, 2024 (amended)	Time:
UP11	Article 11.4	<i>Employer Counter Offer – March 14, 2024</i>	

11.4 Pension Plan

The Employer agrees to pay the employee's contribution to the Canada Pension Plan, and effective January 1, 1995, the Employer agrees to participate in the Teamsters (Local 213) Pension Plan and Trust Fund in accordance with the Agreement and Declaration of Trust dated the first day of May, 1971. The Employer has signed a participation agreement with the Trustees of the Plan.

The Employer shall make contributions to the Plan at the following rates per hour for each hour for which wages are payable:

- ~~April 1, 2019 – March 31, 2020: Six dollars and seventy cents (\$6.70) per hour~~
- ~~April 1, 2020 – March 31, 2021: Six dollars and seventy five cents (\$6.75) per hour~~
- ~~April 1, 2021 – March 31, 2022: Six dollars and eighty cents (\$6.80) per hour~~
- ~~April 1, 2022 – March 31, 2023: Six dollars and eighty five cents (\$6.85) per hour~~
- ~~April 1, 2023 – March 31, 2024: Six dollars and ninety cents (\$6.90) per hour~~
- April 1, 2024 – March 31, 2025: Seven dollars (\$7.00) per hour
- April 1, 2025 – March 31, 2026: Seven dollars and ten cents (\$7.10) per hour
- April 1, 2026 - March 31, 2027: Seven dollars and twenty cents (\$7.20) per hour

Such contributions shall be submitted by the fifteenth (15th) day of the month following the month worked.

The benefits of the Teamsters (Local 213) Pension Plan shall be described in the Plan Text and the Plan Booklet provided to members of the Plan.

E&OE
Signed off this 27th day of March 20 24

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP12	Article 11.6	<i>Amend</i>	<i>2:55pm</i>

11.6 Savings Plan

Regular employees and regular part-time employees shall have a Savings Plan. The Employer shall make contributions to the plan at a rate of ~~fifty six sixty-six~~ dollars ~~(\$56.00)~~ **(\$66.00)** per month. The accumulated funds shall be paid out in December of each year as a lump sum payment equal to twelve (12) ~~x fifty six sixty-six~~ dollars ~~(\$56.00)~~ **(\$66.00)** less statutory deductions. This payment will be done on a separate cheque from the regular paycheques.

E&OE
Signed off this 16th day of February 2024

For the Union

For the Employer

D. HOLM

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 12:42 PM
EP#9	12.4 12.6 12.8	<i>Housekeeping</i>	

ARTICLE 12 – WAGES

12.1

Employees will be classified in accordance with the skills used, and shall be paid not less than the minimum weekly or hourly wage rate for such classification in accordance with the table of categories and the job descriptions as set forth in Appendices "A" and "B", which are attached hereto and made part of this Agreement.

12.2

Any position not covered by Appendix "A", or any new position which may be established during the life of this Agreement, shall be subject to negotiations between the Employer and the Union. In the event that the Parties are unable to agree as to the classification and rate of pay for the job in question, or in re-classifying any position of an employee which may be in dispute, the matter may be submitted to the Arbitration procedure, as defined in Articles 18 or 19 of this Agreement.

12.3

It is expressly understood and agreed that the wage scales, herein provided for, are minimum scales. No Article in this Agreement shall, at any time, be so construed as to reduce the pay or increase the hours of any employee now on the payroll of the Employer. Nor can it be so construed, that any employee may not be given a salary above minimum, be granted an increase in pay before period specified, or be advanced or promoted in the service of the Employer.

12.4

Where an employee has the necessary qualifications and has proven his or her ability to handle the work, there shall be no discrimination ~~between men and women~~ in the matter of appointments to vacant positions or in salaries for such positions. The Employer recognizes equal pay for equal work.

12.5

Any employee working regularly on a combination of classifications, shall be paid the wage scale of the highest classification worked within service range.

[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]

12.6

An employee assigned to a higher job classification, or temporarily replacing another employee in such higher classification, shall be paid at the higher rate for the period so employed, provided the employee has the qualifications necessary, and fulfils the duties of the higher job classification. This provision shall not apply for brief relief periods of less than one- half (1/2) day, except that if an employee is required to work at a higher classification on a recurring basis, i.e. each day, each week, or each month, the higher rate of pay shall apply as provided in Article 12.5, above.

12.7

Any employee hired, who reports for work and is not put to work, shall be guaranteed a minimum of four (4) hours pay.

12.8

The Parties agree that the rates of pay specified herein shall be retroactive to the first day of this agreement ~~expiry date of the last Agreement.~~

E&OE

Signed off this

and

day of

February

20 24

For the Union

Philip M. Lee

For the Employer

[Signature]

D. Holm

[**Teamsters Local 155**]
EMPLOYER PROPOSALS [2024]

Employer			
Number	Affected Article/MOU	Date: February 16, 2024	Time: 4:30 p.m.
UP17	14.5	<i>Employer Counter</i>	

14-5

Any regular full-time or part-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 the recall list for a period of one (1) year.

Any regular full-time or part-time employee, with five (5) years or more of service who is laid-off due to lack of work or redundancy, shall be placed on the recall list for a period of eighteen (18) months.

E&OE

Signed off this 16TH day of FEBRUARY 2024

For the Union

Phillip M. Lee

For the Employer

D. Holm

D. HOLM

**[Teamsters Local 155]
EMPLOYER PROPOSALS [2024]**

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 12:43 pm
EP#11	15.7	<i>Amend</i>	

ARTICLE 15 – GENERAL

15.7

The Employer will be responsible for all expenses for employees who are requested to attend functions on behalf of the Employer. (Receipts for approved expenses ~~shall~~ will be provided to the employer within 30 (thirty) days at the request of the Employer).

E&OE

Signed off this and day of February 2024

For the Union

Phillip M. Bar

For the Employer

[Signature]

D. Holm



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Union Proposals (UP Item)**

Unlon			
Number	Affected Article/MOU	Date:	Time:
UP19	Article 23.1	<i>Amend</i>	<i>1:16pm</i>

23.1

The Parties agree to exclude the operation of Section 50(2) of the Labour Relations Code of British Columbia and that the following provisions shall take effect and be binding upon the Employer and the Union for the period commencing **April 1, ~~2019~~ 2024** and ending on **March 31, ~~2024~~ 2027** and thereafter until terminated as follows:

Either party may at any time within 4 months immediately preceding the expiry date of this Agreement, give written notice of its intention to reopen or amend the Agreement on its expiry date. After the expiry date and until a revised Agreement is signed, this Agreement and all its provisions shall remain in full force and effect until such revised Agreement is signed without prejudicing the position of the revised Agreement in making any matter retroactive to any date detailed in such revised Agreement.

Notwithstanding the paragraph above, the employees may strike, and the Employer may lock out after this Agreement expiry date, within the provisions of the legislation existing at the time as a part of the negotiating process in arriving at a new Agreement.

E&OE
Signed off this 14th day of March 2024

For the Union

For the Employer

D. Holm

[*Teamsters Local 155*]
EMPLOYER PROPOSALS [2024]

Employer			
Number	Affected Article/MOU	Date: March 14, 2024	Time:
UP16	Article 12 Wages Appendix "A"	<i>Employer Counter</i>	<i>1:16 pm</i>

12 WAGES – APPENDIX "A" SALARIES – WAGE RATE

April 1, 2024 – March 31, 2025	5% increase
April 1, 2025 – March 31, 2026	3% increase
April 1, 2026 – March 31, 2027	3% increase

E&OE

Signed off this 14th day of MARCH 2024

For the Union



For the Employer



D. Holm

Employer			
Number	Affected Article/MOU	Date: February 15, 2024	Time: 4:20 PM
EP#13	Appendix B	<i>Counter Offer Administrative Assistant I/Titan Operator Amend Administrative Assistant II/Dispatcher/Bookkeeping Amend</i>	

APPENDIX "B"

JOB CLASSIFICATIONS

**MOVEUP EMPLOYEES OF
TEAMSTERS LOCAL UNION NO. 155**

A worker who with supervision may be required to perform the following duties:

- Answer telephones and responds to inquiries at the window
- Typing envelopes, lists, letters, and items from draft form
- Sorting and collating material
- Mail distribution and group mailings
- Operates office machines such as photocopier and postage meter
- Filing

Administrative Assistant I/Titan Operator

A worker who with or without supervision may be required to perform the following clerical duties:

- Can perform Clerk/typist work
- Open and close office daily for walk in traffic access
- Ensures that printer and console are ready for operation and that line printer paper and ribbons are in adequate supply
- Check office voicemail
- Balance Titan
- Locates information from files
- Typing letters and reports from a draft copy
- Process emails, applications, and memberships
- ~~Provides information to individuals, in person or by phone, regarding the status of the film industry and provide production numbers and other contacts including phone/fax/addresses of Employer's pre-production, production and post production locations~~
- Operates office machines such as photocopier/fax/scanner, postage meter, calculator, Point of Sales (POS) terminal.
- Receives and responds to routine office enquiries by phone, at window, or by correspondence
- Maintains office files and supplies
- Clerical data input (converting, etc.)/output and verification work by manually keying a variety of data into TITAN
- Issues receipts and posts monies pertaining to Local Union business, i.e., withdrawal or transfer fees, benefit cheques etc.

- Research material as directed
- Receives dues and incoming cash, debit and credit cards at counter and issues receipts
- Screens telephone calls and mail

Administrative Assistant II/Dispatcher/Bookkeeping

- Types prepared minutes and reports
- When called, book members into dispatch System, making them available for work. On receipt of job order from Employer or their designate, dispatch members out to work on the productions
- Perform queries to confirm membership or “good standing” status for eligibility for dispatch
- Check dispatch voicemail
- Maintain dispatch system database recording in and outgoing flow of members
- Process and provide availability lists to Employers of members or new permits suitable for their specific needs
- ~~Track and~~ Ensure all members, permittees and reserves members provide obtain and retain the proper licensing/certificates for their applicable division and or for any job requirement
- Monitor dispatch methods and rules for the purpose of their administration
- ~~Develop daily Upload~~ production list for uploading onto Local Union Website
- Provide production and membership information upon request for any Local Union Office staff who should require it
- Record Transcribe the minutes of various meetings and distribute material
- Prepares and circulates agendas
- Ordering of routine office supplies
- Accounts receivable and payable
- Banking deposits and filing
- Compose pamphlets and advertisements in programs such as Publisher
- Maintains PowerPoint presentations for orientations
- May organize various committee conferences
- Prepare all correspondence and balloting for Teamster Officer Elections/ Dispatch Procedures/Bylaw Amendments/Master Agreement/record Amendment-procedures
- Schedules meetings or appointments
- Makes travel arrangements for one or more persons
- Composes routine letters and answers correspondence
- Maintains confidential files
- Maintain membership benefits
- Compiles statistics or reports as directed
- Manages web site maintenance and updates, email updates, campaigns, and newsletter
- May also prepare accounting statements as directed

[**Teamsters Local 155**]
EMPLOYER PROPOSALS [2024]

Bookkeeper / Payroll

A worker who keeps a full set of books for recording union transactions and/or whose work involves some of the following:

- Preparation and distribution of payroll to the payroll company
- Compiling government statistics and reporting to same
- Accounts receivable and payable
- Banking and filing
- A variety of office duties
- Posting and balancing subsidiary ledgers, cash books or journals
- Journalizing transactions where judgement is involved as to accounts affected
- Posting ledgers and trial balance
- May also prepare accounting statements as directed

E&OE
Signed off this 15th day of February 2024
For the Union Philip A. Ba For the Employer D. Holm
D. Holm



(Canadian Office and Professional Employees Union, Local 378)

**Teamsters 155
PROPOSALS 2024
Employer Proposals (UP Item)**

Union Number	Affected Article/MOU	Date: March 27, 2024 (amended)	Time:
UP14/U2 1/UP22	Appendix "C"	<i>Employer Counter Offer – February 15, 2024 Section 1 Housekeeping Section 2 Housekeeping Section 3 Housekeeping Section 4 Housekeeping Section 5 Housekeeping & Monetary Section 6 Housekeeping</i>	

APPENDIX "C"

**HEALTH and WELFARE PLANS
GROUP NO. 904569**

Section 1 ~~Medical and Surgical Plan~~ BC Medical Services Plan
The Employer agrees to provide and pay the full cost of the Medical Services Plan for British Columbia as outlined below:

1. Participation in the Plans by each regular and regular part-time employee working twenty (20) hours or more per week covered by this Agreement is a condition of employment unless such employee is covered elsewhere under the provisions of another Health and Welfare Program.
2. Coverage for all eligible employees (and their dependants) shall commence the first of the month following employment.
3. Benefits shall be as outlined in the Medical Services Commission regulations.

Section 2 Wage Indemnity Plan
The Employer agrees to provide and pay the full cost of a Wage Indemnity Plan (W.I.P.) as outlined below:

1. Participation in the Plan by each regular and regular part-time employee working twenty (20) hours or more per week covered by this Agreement is a condition of employment.

E&OE
Signed off this 27th day of March 2024

For the Union

For the Employer

2. ~~Coverage will commence the first of the month following date of employment. Coverage for all eligible employees shall commence on the firsts of the month following completion of the probationary period (528 hours)~~
3. The Plan shall be a 1-8-52 Plan with benefits in the amount of seventy-five per cent (75%) of current salary based on one-fifth (1/5) of weekly earnings for each day of work lost as a result of the disability.
4. The Carrier shall be Pacific Blue Cross.
5. The unused portion of sick leave entitlement per Section 1, may be used to augment the W.I.P. to one hundred per cent (100%) of current salary, at the employee's discretion.

Section 3 Group life Insurance Plan

The Employer agrees to provide ~~and pay the full cost of a~~ Group Life Insurance Plan as outlined below for each regular and regular part-time employee working twenty (20) or more hours per week:

1. Participation in the Plan by each regular and regular part-time employee covered by this Agreement is a condition of employment.
2. ~~Coverage will commence on the first of the month following completion of sixty (60) days employment. Coverage for all eligible employees shall commence on the first of the month following completion of the probationary period (528 hours).~~
3. Benefits shall be in the sum of one-hundred fifty thousand dollars (\$150,000.00) annual salary covering death from any cause and including benefits for accidental death and dismemberment. The employer agrees to pay for premiums for the first seventy thousand dollars (\$70,000.00) of benefit. The employees shall have the cost of the monthly premiums for the difference in benefits deducted from their wages.
4. The Carrier shall be Pacific Blue Cross.

E&OE
Signed off this 27th day of March 2024

For the Union

Phillip M. Bass

For the Employer

[Signature]

Section 4 Dental Plan

The Union prepaid dental plan shall be made available to all eligible employees working twenty (20) hours or more (and their dependants) desiring same.

Coverage for all eligible employees (and their dependants) shall commence on the first of the month following completion of the probationary period (528 hours)

The Employer agrees to pay full premium costs. The Plan shall provide the following benefits:

- one hundred per cent (100%) for Part "A",
- eighty per cent (80%) for Part "B", with no limit on total claims value per year.
- Sixty percent (60%) (Ortho coverage, with a Five Thousand (\$5000.00 lifetime limit) for Part "C".

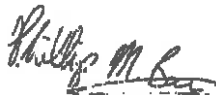
Section 5 Extended Health Benefit Plan (E.H.B)

The Employer agrees to provide and pay the full cost of an E.H.B. Plan as outlined below:

1. Participation in the Plan by each regular and regular part-time employee working twenty (20) hours or more per week covered by this Agreement is a condition of employment.
2. ~~Coverage for all eligible employees (and their dependants) shall commence on the first of the month following date of employment.~~ Coverage for all eligible employees (and their dependants) shall commence on the first of the month following completion of the probationary period (528 hours)
3. The Plan shall include benefits as follows:
 - (a) Twenty-five dollars (\$25.00) deductible annually for eligible expenses incurred.
 - (b) One hundred per cent (100%) co-insurance for eligible expenses after the deductible has been satisfied.
 - (c) A maximum twenty-five thousand dollars (\$25,000.00) limitation for each person covered per twenty-four (24) months.
 - (d) Claim of eyeglass, frames, contact lenses and/or corrective laser eye surgery up to ~~three hundred and twenty five dollars (\$325.00)~~ four hundred dollars (\$400.00) per person covered per each twelve (12) month period.

E&OE
Signed off this 27th day of March 20 24

For the Union



For the Employer



- (e) Claim for acupuncture up to six hundred and fifty dollars (\$650.00) per calendar year.
- (f) Claim for Chiropractor up to six hundred and fifty dollars (\$650.00) per calendar year.
- (g) Claim for naturopath up to one thousand dollars (\$1000.00) per calendar year.
- (h) Claim for Podiatrist up to five hundred dollars (\$500.00) per calendar year.
- (i) Claim for Registered Clinical Counsellor or Psychologist up to a combined maximum amount of one thousand dollars (\$1000.00) per calendar year.
- (j) Claim for Speech Language Pathologist up to one thousand dollars (\$1000.00) per calendar year.
- (k) Claim for Massage Practitioner – no calendar year limit.
- (l) Claim for Hearing Aids and repair three thousand dollars (\$3000.00) every 5 calendar years.
- (m) Claim for Physiotherapist – no calendar year limit.
- (n) Private duty care by a registered nurse for a person with an acute condition in the person's home.

4. The Carrier shall be Pacific Blue Cross.

Section 6 Long Term Disability Plan (L.T.D.)

The Employer agrees to provide and pay the full cost of an L.T.D. Plan as outlined below:

- 1. As in Section 5.
- 2. Coverage for all eligible employees shall commence on the first of the month following completion of the probationary period (528 hours).
- 3. The Plan shall provide benefits as follows:

(a) Seventy-five per cent (75%) of monthly salary to a maximum of two thousand five hundred dollars (\$2,500.00) per month.

Coverage will commence after fifty-two (52) weeks of illness until age sixty-five (65).

E&OE
Signed off this 27th day of March 2024

For the Union

Phillip M. [Signature]

For the Employer

[Signature]

[*Teamsters Local 155*]
EMPLOYER PROPOSALS [2024]

Employer			
Number	Affected Article/MOU	Date: February 2, 2024	Time: 2:25pm
EP#15	Letter Of Understanding Probationary Employees	<i>Delete</i>	

E&OE
Signed off this 15th day of February 20 24
For the Union *Phillip M. Be...* For the Employer *[Signature]*
D. Holm

BETWEEN:

**TEAMSTERS LOCAL UNION NO. 155
(EMPLOYER)**

AND:

**MOVEMENT OF UNITED PROFESSIONALS
(CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES' UNION, LOCAL 378)
(UNION)**

**LETTER OF UNDERSTANDING
(PROBATIONARY EMPLOYEES)**

THIS Letter of Understanding applies to all Probationary Employees employed in the Union's bargaining unit during their Probationary Period.

THE PARTIES AGREE AS FOLLOWS:

1. All Collective Agreement Articles shall be interpreted and applied in accordance with the express terms of this Letter of Understanding.

2. Article 5.1 of the Collective Agreement is replaced with the following:

1.1 Probationary Period

All new employees, except Temporary and Casual Employees will be considered probationary for their first Five Hundred Twenty Eight (528) hours of their employment. The employee will be provided with an Interim Written Evaluation worked Five Hundred Twenty Eight (528) hours, an employee will become regular. A Temporary Employee transferred to or retaining regular status, will not be required to serve a further probationary period beyond the first Five Hundred Twenty Eight (528) hours of employment.

3. During the Probationary Period, the Employer shall pay a Probationary Employee's contribution to the Canada Pension Plan

4. The Parties confirm and agree that probationary employees are not entitled to the benefits covered by the language of Articles 8.3 (Floating Holidays); 9.5 (2% Vacation Bonus); 10.2 (Bereavement Leave); 10.6 (Jury Duty Pay); 11 (Sick Leave); 11.2 and Appendix "C" (Health & Welfare Plan); 11.4 (Pension Plan); 11.5 (E.I. Premium Reduction); 11.6 (Savings Plan) and 23.1 (Eye Examinations), of the collective agreement during their probationary period.

5. This Letter of Understanding is incorporated as a term of the Collective Agreement.

Case Number 2020-000132-0 Agreed February 18, 2023