

# APPENDIX "A"

Protocol

Housekeeping

Term of agreement July 1, 2023, to June 30, 2028 (last comprehensive package Sept 18<sup>th</sup> under Preamble)

## Articles

1.06 - (d) – Bulletin Boards and communications

1.08 - Discrimination

2.04 - (b) Job evaluation procedure (HK) (last comprehensive package Sept 18<sup>th</sup>)

2.06 - (a) costs standing arbitrator (last comprehensive package Sept 18<sup>th</sup>)

3.13 - Sections 104 & 87 LRCBC

3.15 - Alternative Dispute Resolution (ADR)

4.02 - Employee Service

6.02 - (a) Posting of job vacancies

6.02 - (e) No trial period for direct award

6.03 - (e) Progression alternatives

6.08 - (a) Hierarchical jobs

7.01 - (a) Layoff and Recall (with Article 20)

9.01 - Bereavement Leave

9.02 – Funeral Leave (HK)

9.04 - Public office (HK) (spread on 2 documents)

9.05 - Medical Appointments

9.06 - Leaves of Absence without Pay

9.07 - Pregnancy Leave (spread on 2 documents)

9.08 - Parental Leave (spread on 2 documents)

9.09 - Pregnancy Leave Disability (spread on 2 documents)

9.10 - Gender Transition Leave

9.11 - other leaves

10.01 - sick leave and ESA (last comprehensive package Sept 18<sup>th</sup>)

10.02 - plan year sick leave entitlements(last comprehensive package Sept 18<sup>th</sup>)

10.03 - new plan year(last comprehensive package Sept 18<sup>th</sup>)

10.13 - nurse practitioner (last comprehensive package Sept 18<sup>th</sup>)

10.17 - Employees returning to work

11.02 - personal protection (HK)

11.05 - Employees working at night

12.05 - (d) and (h) Statutory Holidays

13.01 - Statutory Holidays

13.03 - Statutory Holidays for PTR and Temp employees

- 14.02 - AV entitlements - HK
- 14.03 - c) adjustment of AV Payment (2 documents)
- 14.03 - e) employees who terminate AV Payment
- 14.04 - Vacation Scheduling
- 14.05 - Scheduling of AV (2 documents)
- 14.06 - Statutory holiday during AV – HK
- 14.07 - relieving on higher group job - HK
- 14.08 - proration of AV
- 14.09 - Inland/Columbia – delete
- 14.10 - Cancel AV – renumber
- 14.11 - Past service Credits – renumber
- 14.12 - Substitution of leaves – renumber and HK
- 16.09 - Overtime banking
- 16.11 - (b) (iii)Meal Provisions
- 16.15 - Standby Arrangements
- 16.17 - paging device
- 17.04 - Expense claims reimbursement in Canadian Funds
- 17.06 - Moving Expense - HK
- 17.07 - Full Moving Expense - HK
- 17.08 - Limited Expenses – HK
- 16.09 – OT Banking
- 16.11 – Meal Provisions
- 16.15 – Standby Arrangements
- 16.17 - paging devices
- 17.04 Expense claims
- 17.06 - Moving expenses
- 17.07 - Full moving expenses
- 17.08 - Limited expenses
- 18.01 - (f) Direct Deposit
- 18.04 - general wage increases (last comprehensive package Sept 18<sup>th</sup>)
- 19.02 - (g) AV and stat entitlement PTR
- 19.03 - (g) ESA days for temporary employees (last comprehensive package Sept 18<sup>th</sup>)
- 20.01 - (a) (b) training needs analysis (with Article 7)
- 20.01 - (c) Joint Training Committee (with Article 7)
- 21.01 - Extended Health Benefits (MSP)
- 21.08 - (e) Flex benefit (i) default to previous year and cash  
(ii) paid every pay period (last comprehensive package Sept 18<sup>th</sup>)
- 21.08 - (f) 3% savings plan  
Benefit Summary – new mental health (last comprehensive package Sept 18<sup>th</sup>)

## LOU

- 7 - Gas Controllers
- 14 - Job Sharing

- 21 - Co-op Students
- 31 - Emergency & Operations Representatives (EOR)
- 33 - Labour Relations Forum
- 34 - Part Time Regular Employees
- 37 - Street Team
- 38 - Job Evaluation Plan
- 39 - Emerging Workplace Issues
- 40 - Overpayment Recovery
- 41 - Fortis Pension Plan IBEW and MoveUP members
- 42 - Grand Parented FBC Inc – Electric employees – changes, new wage, removed dead language and renew (2 documents) (wages and changes on last comprehensive package Sept 18<sup>th</sup>)

#### New LOU

- XX - Employers Health Tax
- XX - remote work (last comprehensive package Sept 18<sup>th</sup>)
- XX - Indigenous Intern Leadership Program (IILP)
- XX - Benchmark Jobs resolve 23-0666

#### Side Letters (last comprehensive package Sept 18<sup>th</sup>)

- Standing Arbitrator for Article 2
- Retroactive wages for 2023 will be split between 2023 & 2024 for the purposes of the benefit cap.
- New mental health benefits will start Jan 1, 2025
- Change in sick plan year will start Jan 1, 2025
- Retroactive wages will be paid as soon as possible following ratification
- During the life of the collective agreement if the expense related to the new mental health benefit cause the benefits cost to exceed the benefits cap, the company will not seek reimbursement from the union or its members for any exceedance specifically related to this additional benefit up to \$250,000.