

MEMORANDUM OF AGREEMENT

BETWEEN:

GREENPEACE CANADA

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**SYNDICAT DES EMPLOYÉES ET EMPLOYÉS PROFESSIONNELS-LES ET DE BUREAU,
SECTION LOCALE 574**

AND:

**CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION,
LOCAL 343**

AND:

**MoveUp, CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION,
LOCAL 378**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

By signature(s) of their duly authorized representative(s) hereinafter affixed, the Employer and the Union ("the Parties") do hereby expressly and mutually agree as follows:

1. This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A".
2. It is agreed that the terms and conditions of the current Collective Agreement including all attachments (MOA, LOA, MOU) in force and effect between the Employer and the Union from January 1st, 2022 to December 31st, 2023, inclusive, shall become the successor Collective Agreement between the Parties, except as expressly provided otherwise by this Memorandum.
3. It is agreed that the terms and conditions of the attached amendments (Appendix "A") shall be included in the current successor Collective Agreement between the Parties.

4. All the terms and conditions to be included in the current successor Collective Agreement between the Parties shall be effective from January 1st, 2024 to December 31st, 2026.
5. **Signing Bonus**

All employees as of the date of signing of this agreement, who are active employees in good standing with the Union shall receive a signing bonus of \$732.02 upon ratification of this agreement. Employees who have resigned or been terminated are not entitled to the signing bonus.
6. Upon ratification by both Parties in accordance with this Memorandum, all provisions of Appendix "A" shall come into force and effect and shall be fully retroactive.
7. It is mutually agreed that this Memorandum is subject to ratification by the respective principals of each of the Parties. The Employer expressly agrees, however, that the Union shall not be required to conduct any ratification vote with respect to this Memorandum or release the results of the ratification vote unless and until the Employer has ratified this Memorandum and advised the Union in writing of its acceptance.
8. The Members of both the Union's Negotiating Committee and the Employer's Negotiating Committee hereby expressly agree that they will unanimously recommend acceptance of this Memorandum to their respective principals.
9. It is mutually agreed that any proposal(s), in whole or in part, of the Employer or the Union, and any related commentary of either Party, arising during shall be deemed to be both introduced and withdrawn on a "without prejudice" basis and, accordingly, shall not be introduced as evidence by either the Employer or the Union in any arbitration or any other proceeding in law.
10. In the event of any dispute between the Parties concerning the interpretation, application, operation or any alleged violation of any provision of this Memorandum including, but not limited to, all the attachments hereto affixed as Appendix "A", this Memorandum in its entirety shall be deemed to be incorporated into the then current Collective Agreement between the Parties as if set forth in full therein in writing, and shall so apply, and any such dispute shall, consequently, be subject to resolution in accordance with the grievance and arbitration procedures contained in said collective agreement.
11. All grievances and other disputes involving the Employer and the Union which are not expressly resolved by this Memorandum shall be deemed to be unresolved by this Memorandum.
12. The Parties explicitly agree that the French translated text in the amendments are not final copy and are subject to full and final French legal translations against the English amendments contained herein.

Signed at Vancouver, **B.C. this** 19 **day of** December, **2024.**

For SEPB LOCAL 574



Stéphane Perron Tremblay (Dec 19, 2024 16:07 EST)

Stéphane Perron Tremblay

For COPE LOCAL 343



Kiruthiha Kulendiren (Dec 19, 2024 16:05 EST)

Kiruthiha Kulendiren

For COPE LOCAL 378



Nathan Beausoleil (Dec 19, 2024 13:09 PST)

Nathan Beausoleil

For GREENPEACE CANADA



Christy Ferguson (Dec 20, 2024 09:19 EST)

Christy Ferguson

APPENDIX "A"



GREENPEACE PROPOSALS 2024 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#1	HK	Housekeeping	

The Parties agree that appropriate stakeholders will be consulted on the inclusion of the language below regarding territorial acknowledgement, and the Parties will discuss any amendments or feedback provided prior to the final drafting of the Collective Agreement :

ARTICLE o - TERRITORIAL ACKNOWLEDGEMENT

The Parties of the Collective Agreement are located on the homelands of more than 600 First Nations/Indian bands in Canada; with over 60 different languages and numerous unique dialects across the country.

As Parties to the Collective Agreement, we are committed to reconciliation and justice for Indigenous People. We recognize and deeply appreciate their historic connection to this place. We recognize the contributions they have made both in shaping and strengthening our communities, our province, and Canada as a country.

We also recognize that the current state of environmental, economic and social injustice has, in great part, been caused by the heedless exploitation of traditional territories where Indigenous Peoples' rights and authority have been marginalized or eroded.

This recognition of the contributions and historic importance of Indigenous people, as well as the continued negative impact of European colonization and inherent systemic racism on an institutional level in Canada, must be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

Les parties à la convention collective sont situées sur les terres natales de plus de 600 Premières nations/bandes indiennes au Canada ; avec plus de 60 langues différentes et de nombreux dialectes uniques à travers le pays.

En tant que parties à la convention collective, nous nous engageons à la réconciliation et à la justice pour les peuples autochtones. Nous reconnaissons et apprécions profondément leur lien historique avec cet endroit. Nous reconnaissons les contributions qu'ils ont apportées à la fois pour façonner et renforcer nos communautés, notre province et le Canada en tant que pays.

Nous reconnaissons également que l'état actuel des injustices environnementales, économiques et sociales a, en grande partie, été causé par l'exploitation inconsidérée des territoires traditionnels où les droits et l'autorité des peuples autochtones ont été marginalisés ou érodés.

Cette reconnaissance des contributions historiques des peuples autochtones, ainsi que l'impact négatif continu de la colonisation européenne et du racisme systémique inhérent au niveau institutionnel au Canada doit être clairement et ouvertement lié à notre engagement collectif à faire la promesse et le défi d'une vérité et d'une réconciliation réelle dans nos communautés.

[...]

[...]

The Parties wish to discuss updating the regional bargaining units to expand representation rights into the Prairies and Territories.

Les parties souhaitent discuter de la mise à jour des unités de négociation régionales pour étendre les droits de représentation dans les Prairies et les Territoires.

2.01 The Employer recognizes the Union as the exclusive bargaining agent for all employees of Greenpeace Canada and Greenpeace International in ~~the provinces of Alberta, British Columbia, Ontario and Quebec~~ Canada, save and except Directors, persons above the rank of Directors.

The parties agree to the following regional bargaining units:

- - COPE 343 shall represent members in Ontario and the Atlantic
- - MoveUP shall represent members in British Columbia and Alberta
- - SEBP 57 shall represent members in Quebec
- If a bargaining unit position is created and hired outside of these regional jurisdictions, the parties agree to meet and discuss a voluntary recognition of the position to the appropriate bargaining unit, by mutual agreement.
- In the Greater Toronto Area (as defined in the Golden Report), save and except Directors and Managers, persons above the rank of Director and Manager, department Administrative Assistants and the Executive Assistant to the Executive Director.

For greater clarity, confidential Assistant positions are excluded from this agreement.

[...]

3.01 L'Employeur reconnaît le Syndicat comme le seul et unique agent négociateur pour toutes les personnes salariées de Greenpeace Canada et de Greenpeace International dans ~~les provinces de l'Alberta, de la Colombie-Britannique, de l'Ontario et du Québec~~ Canada, à l'exception de toutes les personnes occupant un poste de direction ou de niveau supérieur au poste de direction.

Les parties conviennent des unités de négociation régionales suivantes :

- Le COPE 343 représente les membres de l'Ontario et de l'Atlantique;
- MoveUP représente les membres de la Colombie-Britannique et de l'Alberta;
- Le SEP 574 représente les membres du Québec.
- Si un poste au sein de l'unité de négociation était créé et pourvu à l'extérieur de ces territoires régionaux, les parties conviennent de se rencontrer et de discuter d'une reconnaissance volontaire et mutuelle du poste relativement à l'unité de négociation appropriée.
- Dans la région du grand Toronto (selon la définition qui lui est donnée dans le rapport Golden), à l'exception de membres des équipes de direction et de gestion, des personnes d'un niveau supérieur à ces derniers postes et des personnes qui occupent des postes de personnel de soutien administratif (adjoind administrative/adjoind administratif) des services ainsi que de la personne qui assure le soutien administratif direct auprès de la personne occupant le poste de direction générale (attaché à la direction générale).

Pour plus de précision, les postes de personnes adjoindées administratives à responsabilités confidentielles sont exclus de la présente convention.

[...]

ARTICLE 3 - RELATIONSHIP

3.01 Both the Union and the Employer agree that all employees have the right to equal treatment with respect to employment without discrimination based on race, ancestry, place of origin, colour, ethnic or national origin, citizenship, creed, sex, sexual orientation or gender identity, age, , political belief, language, marital status, family status physical or mental disability, age or because the person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person. The anti-discrimination policy Is attached as Appendix C, which includes the procedure to follow if an employee feels they are being discriminated against, or if an employee has been accused of discrimination.

The Employer and the Union agree that structural injustice and unconscious bias influence our experiences, and that we live in a society rooted in oppression. The Employer and the Union agree that any progressive organization should take advantage of the opportunity afforded to it to gain experience, knowledge and guidance from the experience of oppressed people. Consequently, the Union and the Employer agree that the voice of employees from marginalized or historically oppressed groups must be taken into consideration when it comes to matters that concern them.

[...]

ARTICLE 3 - RELATION

3.01 Le Syndicat et l'Employeur conviennent que toutes les personnes salariées ont droit à un traitement égal en matière d'emploi exempt de discrimination fondée sur la race, l'ascendance, le lieu d'origine, la couleur de la peau, l'origine ethnique ou nationale, la citoyenneté, les croyances, le sexe, l'orientation sexuelle ou l'expression de genre, l'âge, les convictions politiques, la langue, l'état matrimonial, la situation familiale, l'incapacité physique ou mentale ou le fait d'avoir été condamné pour une infraction criminelle ou une infraction punissable par procédure sommaire qui n'est pas liée à l'emploi actuel ou à l'emploi éventuel de cette personne. La Politique contre la discrimination et le harcèlement est jointe à l'annexe C, et comprend la procédure à suivre si une personne salariée affirme faire l'objet d'une discrimination ou encore si une personne salariée a été accusée de discrimination.

L'Employeur et le Syndicat conviennent que l'injustice structurelle et les préjugés inconscients influencent nos expériences et que nous vivons dans une société enracinée dans l'oppression. L'Employeur et le Syndicat conviennent que toute organisation progressiste doit profiter de la possibilité qui lui est offerte d'acquérir de l'expérience, des connaissances et des conseils issus de l'expérience des personnes opprimées. Conséquemment ce qui précède, le Syndicat et l'Employeur conviennent que la voix des personnes salariées issues des groupes marginalisés ou historiquement opprimés doit être prises en considération lorsqu'il est question de sujets qui les concernent.

[...]

The Parties wish to discuss aligning numerical articles throughout both English and French Collective Agreements.

Les parties souhaitent discuter de la mise à jour des unités de négociation régionales pour étendre les droits de représentation dans les Prairies et les Territoires.

NOTE :

The unamended provisions of the collective agreement remain. However, the union reserves the right, during negotiations, to add, modify or remove said provisions

NOTE :
Les dispositions de la convention collective non amendées demeurent. Toutefois, le syndicat

se réserve le droit, au cours des négociations, d'ajouter, de modifier ou de retrancher lesdites dispositions.

E&OE

Signed off this _____ day of _____ 20_____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#2	Article 6.06	<i>NEW & renumber existing 6.06</i>	

Union Trainee Leave 6.06

6.06 The Employer will grant an unpaid leave of absence to an employee requested by the Union to serve as a Trainee Union Representative subject to the time of the leave with respect to departmental operating considerations. The period will not exceed six (6) continuous months, unless otherwise agreed by the Employer. The Union must provide eight (8) weeks notice in advance of the leave.

** French translation will follow **

E&OE
Signed off this _____ day of _____ 20_____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#6	Article 12.06	<i>NEW</i>	

Childcare Expenses

12.06 The Employer will reimburse employees for reasonable and pre-approved, receipted child care expenses when employees are required to perform work in the evenings or on regular days off, or are required to work outside of their headquarter area or regular place of reporting. Pre-approval is to be provided by employee's line manager and the senior human resources manager.

Notwithstanding the foregoing, the Employer is prepared to consider and pay for alternate arrangements to childcare including in circumstances, the child travelling with a parent, a caregiver travelling with the child and parent or other similar arrangements. Such consideration shall be made on a case-by-case basis and any such arrangement shall be made without precedent to any future circumstances.

French Translation to Follow

E&OE
Signed off this _____ day of _____ 20_____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#8	Article 13, 14 & RWWL LOU	<p><u>Reduced Work Week</u> Le syndicat propose le retrait de la lettre d'entente sur la semaine réduite de travail et de procéder à l'intégration des termes de cette entente à travers la convention collective de la manière suivante :</p> <p>The Union proposes removing LOU#1 and implementing the terms of the Reduced Work Week LOU as amendments throughout the agreement :</p>	

ARTICLE 13 – HOURS OF WORK AND OVERTIME

13.01 The following sections and paragraphs are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

12.01 Les sections et paragraphes suivants ont pour but d'établir les heures normales de travail et ne doivent pas être interprétés comme garantissant un nombre d'heures de travail par jour ou par semaine ni un nombre de jours de travail par semaine.

13.02 The regular work week for full time employees shall consist of ~~thirty five daytime (35) hours~~ twenty eight daytime (28) hours Monday to Thursday ~~Friday in a 4 Day Work Week.~~ The daily regular work hours are based on their case load with flexible start times, unless the Employer has advised otherwise. Teleworking is also possible after agreement between the employee and their supervisor.

The weekly day off is scheduled to be Friday. Employees can choose, in agreement with their manager, to schedule their day off on another day of the week. If they do so, said day off will be treated as a scheduled day off for the employee.

Employees can choose, in agreement with their manager, to schedule a different day of the week as the day off for a particular week, if said employee makes the request two weeks before the week with the different day off.

For clarity, The work week is 28 hours per week for full time employees. Salaries will not be affected negatively by the reduced work week for any staff.

12.02 La semaine normale de travail des personnes salariées à temps plein compte 28 heures 35 heures par semaine, répartis sur une semaine de travail de 4 jours, du lundi au ~~jeudi~~ vendredi. Le nombre d'heures de travail normales quotidiennes est établi en fonction de la charge de travail. L'heure à laquelle commence la journée de travail est flexible, à moins que l'Employeur n'en ait décidé autrement. Le télétravail est également possible après accord entre la personne salariée et la personne responsable de sa supervision.

Le congé hebdomadaire est prévu le vendredi. Les personnes salariées peuvent choisir, après entente avec leur gestionnaire, un jour de congé hebdomadaire différent, auquel cas ce jour convenu sera considéré comme un jour non-ouvrable pour ces personnes salariées.

Les personnes salariées peuvent également choisir, après entente avec leur gestionnaire, de modifier ponctuellement la journée de la prise du congé hebdomadaire. La demande doit être faite par la personne salariée deux semaines avant la semaine où le congé hebdomadaire est modifié, à moins d'entente entre les parties.

Pour des fins de compréhension, la semaine de travail est d'une durée de 28 heures par semaines pour les personnes salariées à temps plein et le salaire des personnes salariées

13.023 Notwithstanding clause 13.02, it is understood that the 9:30 start time and the 5:30 end time may be amended by mutual agreement with the Employer and the employee where the Employer determines that such change will not adversely affect the operation of the Employer and provided the resulting daily hours do not exceed **eight (8)** hours per day.

12.02 Nonobstant le paragraphe 12.02-13.02, il est entendu que les heures de début et de fin pour la journée de travail, soit 9 h 30 et 17 h 30, peuvent être modifiées d'un commun accord entre l'Employeur et la personne salariée si l'Employeur détermine que ces changements ne nuiront pas au fonctionnement de l'organisation et pourvu que le nombre d'heures quotidiennes travaillées en résultant ne dépasse pas huit (8) heures par jour.

13.034

a) The Employer shall have the right to schedule work up to forty (40) hours per week and shall have the right to schedule in excess of forty (40) hours per week in case of emergency and special campaign events. The scheduling of other work in excess of forty (40) hours per week shall be on a voluntary basis, and it is mutually agreed that such overtime shall be distributed as equitably as possible among the employees who normally perform the work.

b) Overtime work shall be compensated either by overtime pay or compensatory time off. Any compensatory time off shall be taken in accordance with Article 13.04 (c), at a time mutually agreed between the employee and their supervisor. Overtime pay or compensatory time off shall be equal to the **overtime worked (straight time)** for overtime up to forty (40) hours per week and shall be equal to one and one-half times the overtime worked in excess of forty (40) hours per week.

Note: The employer agrees to adjust the computer payroll system so that recorded overtime is paid or compensated at the increased rate

[...]

12.04 a) L'Employeur a le droit d'établir l'horaire de travail jusqu'à concurrence de quarante (40) heures par semaine et a le droit d'établir l'horaire de travail au-delà de quarante (40) heures par semaine en cas d'urgence ou de campagne spéciale. L'attribution des heures de travail qui excèdent quarante (40) heures par semaine se fait sur une base volontaire, et il est mutuellement convenu que ces heures supplémentaires doivent être réparties aussi équitablement que possible entre les personnes salariées qui effectuent normalement le travail

b) Les heures supplémentaires sont rémunérées soit par paiement d'heures supplémentaires, soit par congé compensatoire. Tout congé compensatoire doit être pris conformément au paragraphe 13.04 (c), à un moment convenu d'un commun accord entre la personne salariée et la personne responsable de sa supervision. La rémunération des heures supplémentaires ou les congés compensatoires accordés seront égaux aux heures supplémentaires effectuées **(French Translation To Be Provided)** jusqu'à concurrence de quarante (40) heures-heures par semaine et correspondent à une fois et demie les heures supplémentaires excédentaires effectuées au-delà de (40) heures **heures par semaine.**

Note : L'employeur s'engage à ajuster le système de paie informatique afin que les heures supplémentaires enregistrées soient payées ou compensées au taut majoré.

[...]

ARTICLE 14 – VACATION WITH PAY

~~14.01~~—All employees who regularly work thirty-five (35) hours per week or more, on average and who have been employed by the Employer three (3) months or more, shall receive twenty (20) days vacation with pay per calendar year. Vacation entitlement shall be prorated up to December 31 of the calendar year in which the employee completes three (3) months of employment earnings for the calendar year.

~~Employees who have completed five (5) calendar years of employment shall receive twenty-five (25) days vacation with pay per calendar year.~~

14.01 All employees who regularly work twenty-eight (28) hours per week or more, on average and who have been employed by the Employer three (3) months or more, shall receive sixteen (16) days vacation with pay per calendar year. Vacation entitlement shall be prorated up to December 31 of the calendar year in which the employee completes three (3) months of employment earnings for the calendar year.

Employees who have completed five (5) calendar years of employment shall receive twenty (20) days vacation with pay per calendar year.

13.01 Toutes les personnes salariées qui travaillent régulièrement vingt-huit (28) ~~trente-cinq (35)~~ heures ou plus par semaine, en moyenne, et qui ont été au service de l'Employeur pendant trois (3) mois ou plus, ont droit à seize (16) ~~vingt (20)~~ jours de vacances payées par année civile. Le droit au congé annuel sera calculé au prorata de la période jusqu'au 31 décembre de l'année civile pendant laquelle la personne salariée compte trois mois d'emploi rémunéré pour l'année civile en question.

E&OE

Signed off this _____ day of _____ 20_____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#9	Article 15	Amend	

ARTICLE 15 – PAID HOLIDAYS

15.01 The Employer recognizes the following as paid holidays for employees who qualify for such holidays under the provisions of this Article:

- New Year's Day
- Family Day
- Good Friday
- Easter Monday
- Victoria Day\National Patriots Day
- National Indigenous Peoples Day
- Canada Day
- Fête nationale du Québec (QC only)
- Civic Holiday/B.C. Day (Except QC)
- Labour Day
- National Day for Truth and Reconciliation
- Thanksgiving Day
- Christmas Day
- Boxing Day

Any other day declared a holiday by the **Provincial Government** in which jurisdiction the employee regularly works and wherein the subject municipality has granted the same paid holiday to their own employees, except for days declared which have already been granted on another day pursuant to this Article.

The list of paid holidays includes three (3) days that are Christian-based (Good Friday, Easter Monday and Christmas Day). In recognition of the diversity of the Canadian labour force, employees who practice other faiths will be accommodated as far as practically possible.

An employee wishing to substitute one of these Christian-based holidays for a significant day of celebration in their own faith may do so by requesting specific dates in writing in advance, provided that working on one of those Christian-based holidays makes practical sense in that employee's working environment. The decision to grant the substitution shall be at the discretion of the employee's department director in consultation with Human Resources; such discretion shall be exercised reasonably.

[...]

15.08 In the event of an employer-mandated closure during the December holiday period, all work days between, and including, December 24th, and January 1st shall be time off with pay. Statutory Holidays shall be observed.

French Translation to follow



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#11	Article 19	Amend & add new 19.10-19.13	

19.03 ~~An employee shall be granted five (5) work days without loss of salary or wages for bereavement leave in the event of death of any of the following:~~

~~a parent, spouse, sibling, child, grandchild, grandparent, parent of spouse, closest personal friend or anyone who is / or has been residing in the same household whom the employee considers part of an alternative family unit.~~

An employee shall be granted five (5) work days without loss of salary or wages for bereavement leave in the event of the death of a family member or close friend. For these purposes, family may include legal, traditional, or chosen family. In the case of bereavement related to a person who does not meet the above definition, an employee may use personal days.

Additional travel time may be granted if the employee has to travel more than 500 kilometres for any funeral arrangements.

18.03 **** French Translation will follow ****

[...]

19.09 An employee who provides a certificate from a medical practitioner confirming that the employee requires a leave of absence in order to ~~undergo gender transition~~ seek medical intervention for surgical reconstruction or alignment with their gender will be granted a personal leave under Article 20.01 for the procedure and recovery required during the transition period. The employee must provide as much advance notice as reasonably possible for the need for such leave. Additional unpaid leave will not be unreasonably denied.

The Union, the Employer will work together to tailor the general transition plan to the employee's needs and accommodate the employee up to the point of undue hardship for the Employer. The Employer will ensure its harassment free work environment and not accept any discriminating actions.

18.09 Une personne salariée qui fournit un certificat médical confirmant qu'elle a besoin d'un congé autorisé en vue de subir ~~une procédure de transition de genre ou sexuelle~~ intervention médicale ou chirurgicale d'affirmation de genre ou sexuelle se verra accorder un congé personnel en vertu de la clause 20.01 pour subir la procédure et pour la période de rétablissement requise durant la transition. La personne salariée doit fournir un préavis le plus tôt qu'il lui sera raisonnablement possible de le faire lorsqu'elle demande un tel congé. Un congé sans solde supplémentaire ne sera pas refusé sans motif raisonnable.

Le Syndicat et l'Employeur collaboreront pour adapter le plan de transition général aux besoins de la personne salariée et pour prendre des mesures d'adaptation envers celle-ci,

dans la mesure où cela ne constitue pas une contrainte excessive pour l'Employeur. L'Employeur veillera à ce que son milieu de travail soit exempt de harcèlement et n'acceptera aucune action discriminatoire.

19.10 Indigenous employees are entitled to up to **three (3) days leave** with pay per calendar year to observe or participate in traditional indigenous activities that connect these employees to their culture and language. Two (2) days of additional leave may be obtained if an employee must travel more than 500 km to attend a traditional Indigenous activity.

18.10 Les personnes salariées autochtones ont droit à **trois (3) jours** de congé par année civile leur permettant de participer à des activités traditionnelles autochtones. Deux (2) jours de congés supplémentaires peuvent être obtenus si une personne salariée doit parcourir plus de 500 km pour assister à une activité traditionnelle autochtone.

19.11 **An employee shall be allowed use of sick and personal days during a period of mandated quarantine and mandated isolation, if they are unable to work remotely and are not sick. Proof of mandated quarantine or isolation may be requested by the Employer.**

18.11 Les personnes salariées qui doivent s'absenter pour une quarantaine ou un isolement obligatoire sont payées durant cette période si elles ne peuvent faire du télétravail et qu'elles ne sont pas malades. Une preuve de l'obligation de s'isoler ou de se placer en quarantaine peut être exigée par l'employeur.

19.12 The Employer will grant time off to employees who meet the eligibility criteria for any other leave(s) as outlined in the relevant provincial Employment Standards or Employment Insurance (EI) legislation.

18.12 L'employeur garantit le droit aux personnes salariées qui rencontrent les critères d'éligibilités de bénéficier de toute autre absence prévue par les lois provinciales ou fédérales applicables à celles-ci.

E&OE

Signed off this _____ day of _____ 20____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#13	Article 24	<i>Add</i>	

23.09 Conformément à la Loi Ontarienne sur la santé et la sécurité et aux principes énoncés dans sa politique interne sur le droit à la déconnexion visant notamment à préserver la santé et la sécurité des personnes salariées, l'employeur s'engage à mettre en oeuvre les principes du droit à la déconnexion pour l'ensemble des personnes salariées.

24.09 In accordance with the Ontario Health and Safety Act and the principles set out in its internal policy on the Right to Disconnect, aimed in particular at preserving the health and safety of employees, the employer undertakes to implement the principles the Right to Disconnect for all employees.

E&OE

Signed off this _____ day of _____ 20_____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#16	Article 30	<i>Amend</i>	

ARTICLE 30 – DURATION, RENEWAL AND TERMINATION

30.01 This Agreement shall be binding and remain in full force for the period from and including January 1st, ~~2019~~ 2024 to and including December 31st, ~~2022~~ 2025

30.01 La présente convention lie les parties et demeure pleinement en vigueur pour la période allant du 1er janvier 2024~~0~~ au 31 décembre 202~~5~~2 inclusivement, en plus d'une rétroaction salariale au 1er janvier 2024~~2019~~ telle que définie à l'annexe C de la convention collective.

E&OE

Signed off this _____ day of _____ 20____

For the Union

For the Employer



**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#19	Schedule C	GWI	

The Parties agree as follows :

- Appendix C shall be amended in the agreement, with the former wage grid removed (now '2022') and replaced with the appended wage grids
- Active employees at the time of the ratification shall receive a \$732.02 Signing Bonus.
- As of January 1, 2025, all employees shall be placed in the same group and same step from the year prior in the new '2025' wage grid which contains agreed upon market rate adjustments.
- Following the placement in the new '2025' wage grid, employees will continue to progress through the wage grid as they normally would. On January 1 of each calendar year, employees shall move one step in their wage group until they reach Step 7.

SCHEDULE “C” - COMPENSATION SYSTEM INFORMATION

PURPOSE:

Greenpeace Canada aims to maintain a compensation program that is in line with GPI’s Global Compensation Framework in which the expressed vision is “a global compensation framework for Greenpeace that is reasonable, fair, transparent and balanced, in order to help attract and retain the people we need, and deliver the campaign wins that are essential to secure our vision of an earth able to nurture life in all its diversity, at the same time ensuring that donors’ contributions are used in a transparent and equitable manner.” Understanding that an effective compensation structure is based on up-to-date job descriptions, objective job evaluations and a robust salary administration process, this policy aims to define and describe each of these factors.

DEFINITIONS:

Job Evaluation: the systematic process for assessing the relative worth of jobs within an organization. A comprehensive analysis of each position’s tasks, responsibilities, knowledge and skill requirements to assess the value of the job’s content and provide an internal ranking of the jobs.

Market reference point (MRP): the target salary for jobs in a given band. The MRP is derived from the average actual paid salary on the external labour market accordingly to salary survey data or, if benchmark data is not available, on comparisons with benchmarked positions.

General labour market: organizations across all industries (not just NGO’s) of a similar size (50-100 employees) in the GTA (Greater Toronto Area)

Interim: an employee is in an interim position if the position is otherwise vacant and they are performing all duties and tasks relating to that position. Employees are appointed to fill an interim position by their manager.

Acting: an employee is deemed to be acting in another position when the permanent incumbent is unavailable for an extended period of time and they are taking on some but not all duties and tasks relating to that position (e.g. a Campaigner becomes Acting Head of Campaign to cover an extended vacation or leave of absence). Employees are appointed to the status of “acting” by their manager.

POLICY STATEMENT:

- 1. Adherence to employment standards, frequency and method of pay**
- 2. Job descriptions**
- 3. Job evaluation process**
- 4. Band structure**
- 5. Compensation reviews**
- 6. Placement of new hires in salary bands**
- 7. Criteria and timing for salary increases**
- 8. Interim vs acting**

1. GPC compensation practices adhere to provincial employment standards for minimum wages, holiday, overtime and vacation pay as well as comply with salary equity legislation. GPC employees covered by this policy receive their pay on a semi-monthly basis on the fifteenth and last business day of each month. Payment is made by direct deposit and employees may view their individual pay statements via a secure online website managed by GPC’s payroll processor (ADP Employee Self-Serve)

2. Job descriptions are available for every permanent position at GPC and are published on Greenet. Job descriptions are developed, updated and approved by management with input from incumbents, Human Resources and the Union as necessary.
3. Using the job descriptions, each job must be evaluated according to the GPC Job Evaluation Plan by the GPC Job Evaluation Committee. The Committee is made up of a cross-section of employees and managers representing all GPC departments. The Committee meets as necessary (upon job creation or modification) to evaluate jobs. The Job Evaluation Plan and Committee approach are designed to ensure objective and fair assessments of GPC jobs. The job evaluation criteria contained in the plan are consistent with pay equity guidelines and reflect GPC values and operational realities. To the extent that the job being evaluated is a position within the bargaining unit, the Job Evaluation Committee shall include at least one representative of the Union.
4. The GPC salary structure reflects GPI's compensation principles and guidelines, namely:
 - Greenpeace's resources come from the donations of ordinary people. The salaries we pay and the benefits we provide must be publicly defensible.
 - As an organization that values and promotes equality, the ratio between the salary of the highest and lowest grades in each office should be kept as low as possible.
 - In general, we would expect to pay at or above the market reference point of the general labour market for the lowest grades.
 - Experienced and senior staff in mid to upper grades should generally receive salaries not higher than the market reference point of the general labour market for that level of skills and experience.
 - Different salary levels for specific professional designations should be avoided.

The tables below show the salary schedule for each band for current bargaining unit positions, with the negotiated annual general wage increases:

ANNUAL SALARY SCHEDULE							
January 1st, 2023 - December 31st, 2024 – 2%							
Bands	STEPS						
	1	2	3	4	5	6	7
2	\$46,068.31	\$47,911.04	\$49,827.49	\$51,820.59	\$52,836.68	\$54,950.14	
3	\$51,621.19	\$53,686.04	\$55,833.47	\$58,066.82	\$59,205.38	\$61,573.60	\$64,036.54
4	\$54,467.99	\$56,646.71	\$58,912.58	\$61,269.07	\$62,470.43	\$64,969.25	\$67,568.02
5	\$60,529.60	\$62,950.79	\$65,468.82	\$68,087.57	\$69,422.63	\$72,199.53	\$75,087.51
6	\$71,440.53	\$74,298.15	\$77,270.07	\$80,360.87	\$ 81,936.58	\$ 85,214.04	\$88,622.60

ANNUAL SALARY SCHEDULE

January 1st, 2025 - December 31st, 2025 – MA%

Bands	STEPS						
	1	2	3	4	5	6	7
2	\$53,424.00	\$55,561.00	\$57,783.00	\$60,095.00	\$62,499.00	\$64,998.00	\$67,598.00
3	\$58,766.00	\$61,117.00	\$63,562.00	\$66,104.00	\$68,748.00	\$71,498.00	\$74,358.00
4	\$64,643.00	\$67,229.00	\$69,918.00	\$72,715.00	\$75,623.00	\$78,648.00	\$81,794.00
5	\$71,107.00	\$73,952.00	\$76,910.00	\$79,986.00	\$83,186.00	\$86,513.00	\$89,973.00
6	\$85,329.00	\$88,742.00	\$92,292.00	\$95,983.00	\$99,823.00	\$103,816.00	\$107,968.00
7	\$93,862.00	\$97,616.00	\$101,521.00	\$105,582.00	\$109,805.00	\$114,197.00	\$118,765.00
8	\$117,327.00	\$122,020.000	\$126,901.00	\$131,977.00	\$137,256.00	\$142,746.00	\$148,456.00

- ~~5. Upon ratification of the collective agreement, all bargaining unit employees shall receive retroactive wage increase of two percent (2%), dating back to January 1, 2019. All Band 1 employees shall move to Band 2, and Band 2 will be considered the lowest band for all bargaining unit members going forward.~~
- ~~6. As of January 1st, 2020, all bargaining unit employees will be placed in the nearest step of their band within the new wage grid, with no loss of pay based off their 2019 salary rate.~~
- ~~7. After January 1st of each year, bargaining unit employees will move one step up the wage band on January 1st of each hiring year. If an employee has reached the max step of their wage band, they will receive a two percent (2%) wage increase year after year, not including any negotiated annual wage increases to the wage grid.~~
8. The GPC compensation policy and salary band structure will be monitored and reviewed regularly their integrity, relevance, that the band structure for employees remains competitive with the appropriate external labour market, and to ensure proper band classification for previously evaluated positions. A comparison to the appropriate external labour market(s) will be performed prior to contract expiry (beginning in 2023) and the structure will be adjusted through negotiations between the parties to this Collective Agreement.
9. Newly hired employees are placed within the appropriate steps of the band of the position they will fill based on the knowledge, skills and experience they bring to the job. For each new hire, HR develops salary recommendation based on the above factors and presents it to the hiring manager and the appropriate Director for review and approval. The union shall be provided with a copy of this recommendation and consulted before a final decision made. The union shall provide its input within 3 days of being provided with this recommendation.
10. Any employee who has experienced substantive changes in duties may apply for a job evaluation at any time to ensure proper band classification. HR will provide a response within sixty (60) calendar days. The employee has the right to appeal. Such disputes will be subject to the grievance procedure in Article 8.
11. Employees appointed to Interim roles (i.e. fully occupying an otherwise vacant position) will receive a salary adjustment for the period of the appointment if the interim position is in a higher band. Employees appointed to Acting roles (i.e. taking on some tasks for a

position in a higher band) will not be compensated unless the appointment exceeds one (1) month in which case they will receive a salary adjustment for the full duration of the appointment.

E&OE
Signed off this _____ day of _____ 20____

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

GREENPEACE PROPOSALS 2024 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#20	LOU4	<i>Issues in Focus</i>	

LETTER OF UNDERSTANDING NO. 4 – Issues In Focus

The Union and the Employer (the “Parties”) recognize the importance of collaborative dialogue to address pressing workplace issues. To this end, the Parties agree to establish a process of ongoing discussions to be held on a minimum quarterly basis. The purpose of these discussions will be to identify, discuss, and mutually implement Letters of Understanding (LOUs) concerning the "issues in focus" as outlined below, for the duration of the current collective agreement.

It is explicitly agreed that any LOU agreed to by the Parties through this process will be enacted as pilot for the duration of the collective agreement, and either Party will have the right to cancel the pilot upon thirty (30) calendar days notice to their counter part.

Commitment to Quarterly Discussions

The Parties agree to meet at least once every three months to:

- Review the progress on previously implemented LOUs.
- Discuss new or ongoing workplace issues related to the "issues in focus."
- Develop actionable strategies for mutual implementation of solutions.
- Establish a mutually agreed agenda for each meeting to ensure productive and focused discussions.
- Document all agreed-upon actions and LOUs in writing, with clear timelines for implementation.

Issues in Focus

Limited-Term Contracts and External Funding

The Parties will attempt to agree and implement an LOU, upon ratification, that reflects the following principles :

When limited-term contracts are funded by external sources, the length of the contract may align with the duration of the funding agreement.

Limited-term contracts extending beyond one year will be entitled to all protections and entitlements under the collective agreement, including but not limited to severance pay.

The Employer will communicate a definitive end date for employment based on the conclusion of the funding grant.

Anti-Discrimination Clause Expansion

The Parties will attempt to agree and implement an LOU, upon ratification, that reflects the following principles :

Broaden the scope of the anti-discrimination clause to:

- Explicitly address systemic and intersectional discrimination.
- Recognize biases embedded in current structures and practices.
- Incorporate considerations such as neurodiversity, socio-economic status, and immigration status.

The language will reflect the diverse workforce and membership of the Parties and promote inclusivity.

Subject Matter Expert Recommendations for Marginalized Employees

The Union will recommend, and the Parties will mutually agree, to the retention of (an) equity subject matter expert(s), preferably with legal expertise in regional and federal labour and employment law and paid for by the Employer, to:

- Explore legal relief options for marginalized employees, including addressing legally viable solutions for negative seniority impacts on newly hired BIPOC staff while recognizing the importance of seniority in our Collective Agreement;
- Develop a set of legal recommendations to address systemic barriers and inequities.

The retained expert(s) will present findings and proposals for discussion during the next round of collective bargaining negotiations.

Generative AI Restrictions

The Parties acknowledge the integration of generative artificial intelligence (AI) technologies in various sectors have raised significant concerns regarding employment security, data privacy, and ethical considerations.

Furthermore, the Parties collectively share concern regarding the significant environmental impact of generative AI usage. Current AI models require significant computational resources involving large data centers consuming large amounts of electricity from non-renewable resources, carrying an immense carbon footprint and generating needless e-waste.

Therefore, the Parties agree to develop an LOU relating to restrictions on usage, deployment or implementation of any generative AI technologies in any workplace processes and operations that may directly or indirectly have any impact on the work of the bargaining unit without mutual agreement of the Parties.

Menstruation and Menopause Leaves and Accommodations :

The Parties will attempt to agree and implement an LOU, upon ratification, that reflects the following principles :

The Parties acknowledge and seek to resolve any systemic barriers that exist that disproportionately disadvantage employees experiencing menstruation or menopause.

In order to foster the health and well-being of employees experiencing menstruation or menopause, the Parties will seek to develop and implement a pilot project which may include amongst other considerations, increased leave entitlements for said employees, including six (6) paid days of leave per year for reasons related to menstruation and menopause, the ability to work remotely from home when symptoms prevent them from working from the office, and other accommodations as the Parties deem appropriate.

Conclusion

The Parties commit to engaging in these discussions in good faith, fostering a collaborative environment that prioritizes equity, inclusivity, and the well-being of employees. It is the Parties mutual hope that removing these discussions out of the pressures of normal Collective Bargaining will lead to the kinds of creative, progressive thinking that the Parties aspire to.

The outcomes of these discussions and any agreed-upon LOUs will form an integral part of the ongoing commitment to improving workplace conditions for all employees.

E&OE
Signed off this _____ day of _____ 20_____

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**GREENPEACE
PROPOSALS 2024
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#21	LOU5	<i>Issues in Focus</i>	

LETTER OF UNDERSTANDING NO. 5 – Limited-Term Contracts and Flexible Work Arrangement Pilot Project

It is explicitly agreed that this LOU will be active for the duration of the Collective Agreement, enacted as a pilot for the Parties to determine impact :

Limited-Term Contracts and External Funding

When limited-term contracts are funded by external sources, the length of the contract may align with the duration of the funding agreement.

Limited-term contracts extending beyond one year will be entitled to all protections and entitlements under the collective agreement, including but not limited to severance pay.

The Employer will communicate a definitive layoff date (i.e end of contract) based on the conclusion of the funding grant.

Flexible Work Arrangements

Staff may request adjustments to their working hours or days within a given workweek with the agreement of their manager. The total hours worked within the week will remain consistent, ensuring such arrangements are distinct from overtime. Both Parties commit to fostering a culture of flexibility while maintaining operational efficiency, while recognizing that any flextime arrangements are by voluntary, mutual agreement between the employer and the employee.

Either Party will have the right to cancel the flexible work arrangements pilot upon thirty (30) calendar days notice to their counter part.

E&OE
Signed off this _____ day of _____ 20_____

For the Union

For the Employer












GREENPEACE2024-2026 MOA FINAL


Final Audit Report

2024-12-20


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