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BY EMAIL: jscott@moveuptogether.ca

February 27, 2026

Move UP
301 - 4501 Kingsway
Burnaby, BC V5H 0E5

Attention: **Jaime Scott, Union Representative**

Dear Jaime:

Re: 26-0020 – Attendance Management Program

The Union has filed a policy grievance alleging that the Employer violated Articles 17, 19, 28, Bill 11 of the *Employment Standards Act*, and the *BC Human Rights Code*, as well as all other applicable Collective Agreement article and sections of the *British Columbia Labour Relations Code*.

The Union has indicated that the AMP is punitive, and discriminatory, and places restrictions on the use of bargained leave entitlements.

The Union seeks the remedy of no more meetings with managers, and to rescind the policy.

ICBC denies that it violated the Employer violated Articles 17, 19, 28, Bill 11 of the *Employment Standards Act*, and the *BC Human Rights Code*, as well as all other applicable Collective Agreement article and sections of the *British Columbia Labour Relations Code*.

The Employer maintains the Employer has the right to manage attendance, and that the Policy is reasonable, necessary, and consistent with both the collective agreement and applicable legislation. ICBC therefore respectfully denies the grievance and the remedies sought.

Sincerely,

INSURANCE CORPORATION OF BRITISH COLUMBIA

Britney MacInnis
Britney MacInnis
Labour and Employment Consultant