In the matter of an Arbitration under the
***Labour Relations Code*, R.S.B.C. 1996, C. 244**

CONSENT ORDER

BETWEEN:

COAST MOUNTAIN BUS COMPANY

(the "Employer")

AND:

MOVEUP

(the "Union")

(together, the "Parties")

RE: Senior Analyst EAM Systems Exclusion Grievance

(MoveUP Grievance # 25-0135)

WHEREAS:

A. The Parties are subject to a collective agreement with a term of April 1, 2023 to March 31, 2026 (the "Collective Agreement");

B. On or around January 22, 2025, the Employer posted the role of Senior Analyst – EAM Systems – Functional (the "Senior Analyst – EAM Systems"). The posting described the Senior Analyst- EAM Systems job as providing functional support and advisory services in use of the Enterprise Asset Management System, supporting users to use the EAM system effectively, and identifying opportunities for business process improvements and system-related changes;

C. The Employer posted the Senior Analyst – EAM Systems position as an excluded position and hired employees for the position under terms and conditions of an employment agreement;

D. On or about March 13, 2025, the Union grieved the exclusion of the Senior Analyst – EAM Systems position from the bargaining unit;

E. The Grievance was referred to me as an arbitration board pursuant to the *Labour Relations Code*, RSBC 1996, c 244; and

F. All the parties have consented to this Order.

IT IS ORDERED, as follows:

1. By January 1, 2027, the Employer will:

    a. move all employees who are employed as a Senior Analyst – EAM Systems (the "Incumbents") into the bargaining unit; and

    b. apply the terms and conditions of the Collective Agreement to the Incumbents

2. The Employer will, as soon as reasonably possible following this Order, advise the Incumbents of this Order and provide the Incumbents with the contact information of the Union representative. This Union will be copied on the correspondence with the Incumbents.

3. The Parties will undertake a "new job" classification review pursuant to Article 5 of the Collective Agreement, which they will complete by January 1, 2027. If agreement cannot be reached by that date, the Incumbents' salaries will be red-circled pending the completion of any dispute resolution processes.

4. This Order is without prejudice and without precedent to any other matter or dispute between the Parties.



October 23, 2026

Date

Stephen Kelleher
Arbitrator