



NOTICE TO ALL TEAMSTER MEMBERS EMPLOYED AT METRO VANCOUVER

March 16, 2021

Dear Brothers and Sisters:

Re: Bargaining Update - Memorandum of Agreement (MOA)

We are writing to advise that the Union and Metro Vancouver have reached an agreement, which is set out in the attached Memorandum of Agreement for your review.

Due to COVID restrictions we are unable to hold in-person ratification meetings and votes. Voting will take place on-line or by phone, but we will hold two (2) on-line Zoom meetings to discuss the Memorandum of Agreement and answer any questions you may have prior to casting your vote. The meeting information is as follows:

Thursday, April 8, 2021 5:30 - 6:30 PM	Sunday, April 11, 2021 1:00 – 2:00 PM
Join Zoom Meeting https://teamster-org.zoom.us/j/84601558724	Join Zoom Meeting https://teamster-org.zoom.us/j/82697958396
Meeting ID: 846 0155 8724	Meeting ID: 826 9795 8396
Dial by your location +1 778 907 2071 Canada Meeting ID: 846 0155 8724	Dial by your location +1 778 907 2071 Canada Meeting ID: 826 9795 8396

Voting will take place on-line or by phone starting at 2:00 p.m. on Sunday, April 11, 2021 and will end at 4:00 p.m. on Thursday, April 15, 2021. You will receive your voting details in the mail from Simply Voting, so please be sure to check your mail.

If you do not receive the voting instruction package by Friday, April 9, 2021, please contact Stephanie Pike immediately at 604-527-2705 or spike@teamsters31.ca to make arrangements for a new package.

The results of the vote will be posted on the portal and forwarded to those of you who have signed up for text and/or email notification. If you have not signed up for email/text notification, you may do so by filling out the attached form and returning it to the Union. We encourage you to do so in order to receive information directly from the Union pertaining to your workplace in a timely manner. If you do not have the portal log-in information, you can obtain it by emailing kbateman@teamsters31.ca or spike@teamsters31.ca.

Your Bargaining Committee,

Karlene Bateman
Business Representative

Bart Frymel

Elizabeth Hartley

Daniel Werger

Attachments: Metro Vancouver/Teamsters Local 31 MOA
Email / Text List for Teamster Members Employed at Metro Vancouver

KB:sep 

2020

MEMORANDUM OF AGREEMENT

between the

METRO VANCOUVER REGIONAL DISTRICT

and the

TEAMSTERS LOCAL UNION NO. 31

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE METRO VANCOUVER REGIONAL DISTRICT (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE METRO VANCOUVER REGIONAL DISTRICT BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE TEAMSTERS LOCAL UNION NO. 31 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2020 JANUARY 01 AND EXPIRING 2021 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2016-2019 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for two (2) years from 2020 January 01 to 2021 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

3. General Wage Increases

The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

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H
HB

- (a) Effective 2020 January 01, all hourly rates of pay that were in effect on 2019 December 31st shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2021 January 01, all hourly rates of pay that were in effect on 2020 December 31st shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Retroactive payments arising from (a) and (b) will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

4. Letters of Understanding

Effective the date of ratification of this Memorandum of Agreement, the Employer and Union agree to renew the following Letters of Understanding:

- (a) Letter of Understanding – Job Sharing;
- (b) Letter of Understanding – Union Initiation Fees;
- (c) Letter of Understanding – Market Premiums;
- (d) Letter of Understanding – Elimination of Clause 10.6.3 (Gratuity Plan) and Transition Process; and
- (e) Letter of Understanding – Hours of Work Laboratory Assistant II and Team Lead – Environmental Sampling.

5. Housekeeping

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to make the following amendments:

- (a) amend Clause 10.14(a) to read as follows:

“(a) Length of Leave

(1) Birth Mother

A pregnant employee shall be entitled to up to seventeen (17) consecutive weeks of maternity leave and up to sixty-one (61) consecutive weeks of parental leave, all without pay. The parental leave must immediately follow the maternity leave.

In the event the birth mother dies or is totally disabled, an employee who is the parent of the child shall be entitled to both maternity and parental leave without pay.

HL
RD

(2) Birth Father and Adoptive Parent

An employee who is the birth father or the adoptive parent shall be entitled to up to sixty-two (62) consecutive weeks of parental leave without pay. The employee shall commence the leave within seventy-eight (78) weeks of the child's birth or date the child comes within the care and custody of the employee.

(3) Extensions – Special Circumstances

An employee shall be entitled to extend the maternity leave by up to an additional six (6) consecutive weeks' leave without pay where a physician certifies the employee as unable to return to work for medical reasons related to the birth.

An employee shall be entitled to extend the parental leave by up to an additional five (5) consecutive weeks' leave without pay where the child is at least six (6) months of age before coming into the employee's care and custody and the child is certified as suffering from a physical, psychological or emotional condition.

Provided however, that in no case shall the combined maternity and parental leave exceed seventy-eight (78) consecutive weeks following the commencement of the leave."

- (b) update Schedule "A";
- (c) delete expired effective dates as mutually agreed between the parties; and
- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

6. Drafting of New Collective Agreement

The Employer and the Union agree that in all instances where an amendment to the Collective Agreement is effective on a specific date, only the amendment shall appear in the new Collective Agreement together with a sentence referencing its effective date.

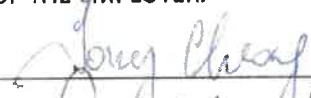
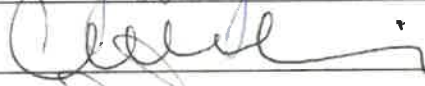


7. **Ratification**

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than sixty (60) calendar days from the date on which this Memorandum of Agreement is signed.

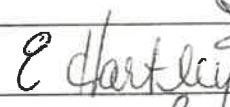
DATED this 16 day of MARCH, 2021.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:


BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:




Bart Jaymel

**Email / Text List for Teamster Members Employed at
Metro Vancouver**

Name: _____

Address: _____

Home Phone: _____

Cellphone #: _____

Personal Email Address: _____

_____ I would like to receive emails and/or texts from Teamsters Local Union
No. 31

Signature

Date

*please return via:

- *personal email:* kbateman@teamsters31.ca
- *regular mail:* Teamsters Local Union No. 31
1 Grosvenor Square
Delta, BC V3M 5S1
- *fax:* 604-540-6073

Please ensure that your contact information is up to date with the Dues Office, as well as your beneficiary information for your Union Death benefit by contacting the Dues Department at 604-527-2702.