2025

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 2025 JANUARY 01 AND EXPIRING 2027 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2022-2024 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for three (3) years from 2025 January 01 to 2027 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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(a) Effective 2025 January 01, all hourly rates of pay that were in effect on 2024 December 31st shall be increased by three and a half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

(b) Effective 2026 January 01, all hourly rates of pay that were in effect on 2025 December 31st shall be increased by three and a half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

(c) Effective 2027 January 01, all hourly rates of pay that were in effect on 2026 December 31st shall be increased by three percent (3.00%). The new hourly rates shall be rounded to the nearest whole cent.

(d) Effective 2027 April 03, all hourly rates of pay that were in effect on 2027 April 02 shall be increased by twenty-five cents ($0.25) per hour.

(e) 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. Clause 10.2 - Extended Health Benefits

Effective the beginning of the month following the ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 10.2 to read as follows:

"10.2 Extended Health Benefits

(a) (i) Regular Full-Time Employees and Temporary Full-Time Employees who have completed six (6) months' continuous service shall be entitled to be insured under the Extended Health Care Plan. The Plan shall contain, among other benefits, a vision care option six hundred and fifty dollars ($650.00) per person, payable per twenty-four (24) month period, coverage for hearing aids up to one thousand two-hundred and fifty dollars ($1250) every five (5) years, coverage for orthopedic shoes, coverage for orthotics in the amount of three hundred dollars ($300.00) per person per five (5) calendar years, diabetic equipment and supplies, ostomy supplies, coverage for oral contraceptives, coverage for psychological services of two thousand dollars ($2,000.00) per year, and coverage for eye examinations in the amount of one hundred and twenty-five dollars ($125.00) per person every twenty-four (24) months. The deductible is one hundred and fifty dollars ($150.00) per calendar year per family. Effective January 1, 2027, the deductible will be one hundred dollars ($100.00). The lifetime maximum coverage under this Plan will be two million dollars ($2,000,000.00) per person.

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(ii) The Extended Health Benefit Plan will include a Health Spending Account with annual allowances of $300 for a single enrollee, $400 for a couple, and $500 for a family.

(ii) The Employer shall pay one hundred percent (100%) of the premium for the Extended Health Care Plan.

(iii) Regular Part-Time and Auxiliary Employees who have completed a minimum of one thousand and forty-four (1044) hours' continuous service and are appointed to a Regular Full-Time position without a break in service, shall be entitled to benefit coverage on the first of the month following their appointment to the Regular Full-Time position. For those employees who have less than one thousand and forty-four (1044) hours the full benefit waiting period shall be served."

5. **Clause 10.3 - Dental Services Plan**

Effective the beginning of the month following ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 10.3 to read as follows:

"10.3 Dental Services Plan

All Regular Full-Time Employees who have completed six (6) months of continuous service and all Temporary Full-Time Employees who have completed one (1) year of continuous service are entitled to participate in the Plan on the following basis:

(a) Basic & Comprehensive Basic Services at eighty-five percent (85%) of the approved schedule of fees;

(b) Major Services, including prosthetics, crowns, implants and bridges at sixty percent (60%) of the approved schedule of fees;

(c) Orthodontic Services at fifty percent (50%) of the approved schedule of fees to a lifetime maximum of four thousand dollars ($4,000.00) for dependent children and adults as defined by the Plan;

(d) The Employer shall pay one hundred percent (100%) of the premium for the Dental Services Plan.

(e) Regular Part-Time and Auxiliary Employees who have completed a minimum of one thousand and forty-four (1044) hours' continuous service and are

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appointed to a Regular Full-Time position without a break in service, shall be entitled to benefit coverage on the first of the month following their appointment to the Regular Full-Time position. For those employees who have less than one thousand and forty-four (1044) hours the full benefit waiting period shall be served."

6. **Clause 10.5.1 - Sick Leave Credits - Accumulation**

Effective January 1, 2026, the Employer and the Union agree to amend Clause 10.5.1(a) to read as follows:

(a) "Employees are eligible for a maximum of twenty-two (22) sick leave days per annum. Sick leave shall be credited at the rate of one point eight-three (1.83) days per full calendar month of service. Effective January 1, 2027, employees are eligible for a maximum of twenty-four (24) sick leave days per annum. Sick leave shall be credited at the rate of two (2) days per full calendar month of service."

7. **Clause 10.12 – Bereavement Leave**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 10.12 to read as follows:

"(a) In the event of the death of an employee's spouse (including common-law spouse and same sex partner), child, step-child, ward, foster child, brother, sister, parent, stepparent, parent-in-law, step-parent-in-law, grandparent, grandchild, guardian, or other relative not specifically mentioned herein if living in the employee's household, the employee shall be granted a period of leave not to exceed five (5) working days without loss of pay. In this clause, "relative" includes Indigenous community member.

(b) Requests for approval of leave under paragraph (a) herein shall be submitted to the employee's General Manager or designate.

(c) An employee who qualifies for bereavement leave without loss of pay under paragraph (a) herein may be granted such leave when on annual vacation if approved by the General Manager or designate. An employee who is absent on sick leave with or without pay or who is absent on Workers' Compensation, shall not be entitled to such bereavement leave without loss of pay.

(d) Upon application to, and upon receiving the permission of the General Manager or designate, an employee may be granted leave of up to one (1) day without loss of

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pay in order to attend a funeral as a mourner or pallbearer other than one covered by paragraph (a) herein."

8. Clause 11.1 – Work Week

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 11.1(f) by adding, pending review, a new classification relating to community liaison work in External Relations subject to the Union receiving more information from the Employer about the new classification before any final agreement.

9. Clause 11.3.1(d) – Promotional Policy

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 11.3.1(d) to read as follows:

"If, in Management's opinion, it is necessary to advertise externally to fill a vacancy in a position covered by this Agreement this will be done simultaneously with internal posting. Employee interviews will be completed prior to any external applicants."

10. Clause 11.9 – Human Resources Records

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 11.9 – Human Resources Records to read as follows:

"11.9 Human Resources Records

(a) A copy of Letter of Expectation or any written material concerning any disciplinary action (including reprimands) affecting an employee shall be given to the employee as soon as possible after it is recorded in the employee's file, with a copy forwarded to the Union Business Representative unless the employee requests otherwise.

(b) An employee shall be given a copy of any document placed in the employee's file which might be the basis of disciplinary action. Should an employee dispute any such entry in the file, that employee shall be entitled to recourse through the grievance procedure. The Employer agrees not to introduce as evidence in any hearing arising from a disciplinary grievance any document from the file of

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an employee the existence of which the employee was not aware of at the time of filing.

(c) Provided an employee has given the Human Resources Manager or designate two (2) working days' notice, they may review the contents of their personnel file provided that such review is in the presence of a person authorized by the Human Resources Manager or designate."

11. Clause 11.11 (d) – Boot Allowance

Effective the beginning of the month following the ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 11.11(d) to read as follows:

"Regular Full-time employees whose duties require them to wear safety boots in accordance with WorkSafeBC regulations shall be reimbursed to a maximum of two hundred and fifty dollars ($250.00) toward the purchase of CSA approved safety boots every two (2) years upon presentation of original receipts."

12. *NEW* Clause 15.6 – Employee Personal Information

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add Clause 15.6 Employee Personal Information to read as follows:

"15.6 Employee Personal Information

(a) The Employer shall implement data protection measures and internal controls to safeguard employee data and information. The Employer shall not collect, use, store, disclose, or access any personal employee information except when operationally and reasonably required to do so or if the information is provided voluntarily to the Employer by the employee in relation to a legitimate business purpose. The Employer shall take all necessary steps in accordance with policy to investigate the theft of loss or unauthorized collection, use, or disclosure of employee personal information.

(b) When advising an employee of a breach, the Employer also shall inform the employee that the employee may contact their Union representative for assistance in matters relating to the breach."

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13. ***NEW* Clause 17 - Technological Change and Adjustment Plan**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add Clause 17 to read as follows:

"17.1 Notice and Consultation

(a) If the Employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees to whom a collective agreement applies;

(b) The Employer must give notice to the Union at least sixty (60) days before the date on which the measure, policy, practice or change is to be effected; and

(c) After notice has been given, the Employer and Union must meet, in good faith, and endeavour to develop an adjustment plan, which may include provisions respecting any of the following:

(i) consideration of alternatives to the proposed measure, policy, practice or change, including amendment of provisions in the collective agreement;

(ii) human resource planning and employee counselling and retraining;

(iii) notice of termination;

(iv) severance pay;

(v) entitlement to pension and other benefits including early retirement benefits;

(vi) a bipartite process for overseeing the implementation of the adjustment plan.

17.2 Adjustment Plan

(a) If, after meeting in accordance with Clause 17.1, the parties have agreed to an adjustment plan, it is enforceable as if it were part of the collective agreement between the Employer and the Union.

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(b) If, after meeting in accordance with Clause 17.1, the parties have not agreed to an adjustment plan, either party may apply to the associate chair of the Mediation Division of the BC Labour Relations Board for the appointment of a mediator to assist the parties in developing an adjustment plan.

(c) An application under Clause 17.2(a) must include a list of the disputed issues.

(d) If a mediator is appointed, the parties must provide the mediator with the information the mediator requests concerning the proposed measure, policy, practice or change, the anticipated impact of the proposal and the efforts to develop an adjustment plan.

(e) If, after mediation, the parties have not agreed to an adjustment plan, the mediator may make recommendations for the terms of an adjustment plan for consideration by the parties.

(f) If, after mediation, the parties have agreed to an adjustment plan, it is enforceable as if it were part of the collective agreement between the employer and the trade union.

17.3 Application of Employment Standards Act

Clauses 17.1 and 17.2 do not apply to the termination of the employment of employees exempted by section 65 of the *Employment Standards Act* from the application of section 64 of that Act."

14. Letters of Understanding

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

(a) To amend and renew the Letter of Understanding re: Job Sharing with the reference to "Director, Employee & Labour Relations" changed to "Manager, Human Resources or designate";

(b) To renew the Letter of Understanding re: Union Initiation Fees;

(c) To amend and renew the Letter of Understanding re: Market Premiums as attached at Appendix 1 to this Agreement;

(d) To renew the Letter of Understanding re: Elimination of Clause 10.6.3 (Gratuity Plan) and Transition Process;

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(e) To amend and renew the Letter of Understanding re: Hours of Work Laboratory Assistant II and Team Lead Environmental Sampling with the reference to "Program Manager" changed to "Supervisor, Environmental Management".

15. Housekeeping

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

(a) Update Schedule "A";

(b) Revise job titles to include roman numerals in Schedule "A";

(c) In Clause 11.1(g), replace unused classes of "Program Reservation Clerk" and "Facility Bookings & Registration Clerk with "Visitor Services Assistant;

(d) In Clause 11.10, replace "Disabled Employees" with "Employees with a Disability" and replace "partially disabled employees" with "employees who are partially disabled";

(e) Revise "Program Manager" job title in Letter of Understanding: Hours of Work Laboratory Assistant II and Team Lead Environmental Sampling to "Supervisor, Environmental Management;

(f) Delete expired effective dates; and

(g) Any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

16. 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.

17. 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

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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 27 day of Jan, 2026 in the city of BURNABY.

BARGAINING REPRESENTATIVES ON BEHALF OF THE EMPLOYER:	BARGAINING REPRESENTATIVES ON BEHALF OF THE UNION:
T. Sumner	
	Mike Hemmy
Margaret Todd	
M. Pexfort	

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APPENDIX 1

LETTER OF UNDERSTANDING

between the

METRO VANCOUVER REGIONAL DISTRICT
(hereinafter called "the Employer")

and

TEAMSTERS, LOCAL UNION NO. 31
(hereinafter called "the Union")

JOB SHARING

The Employer and the Union agree that where a Regular Full-Time Employee wished to share their full-time position, that such job sharing agreements be mutually agreed upon using the following principles PROVIDED HOWEVER, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein:

I. General

Where a Regular Full-Time Employee occupying a regular full-time position wishes to share their position with another employee and has received formal approval from the General Manager or designate and the Union, the employee shall be entitled to do so in accordance with the provisions of this Letter of Understanding. It is understood that the General Manager or designate shall have sole discretion as to whether or not to approve a Job Sharing arrangement request from an employee.

II. Procedure

1. Effective 2018 May 25: A Regular Full-Time Employee shall apply in writing to their General Manager or designate indicating the reason for the requests including the hours and days of the week the employee wishes to share. A copy of this request shall be forwarded to the Director, Employee & Labour Relations and the Union.

2. Effective 2018 May 25: If Metro Vancouver determines that the Job Share may be feasible, Metro Vancouver will endeavour to recruit a suitable employee who must be qualified to perform the duties and responsibilities of the position.

3. Where an employee's request is approved and results in an acceptable job sharing arrangement, the Director, Employee & Labour Relations shall provide each affected employee with a letter covering the terms and conditions of the Job Sharing arrangement signed by the Employer and Union.

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4. Under normal circumstances, the regular daily and weekly hours of the position shall remain unchanged as a result of the Job Sharing arrangement unless otherwise varied by the terms and conditions as provided by the letter referred to in paragraph 3 above.

5. Notwithstanding the General Manager or designate's sole discretion to approve a request, where an employee's request is denied, the Union may request a meeting with the General Manager or designate and Director, Employee & Labour Relations to discuss the matter.

III. Duration

1. Each Job Sharing arrangement shall be for a maximum period of one (1) year unless extended by mutual agreement between the Employer and the Union.

2. A Job Sharing arrangement may be terminated earlier than expected by either of the employees or by the Employer provided thirty (30) calendar days' written notice has been served to the other parties, unless otherwise provided for in the letter referred to in paragraph II, item 3. Other employees temporarily appointed to fill positions vacated as a direct result of Job Sharing shall be advised at the time of their temporary appointment that their term in the position could be cut short as a result of an early cancellation.

3. Upon the expiry or termination of the Job Sharing arrangement, the Regular Full-Time Employee shall revert to working in his/her position on a full-time basis under the terms and conditions applicable to Regular Full-Time Employees unless some other Job Sharing arrangement has been agreed upon.

IV. Employee Status and Working Conditions

1. A Regular Full-Time Employee in a Job Sharing arrangement shall continue to maintain the status of a Regular Full-Time Employee during the period of time covered by the Job Sharing arrangement and shall accumulate seniority in proportion to the scheduled hours compared to the full-time hours of the position. Such an employee shall be entitled to exercise bidding rights as a Regular Full-Time Employee and to use accumulated seniority for all applicable purposes including layoff, bumping and recall.

2. The general principles with respect to wage rates, employee benefit entitlements and premium payments for Regular Full-Time Employees in Job Sharing arrangements are as follows:

   (a) Wages shall be paid in accordance with the ratio that the employee's scheduled weekly hours bears to the full-time hours of the position being shared.

   (b) Special Leave Days, and paid leave benefits, such as Vacation, Public Holidays, Sick Leave, and Gratuity shall be earned on a proportionate basis (in the case of Bereavement Leave paid on a proportionate basis) in accordance with the ratio that

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the employee's scheduled weekly hours bears to the full-time hours of the position being shared.

(c) The employee's share of the premium payments for Health and Welfare benefits, such as Extended Health, Dental and Group Life (including Accidental Death and Dismemberment (AD&D) shall increase proportionately as the number of scheduled weekly hours decrease in relation to the full-time hours of the position being shared.

3. In accordance with the general principles outlined in paragraph 2, except as otherwise stated, the following shall apply to Regular Full-Time Employees:

(a) Vacation Entitlement

The employee's annual vacation entitlement shall be prorated according to the number of weekly hours the employee is scheduled to work in comparison to the full-time hours of the position being shared. It is understood that the Employer shall not adjust the start date of the employee for the period of time spent in the Job Sharing arrangement and as such any future vacation entitlement shall not be delayed as a result of time spent in a Job Sharing arrangement.

(b) Supplementary Vacation

Supplementary vacation shall not be prorated as a result of an employee participating in a Job Sharing arrangement.

(c) Public Holidays

(i) Where an employee's normal hours of work are based on a five (5) day week, the employee shall take public holidays as they occur. The employee's public holiday entitlement and pay shall be earned on a proportionate basis in accordance with the ratio that the employee's scheduled weekly hours bears to the full-time hours of the position being shared.

(ii) Where the employee has not received sufficient public holiday hours as part of their work schedule or been credited with sufficient hours as a result of the proration or made alternate arrangements to the satisfaction of the department to use public holiday hours to which they were entitled as a result of the proration, the employee's public holiday account shall be credited with the appropriate number of hours at year end.

(iii) Where the employee has received an overage on the number of paid hours, the employee may be scheduled to work without pay to make up

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the equivalent number of overpaid hours. Where the Employer is not able to schedule work for the employee, arrangements shall be made to deduct the overage either from the employee's compensating time off account or from the employee's normal pay and such deduction is to be done at year end or at the expiry of the Job Sharing arrangement, whichever is the earlier.

(d) Extended Health, Dental and Group Life

The Employer shall pay a prorated share of the premiums for the above-noted benefits based on the proportion of the employee's new scheduled hours compared to the full-time hours of the position being shared and the premiums normally paid by the Employer for a full-time employee. The employee shall pay the balance in order to maintain full coverage.

An example of the calculation of the Employer's share is as follows:

Employer's share = 17.5 (schedule hours)/35 (normal full-time hours) x 60% (employer's portion of premium) = 30% of premium

(e) Sick Leave and Gratuity

For the period of the Job Sharing arrangement, the employee shall have sick leave and gratuity days credited on a prorated basis, calculated on the same proportionate basis as the employee's new scheduled hours bears to the full-time hours of the position being shared.

(f) Savings Premium

The employee shall continue to be entitled to the savings premium on the basis of one and one-half percent (1½%) of the reduced earnings.

(g) Municipal Pension Plan

Where an employee is contributing to the Municipal Pension Plan and enters a Job Sharing arrangement, the employee shall be required to continue making payments toward the Municipal Pension Plan. The cost sharing arrangement shall continue on the same percentage basis applied to the reduced earnings.

(h) Increments

A Regular Full-Time Employee sharing a position shall be eligible for increments upon the completion of the equivalent period of service applicable to a Regular Full-Time Employee in a similar classified position.

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V. Auxiliary and Regular Part-Time Employees

Auxiliary and/or Regular Part-Time Employees sharing a portion of a regular full-time position as a result of a Job Sharing agreement shall continue to be treated in accordance with the applicable provisions of the Collective Agreement.

VI. Termination

Either party may cancel this Letter of Understanding by providing at least thirty (30) calendar days' written notice to the other party. Notwithstanding such cancellation, all Job Sharing arrangements in effect at the time of cancellation shall continue under the individual terms agreed upon.

SIGNED this ~~11th~~ 27 day of ~~April~~ Jun, ~~2018~~ 2026.

ON BEHALF OF THE EMPLOYER:

T. Summers

ON BEHALF OF THE UNION:

AMENDED AND EFFECTIVE FOR
THE TERM OF THE 2025-2027 COLLECTIVE AGREEMENT

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APPENDIX 2
LETTER OF UNDERSTANDING

between the

GREATER VANCOUVER REGIONAL DISTRICT
(hereinafter called "the Employer")

and the

TEAMSTERS UNION LOCAL NO. 31
(hereinafter called "the Union")

RE: MARKET PREMIUMS

Where a classification has been identified by the Employer as being behind market or the classification has been difficult to recruit for or to retain employees in, the HR Services Division Manager on behalf of the Employer, may temporarily increase the rate of pay for the specified class by adding a premium of up to 10%. Any incumbent employees within the identified classification will also receive the temporary premium. The Employer shall notify the Union of any premiums given to employees under this LOU.

If at a later date the classification is found by the Employer to no longer require the temporary premium, it will be removed. In such instance, the Employer will supply 60-day notice to the Union and all employees affected by the removal of the premium.

Signed this 27 day of Jan, 2026.

BARGAINING REPRESENTATIVES ON BEHALF OF THE EMPLOYER:

T. Summers

M. R

BARGAINING REPRESENTATIVES ON BEHALF OF THE UNION:

Mike Hennessy

AMENDED AND EFFECTIVE FOR THE TERM OF THE 2025-2027 COLLECTIVE AGREEMENT

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LETTER OF UNDERSTANDING

between the

METRO VANCOUVER REGIONAL DISTRICT
(hereinafter called "the Employer")

and

TEAMSTERS, LOCAL UNION NO. 31
(hereinafter called "the Union")

RE: HOURS OF WORK LABORATORY ASSISTANT II AND TEAM LEAD – ENVIRONMENTAL SAMPLING

Effective 2018 May 25:

The Employer and the Union agree that the Laboratory Assistant II and the Team Lead – Environmental Sampling (collectively to be referred to as "Water Samplers") reporting to the Program Manager, Environmental Management shall be provided with a shortened unpaid lunch period of thirty (30) minutes instead of the sixty (60) minutes as provided for in Clause 11.1(b) of the current Collective Agreement.

The following terms and conditions shall apply:

1. The shortened unpaid lunch period of thirty (30) minutes shall apply to all Regular Full Time and Temporary Full Time Water Samplers reporting to the Program Manager, Environmental Management;

2. All Regular Full Time and Temporary Full Time Water Samplers reporting to the Program Manager, Environmental Management, will work the hours of 6:30 a.m. to 2:30 p.m. with a thirty (30) minute unpaid lunch period;

3. All Regular Full Time and Temporary Full Time Water Samplers will continue to be paid at 7.25 hours for regular shifts worked and their Special Leave Days will not be impacted;

4. Either party may cancel this Letter of Understanding by providing at least thirty (30) calendar days' written notice to the other party; and

5. If the Letter of Understanding is cancelled, all Regular Full Time and Temporary Full Time Water Samplers reporting to the Program Manager, Environmental Management, will revert back to their current shift of 6:30 a.m. to 3:00 p.m. and shall take a sixty (60) minute unpaid lunch.

SIGNED this 27 day of Jan, 2026.

ON BEHALF OF THE EMPLOYER:	ON BEHALF OF THE UNION:
T. Summers	
	Mike Hemmy
M. R	

AMENDED AND EFFECTIVE FOR
THE TERM OF THE 2025-2027 COLLECTIVE AGREEMENT

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metrovancouver
SERVICES AND SOLUTIONS FOR A LIVABLE REGION

Human Resources
Tel. 604-432-6200 or via Email/Fax 604-451-6200

January 27, 2026

File: PS-01

HAND DELIVERED
Murwan Salame
Teamsters Business Representative
Teamsters Local Union No. 31

Dear Murwan Salame:

Creation of New Teamsters Positions

As the bargaining agent for Metro Vancouver's inside employees', we wish to advise you of developments that we expect will result in additional positions within your bargaining unit.

Metro Vancouver currently is finalizing approval of the addition of new bargaining unit positions in Information Technology. These new positions will reduce the Regional District's current use of contractors in this area. Expected to be included in the proposal are new bargaining unit roles as well as additional positions in existing classifications.

The positions proposed to be added and the contractor roles being eliminated are set out in the following table. New classifications are italicized.

Position	Position Requested	Pay Grade	Contractor eliminated
1	Business Analyst I	28	Data Analyst
2	*IT Systems Analyst & Developer*	30	Business Intelligence Developer
3	Senior Programmer Analyst	30	Enterprise Asset Management Developer
4	Business Analyst II	30	Project Manager
5	Project Management Systems Analyst	28	Azure Dev Ops Configuration Specialist
6	Integration & Cloud Developer	30	Azure Developer Integrations
7	*Application Support Analyst*	26	Orbit Developer
8	Database Administrator	30	Database Administrator
9	Cybersecurity Analyst	29	Microsoft Azure Security Specialist
10	*IT Systems Analyst & Developer*	30	Developer
11	*Application Support Analyst*	26	Developer
12	*Application Support Analyst*	26	Developer

Additional positions may be added based on our level of success in filling these first twelve positions.

Additionally, two new positions in Liquid Waste Services have been recommended for final approval, including one Senior Policy and Planning Analyst (Pay Grade 27) and one Environmental Regulatory Planner (Pay Grade 30). These positions also will eliminate two contractor roles.

Final approval of these positions in expected by January 30, 2026.

Sincerely,

Tarynne Summers,
Deputy General Manager, HR Services

Yours sincerely,

Tarynne Summers,
Deputy General Manager, HR Services

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cc: Paul Reniers, Division Manager, Collective Bargaining; Maggie Boak, Director, Human Resources

LETTER OF UNDERSTANDING

between the

METRO VANCOUVER REGIONAL DISTRICT
(hereinafter called "the Employer")

and the

TEAMSTERS UNION LOCAL NO. 31
(hereinafter called "the Union")

RE: JOB SHARING BENEFITS

The Parties to this Letter of Understanding agree to the following pending the ratification of the agreement renewing the 2022-2024 Collective Agreement. If the Parties fail to ratify the Memorandum of Agreement signed on January 27, 2026, this Letter of Understanding shall be voided.

The Employer and the Union agree to amend the Letter of Understanding: Job Sharing as follows:

Section IV.2(c) shall be replaced with the following:

> The Employee's share of the premium payments for Group Life Benefits (including Accidental Death & Dismemberment (AD&D)) shall increase proportionately as the number of scheduled weekly hours decrease in relation to the full-time hours of the position being shared.

Section IV.3(d) shall be renamed "Group Life" and replaced with the following:

> "The Employer shall pay a prorated share of the premiums for Group Life (including Accidental Death & Dismemberment (AD&D)) benefits based on the proportion of the employee's new scheduled hours compared to the full-time hours of the position being shared and the premiums normally paid by the Employer for a full-time employee. The employee shall pay the balance in order to maintain full coverage.
>
> An example of the calculation of the Employer's share is as follows:
>
> Employer's share = 17.5 (schedule hours)/35 (normal full-time hours) x 60% (employer's portion of premium) = 30% of premium"

DATED this 9th day of February, 2026.

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION: