



TEAMSTERS LOCAL UNION No. 31
AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

NOTICE TO ALL TEAMSTERS EMPLOYED AT VPD

Re: Stat Holidays Committee – Membership Meetings

March 20, 2025

Dear brothers and sisters,

Your Stat Holiday Committee met yesterday. Your committee is scheduling two (2) Zoom membership meetings on Wednesday April 16th from 12:00 pm to 1:00 pm, and Thursday April 17th from 1:00 pm to 2:00 pm. Those meetings are to be attended on your personal time, example break time, and the links to the meetings are in the table below.

These meetings intend to provide you with updates, collect your feedback, answer any questions, and discuss potential next steps. The committee requests that you review **Schedule D** of the Collective Agreement, particularly Clause 8, before attending. You can find Schedule D on pages 3 to 5 of this memo. Attending one or both meetings is highly recommended.

Wed April 16, 2025 12:00 PM Vancouver	Thu April 17, 2025 1:00 PM Vancouver
Join Zoom Meeting https://teamster-org.zoom.us/j/85923507397?pwd=BY7Y8yiUb2zZDJMLelohhWTM2OaksX.1	Join Zoom Meeting https://teamster-org.zoom.us/j/86079384244?pwd=tbkCUB6KICCKkOOzVaffsFsA8tyFTU.1
Meeting ID: 859 2350 7397 Passcode: 072898	Meeting ID: 860 7938 4244 Passcode: 198143
Dial by your location • +1 778 907 2071 Canada Meeting ID: 859 2350 7397 Passcode: 072898	Dial by your location • +1 778 907 2071 Canada Meeting ID: 860 7938 4244 Passcode: 198143
Find your local number: https://teamster-org.zoom.us/j/kc9xjSUPNh	Find your local number: https://teamster-org.zoom.us/j/kdCuNdcPfi

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On behalf of your Union, President Stan Hennessy, and the stat committee members Cathy Hall, Conor Mounce, Olivia Kajander and myself, we thank you for your support.

Fraternally yours,



Murwan Salame

Your Union Representative 604-880-2305 msalame@teamsters31.ca



SCHEDULE "D"PART I

This is Schedule "D" referred to in
Clause 19 of this Agreement

1977 Negotiations

The following items are from the Memorandum of Agreement dated 4 June 1977, entered into between the bargaining representatives for the City of Vancouver et al and the bargaining representatives for the Union which was used in the preparation of this Agreement:

1. With respect to the Unions' proposal for a Compressed Work Week based on present hours, it is agreed that decisions regarding whether or not, and if so, to what extent compressed work weeks should be introduced into the operation of any of the Employers should be made in local discussions between individual Employers and their respective Local Unions. It is agreed, however, that arrangements for the conversion of fringe benefits from a 5-day week basis to a 4-day week basis or to a 9-day fortnight basis shall be made in accordance with one or other of the standard formulas the details of which are set forth in the Appendix which is attached to this Schedule.

It is expressly agreed that the various formulas which are to be included within all new Agreements, are to be based upon the principle that any adjustment from a 5-day week is to be accomplished with neither any additional salary or benefit cost to the Employers nor any reduction in the salaries or benefits received by their employees.

APPENDIX

This is the Appendix referred to
in Schedule "D"

Principles Governing the Conversion of Employee Fringe Benefits in Cases of Introduction or Renewal of Compressed Work Weeks

In the event that any of the parties to this Memorandum of Agreement decide in local discussions to extend the existing conversion of, or to convert the work week of the employees staffing the whole or a part of an Employer's operations, from five (5) working days to four (4) working days per week or to nine (9) working days per fortnight, it has been agreed that such employees' fringe benefits shall be converted as follows:

1. Basic annual working hours shall be calculated as $260.89 \times$ daily working hours as per the 5-day week; e.g. $260.89 \times 7 = 1826\frac{1}{4}$.
2. Basic annual public holiday hours shall be calculated as $13 \times$ daily hours as per the 5-day week; e.g. $13 \times 7 = 91$.
3. Account shall be taken of the difference in basic daily rest period allowances. The total annual amount of rest periods for each schedule is the same. Rest period allowances are as follows:

5 day work week: 260.89 working days $\times$ 20 minutes of paid break time per day = 5218 minutes per year

9 day fortnight: 234.80 working days $\times$ 22.22 minutes of paid break time per day = 5218 minutes per year

4 day compressed work week: 208.71 working days $\times$ 25 minutes of paid break time per day = 5218 minutes per year
4. Employees shall have at least two of their days off in any week consecutive, and such days off shall for purposes of Overtime pay be deemed to be the "first scheduled rest day" and the "second scheduled rest day". Pay for any work on the third day off in any week shall be in accordance with normal daily overtime rates.
5. For the purposes of Overtime pay on scheduled working days, normal daily working hours and the normal work week shall be considered to be those lengths of time established by the parties pursuant to Clause 8 herein.
6. Annual Vacation entitlement and all credits for Deferred Vacation, Supplementary Vacation, Sick Leave benefits and Gratuity benefits shall be converted from working days to working hours by multiplying the number of days to an employee's credit by the daily working hours as per the previous 5-day week. All deductions or debits shall be made on the basis that each working day of absence shall be measured as the length of time established by the parties pursuant to Clause 8 herein.

7. Notwithstanding any Clause in a Collective Agreement to the contrary, an employee shall not receive pay for acting senior capacity where the employee has been temporarily required to accept the responsibilities and carry out the duties of a senior position because of the absence of the incumbent of that senior position due to the compressed work week.
8. In order to establish the length of the compressed work day and the compressed work week, the parties are to be governed by the principle that the basic annual working hours less basic annual public holiday hours and less basic annual rest period allowances are to remain the same under the compressed work week as they were under the standard work week.

The parties will be free to decide how to deal with the matter of public holidays in accordance with one or other of the three following ways, and their decisions will determine automatically the lengths of the compressed work day and work week:

- (a) Revert to a standard 5-day week in any week when a public holiday occurs;
 - (b) Change days off during any week when a public holiday occurs in order that each employee will work on four (4) days in every week of the year with the sole exception being when Christmas Day and Boxing Day are observed in the same week in which case each employee will work three (3) days in that week and five (5) days in the immediately preceding week.
 - (c) Have a compressed work day off with pay for each public holiday, and owe the Employer the difference in hours between the length of the compressed work days and the length of the employee's former standard work day.
9. Whenever any doubt arises as to how the fringe benefit conversion should be made with respect to any item (whether or not covered by this Appendix), the doubt shall be resolved by reference to the basic principle agreed upon by all parties to this Memorandum, i.e., there shall be no additional salary or benefit cost to the Employer, and no reduction in the salaries or benefits received by the employees.
10. In the event any Employer and its respective Union wish to amend or continue an existing experimental compressed work week, or wish to introduce a compressed work week, they will be required to obtain the approval of the Joint Language Sub-Committee with respect to their proposed formula for converting employee fringe benefits.
11. Examples of alternate hours of work referred to in Clause 6.2(c)(viii) are:
 - 5 days on, 2 days off (7 hour day)
 - 4 days on, 3 days off (8.33 hour day)
 - 4 days on, 4 days off (10 hour day)
 - 4 days on, 4 days off (11 hour day)
 - rotating days off (8.75 hour day)
 - rotating days off (10.38 hour day)