



NOTICE TO ALL TEAMSTERS LOCAL UNION NO. 31 MEMBERS EMPLOYED AT THE VANCOUVER POLICE DEPARTMENT

BARGAINING UPDATE

June 7, 2017

Dear Sisters and Brothers:

On May 29, 2017 your Bargaining Committee met with the Employer for the introductory meeting and to exchange proposals. In addition to the reorganization of some clauses and language changes, the document we presented included the following:

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| -wage increase | -increase in dental benefits |
| -increase in short term sick leave | -ability to bank/pay out sick leave |
| -increase in gratuity days + bonus | -increase in first aid premiums |
| -increase shift differential | -acting pay for time worked |
| -longer period to use OTL | -ability to donate banked time to a co-worker |
| -increase in vacation | -Employer to pay for medical certification |
| -day for a day on stat holidays | -job testing/interviewing on company time |
| -same pay for same classes at COV | -ability to transfer down as well as laterally |
| -separate Family Illness Leave plan | -additions to list for bereavement leave |
| -time lines for competitions | -increase to one (1) day for funeral attendance |
| -backfill opportunities for RFT employees | -include language for reclassification process |
| -discussion of bumping process | -Union access to premises & on-site meetings |
| -whistleblowing protection | -removal of written discipline from employee files |
| -two (2) hours paid leave for Employees on a five (5) day work week to attend medical/dental appointments | |

- establish a joint committee to discuss training and testing
- increases and additions to extended health care benefits
- change from working days to calendar days in medium term sick leave provisions
- do not count various absences towards the reinstatement of medium term sick leave
- ability to request a payout from various banks once each calendar year

Our next meeting with the Employer will take place on Friday, June 9, 2017. We expect to have a response from the Employer regarding our proposals and will provide the Employer with our reply as well. We have also provided the Employer with additional available dates and are waiting for a response in that regard.

As we are unable to hold on-site Union meetings at this time, we will be arranging a meeting in July. We will confirm the date, time and location by notification on the portal in the near future. In the meantime, if you have any questions or concerns, please do not hesitate to contact me or one of your Shop Stewards.

The Bargaining Committee would like to thank you for your continued support. The committee will keep you updated during the negotiating process.

Karlene Bateman
Business Representative