

Tentative Memorandum of Agreement

Vancouver Police Board and Teamsters Local Union No. 31

December 22, 2017

Probation Period for Temporary Full-Time and Casual employees

New Clause 5.5 as follows:

5.5 Probation Period Temporary Full-Time and Casual Employees

- (a) Temporary Full-Time Employees will work in a probationary capacity for the first six (6) months of active service in one classification. Casual Employees will work in a probationary capacity for six (6) months of full-time equivalent hours, in one classification. Credit for combined service in temporary and casual positions may be accrued by an employee, provided it is in the same classification. Notwithstanding the foregoing, no employee will be required to work in a probationary period of longer than 12 months of full time equivalent hours.
- (b) The purpose of the probationary period for Temporary Full-Time Employees and Casual Employees is to allow the Employer to evaluate an employee's suitability for continued assignment(s) at the Employer. At any time during the probationary period, the Employer may terminate the probationer's employment if, in the Employer's view, the probationer is unsuitable for continued employment.

Subject to the grievance procedure, the probationary period may be shortened or waived if, in the opinion of the Employer, suitability for regular employment is demonstrated prior to the completion of the six (6) months' service described in 5.5(a).

- (c) A probationary employee's suitability for regular employment will be decided on the basis of the employee's performance, including factors such as:
- (i) quality of work;
 - (ii) conduct;
 - (iii) interpersonal skills; and
 - (iv) ability to meet standards set by the Employer.
- (d) This clause does not affect employees' rights to benefits under the Collective Agreement.

Note: There will be a consequential amendment to Schedule "B" by deleting the exception pertaining to Clause 5.4.

Hours of work

Amend Clause 6.1 to change normal hours of work to between 6:00am and 6:00pm; also renumber Clause 6 and add title to Clause 6.3 for ease of reference

6.1 Work Week

- (a) The work week shall consist of five (5) days. Time off each week shall be two (2) consecutive days where practicable.
- (b) The normal hours of work of employees shall fall between the hours of 6:00 a.m. and 6:00 p.m. with a break of one (1) hour for lunch and two (2) ten minute rest breaks allowed each day. The Unit Supervisor will designate the time of lunch and rest breaks for staff members. If rest breaks are not taken, there is no extension of the one (1) hour lunch break. Units which, because of the scope of their work, could not efficiently operate during the above-listed hours, shall have their work periods jointly reviewed and mutually adjusted. Such consent to adjust shall not be unreasonably withheld by the Union.

~~(c)~~

6.2 Alternate Hours of Work

Where, in the opinion of the Employer, alternate hours of work are desirable, or are operationally advantageous to the Employer, the Employer may establish alternate hours of work after conferring with the Union.

While not limited to, the following characteristics of such alternate hours of work may include:

- (i) The scheduling of a work week of less than five (5) days in a week, and more than two days off in a week.
- (ii) The number of hours in a day may exceed seven (7).
- (iii) Unpaid lunch breaks and paid breaks may vary in their length as a function of calculating the length of the work day. The time at which breaks will be taken will be designated by the non-bargaining unit Section Manager or designate.
- (iv) Staggered hours of work whereby the daily starting and quitting time for certain employees may differ by up to one (1) hour from the daily starting and quitting times.
- (v) Any alternate schedule which is implemented will use the conversion principles contained in the Appendix attached to Schedule "D", Part I.
- (vi) Where it is intended that an alternate work week is to be altered in its configuration or reverted to a five-day work week, the Employer agrees to

review the matter with the Union prior to implementing the change. If such a change or cancellation is to be made, the Employer shall provide thirty (30) days notice.

- (vii) Normal daily and weekly hours shall be deemed to be 8 and 40 respectively for all Casual Employees except in the case of a Casual Employee working in a position normally occupied by a full-time employee whose normal hours shall be deemed to be the normal hours of the Casual Employee.
- (viii) Without limiting the Employer's ability to choose and without listing all the variations, examples of alternate hours of work are listed in the Appendix to Schedule "D".

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6.3 Notice of Temporary Change in Hours of Work or Work Weeks

Except in the case of an emergency, employees shall be given forty-eight (48) hours notice of a temporary change in hours of work or work weeks.

6.2

6.4 Daily Guarantee

- (a) Subject to the provisions of Subsection (c), an employee reporting for a scheduled shift on the call of the Employer, shall receive the employee's regular hourly rate of pay for the entire period spent at the place of work, with a minimum of two (2) hours' pay at the regular hourly rate.
- (b) Subject to the provisions of Subsection (c), an employee other than a school student on a school day who commences work on a scheduled shift, shall receive the employee's regular hourly rate of pay for the entire period spent at the place of work, with a minimum of four (4) hours' pay at the regular hourly rate.
- (c) In any case where an employee:
 - (i) reports for a regular shift but refuses to commence work, or
 - (ii) commences work but refuses to continue working,

the employee shall not be entitled to receive the minimum payments set forth in Subsections (a) and (b).

Banked overtime

Amend Clause 7.2 to increase time for employees to use banked overtime from August 31 to December 31 each year; also add paragraph lettering for ease of reference.

7.2 Banked Overtime

- (a)** An employee who elects to receive compensating time off in lieu of being paid for overtime shall be credited with compensating time off equivalent to the number of hours for which the employee would have been paid for the overtime so worked at the rate or rates of pay in effect at the time such overtime was worked. (Such overtime shall be calculated in the manner set forth in Clauses 7.1(b) and 7.1(c).) An employee shall not take any compensating time off without first receiving the approval of the Section Manager or the authorized representative of the Section Manager.
- (b)** If all of the credited compensating time off has not been used by ~~31-August~~ **31 December** of the year next following the year in which the overtime was worked, or prior to leaving the service of the Employer for any reason (whichever event occurs first), the employee shall be paid in cash for the overtime for which no compensation was received at the rate or rates of pay in effect at the time such overtime was worked.

Shift Differential

Amend Clause 8.2 to increase shift differential to \$1.00 from \$0.85 per hour, and clarify that the premium is only payable when the Employer requires the work.

8.2 Shift Differential

Employees shall be paid a shift differential of ~~eighty-five cents (85¢) per hour~~ **\$1.00** for all regular hours *that the Employer requires the employees to work* ~~required to be worked~~ after 6:00 p.m. and before 6:00 a.m., provided that where the majority of an employee's regular hours of work fall inside the period described above, the shift differential shall apply to the entire shift.

Pay for acting in higher capacity

Amend Clause 8.7 to clarify that pay will be made when the Employer requires the employee to work in the higher wage category

Clause 8.7 – Pay for acting in higher wage capacity

- 8.7** On every occasion that an employee is temporarily required *by the Employer* to accept the responsibilities and carry out the duties incident to a position covered by this Agreement which is in a higher wage category which the employee normally holds, the employee shall be paid for every day that the duties of the higher wage category are carried out at the minimum rate in the scale for such higher wage category, except when:
- (a)** the salary received in the employee's own position is equal to, or exceeds, the minimum of the higher wage category, in which case the next higher rate in the pay range of the higher wage category shall be paid;
 - (b)** the employee is at the top rate in their own scale, and Clause 8.7(a) applies, acting assignments will be accumulated for purposes of increments (period to equal twelve (12) months) in the higher wage category, provided each assignment equals or exceeds one (1) pay period.
 - (c)** Appointments of employees to a level of higher responsibility must be authorized in writing by the Section Manager or designate.

First Aid Premiums

Amend Clause 8.8 to increase first aid premiums for Regular Part-Time, Regular Full-Time and Casual Employees

8.8 First Aid Premiums for Designated Holders of Workers' Compensation Board Occupational Health and Safety First Aid Certificates

Employees who are required by the Employer to perform first aid duties in addition to their normal duties and who hold a valid Workers' Compensation Board Occupational Health and Safety First Aid Certificate shall be paid a premium in accordance with the certificate required by the Employer as follows:

	Regular Part Time & Full Time Employees	Casual Employees
OFA Level II	\$125 per month <i>\$150 per month</i>	80¢ per hour <i>0.90 per hour</i>
OFA Level III	\$145 per month <i>\$170 per month</i>	95¢ per hour <i>\$1.05 per hour</i>

The Employer will pay course fees for the OFA Level II and III course for employees who are required to have such certification provided the employee successfully completes the course.

Training

Amend Clause 8.9 to allow for time off with pay for training in circumstances where employee requests and obtains approval from the Employer

8.9 Training

- (a) Employees required by the Employer *or who have requested and received approval from the Employer* to attend training during their regularly scheduled shift shall be granted time off without loss of pay to attend such training.

Unless otherwise directed, employees will not be required to return to their regular duties in such cases where the training day is less than their regular duty shift.

- (b) Employees required by the Employer to attend training during their regular day off shall not be entitled to overtime as set out in Clause 7.1 but shall receive another day off as mutually agreed.

Medical benefits

Amend Clause 9.2(b) to increase vision care from \$450 to \$550 every 24 months; add generic drug reimbursement cap except where physician advises against substitutions.

The parties also agree to amend the benefits plan by adding "Drugs for smoking cessation to a lifetime maximum of \$500" in the section about drugs which legally require a prescription.

9.2 Medical Coverage

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(b) Extended Health Care Plan

Regular Full-Time Employees shall, effective the first day of the month following the date of hire, be entitled to be insured under the Extended Health Care Plan. The provision of the benefits shall be subject to the requirements of the Plan. The Plan shall contain, among other benefits, a vision care option (~~\$450.00~~ **\$550.00** per person payable per twenty-four (24) month period) including coverage for laser eye surgery, coverage for hearing aids (\$700.00 maximum payable per person in five (5) calendar year period), orthopedic shoes, diabetic equipment and supplies, ostomy supplies, and clinical psychologist services (\$700.00 maximum payable per person in a calendar year). The Plan shall also include coverage for oral contraceptives, and mastectomy prosthesis-brassieres (2 immediately following surgery, The EHB lifetime maximum coverage under the Plan will be \$1 million per person. The Employer shall pay one hundred percent (100%) of the premium.

In cases where an eligible drug can be substituted with an available generic drug, the Extended Health Care Plan shall reimburse the price of the lower cost generic drug, unless the physician indicates "no substitutions" on the prescription.

Subrogation

Amend Clause 10.12 to clarify that the Employer's recovery is for wages and benefits paid by Employer; add language requiring employee to give notice of third party claim to Employer

10.12 Subrogation

An employee who has received sick leave benefits under this agreement for injuries caused by a third party shall be obliged, in the event such employee undertakes an action for recovery of damages against the third party, to seek recovery of the total cost of wages and benefits paid to the employee *by the Employer* while on sick leave. The employee shall be obliged to reimburse the Employer to the extent the employee succeeded in recovering such wages and benefits, including interest on wages lost.

This provision includes claims made to ICBC. In making a claim to the Court, the employee or the employee's representative shall request the presiding judge, or judge and jury, to specify the amount of any award which is attributable to the recovery of the cost of wages, benefits and interest. In the case of an out-of-Court settlement a separate amount attributable to the recovery of the cost of wages, benefits and interest will also be specified.

Upon filing a claim for damages against a third party to which this provision applies, the employee or the employee's representative shall forthwith notify the Employer, in writing.

Leave of Absence - Amend 12.4(a) to indicate that the Employer will not unreasonably deny a one (1) year leave of absence

12.4 Requests for Leave of Absence

- (a) Requests for leave of absence without pay for up to one (1) year may be granted at the discretion of the Chief Constable and providing the employee can be spared without materially affecting the operation of the employee's work area. Employees returning from leaves of absence are entitled to return to their previous position or one of comparable value. Any employee on leave of absence shall not engage in gainful employment without prior written permission from the Employer. *Such requests shall not be unreasonably denied.*

Leave of Absence for Union officials

Amend Clause 12.6 to allow for union leave in more circumstances, subject to operational needs and budgetary considerations

12.6 Absence from Duty of Union Officials

- (a)** The Employer agrees that where permission has been granted for up to three (3) members of the Union to leave their work stations for the purpose of settling a grievance as outlined in Clause 17 below, the said member(s) shall suffer no loss of pay for the time so spent.
- (b)** Where permission has been granted for the Union's Bargaining Committee to leave their employment temporarily for the purpose of collective bargaining, such leave will be with pay provided that such costs are billed back and paid for by the Union.
- ~~{b}~~ **(c)** *Subject to operational needs and budgetary considerations, the Inspector i/c of Human Resources or designate may approve unpaid leaves for official representatives of the Union (including Shop Stewards or other members as designated by the Union) who must transact business in connection with matters affecting members of the Union or who are engaged with other Union purposes, including but not limited to seminars and conferences related to the Union.*
- ~~{e}~~ **(d)** The Employer agrees that any full-time officer of the Union who is on leave of absence for the purpose of performing duties as an officer of the Union shall not lose seniority in the service of the Employer, and shall continue to accumulate seniority while performing such duties. Upon retirement from the duties as an officer of the Union, such former Union officer shall be entitled to return to a position within the class of positions to which the employee's former position was allocated and for which the employee is qualified if any position within such class is held by an employee with less seniority. If all of the positions within such class are held by employees with more seniority or have been abolished, such former Union officer shall be entitled to return to any other vacant position for which that employee is qualified.
- ~~{d}~~ **(e)** If or when the Union joins any Central Labour body then the Employer agrees that any employee who is elected or appointed to a full-time position with such body shall be granted leave of absence without pay and shall not lose seniority in the service of the Employer while on such leave of absence. Upon termination of such period of office, such an employee may return to the first vacant position for which that employee is qualified in the service of the Employer.
- ~~{e}~~ **(f)** With respect to any leave of absence granted without pay, the Employer shall continue to pay each representative's regular wage or salary and shall render an account to the Union for the representative's regular wage or salary, and in addition, the actual cost of benefits paid by the Employer while representatives are on leave of absence. The Union shall then reimburse the Employer to the amount of the account rendered within sixty (60) days.

~~(f)~~ (g) The Union shall provide an up-to-date list of Shop Stewards to the Employer upon their request as necessary.

Staff changes – Temporary Positions

Revise 13.1(b)(i) to distinguish between posted and non-posted temporary position procedures and entitlements, to read as set out below. No change to 13.1(b)(ii).

13.1 Temporary Positions and Filling Vacancies

...

(b) Temporary Positions

- (i) Where a Regular Full-Time employee is appointed to a non-posted temporary position, the employee shall be returned to their most recent previous Regular Full-Time position without loss of seniority when the assignment is ended. A temporary appointment will not result in a loss of pay except in circumstances of personal or legal accommodation to a lower pay grade.

Where a Regular Full-Time employee is awarded a posted temporary position, the employee shall return to their most recent Regular Full-Time position or a position of equal value to the employee's most recent Regular Full-Time position without loss of seniority when the assignment is ended.

- (ii) [no change]

Staff Changes

Amend Clause 13.3 to reorganize and add title to Clause 13.3(e) for ease of understanding

13.3 Promotions, Transfers and Demotions

~~(a)~~ (a) Definitions

Promotion - If an employee is changed to a position in a class having a higher pay range than the class from which the employee was moved, such change shall be considered a promotion and the provisions governing promotions shall apply.

Transfer - A transfer is considered the movement of an employee from one position to another having the same maximum salary rate.

Demotion - If an employee is changed to a position in a class, the salary range of which has a maximum that is lower than the maximum of the class from which the employee was transferred, such change shall be deemed a demotion.

- ~~(a)~~ (b)** In making promotions, transfers and demotions, the skills, knowledge and ability of the employees concerned shall be the primary consideration, and where such qualifications are equal, length of service shall be the determining factor.

~~(b)~~ (c) Trial Period

On promotion or transfer of a Regular Full-Time Employee to a new position, or movement to a lower rated position, that employee shall serve a six (6) month trial period in the position before being confirmed in the appointment. If the appointment is not confirmed, the employee shall revert to their previous position or to a position of equal value for which the Employer deems the employee to be qualified.

~~(c)~~ (d) Pay Rates on Promotion or Demotion

- (i)** When an employee is promoted to a position the pay range of which does not overlap that of the former position, the rate of pay shall be the first step in the salary range of the new position unless special regulations or the Employer authorizes a higher starting rate.
- (ii)** When an employee is promoted to a non-supervisory position the pay range of which overlaps that of the former position, the rate of pay shall be one step above the employee's present rate.
- (iii)** If the duties of the position to which an employee is promoted include supervisory responsibilities and the pay range of such position overlaps that of the supervised employee or employees the rate of pay shall be one (1) step above the maximum step in the range of the highest rated supervised position.

- (iv) When an employee is demoted, they shall be placed on the highest step of the new pay range that does not exceed the employee's present rate of pay.

(e) Procedure for Transfers

Transfer requests are submitted to the Inspector i/c Human Resources or designate but the action taken is subject to the approval of the Section Manager or designate concerned.

- (i) If a position becomes vacant, an employee of the same Section with the same classification as the vacant position may be transferred into the vacant position without it being posted. The position subsequently becoming vacant would be posted and filled in accordance with paragraphs 13.1(a) and 13.3(a)(b). Transfers under this provision shall be subject to the grievance procedure.
- (ii) Transfers between Sections will be posted and filled in the usual manner.
- (iii) In the situation where a vacancy does not exist but where it is desirable to switch or rotate employees of the same classification from one position to another within a Section, the following procedure will apply: The Section Manager or designate shall discuss the proposed transfer with the employees involved and shall have the authority to effect the transfer without the positions being posted. If in the event that the employees concerned feel that such a transfer would result in some form of inequity or prejudicial treatment, the grievance procedure as set out in Clause 17 of this Collective Agreement may be initiated.

Staff changes and disciplinary documents

Amend Clause 13.5(a) regarding disciplinary documents

13.5 Human Resources Records Including Disciplinary Documents

- (a) A copy of 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 personnel file, with a copy to *a Shop Steward and the office of the Union Local, or designate*, unless the employee requests otherwise. Such requests by the employee must be made in writing, with a copy to both the Employer and Union. *Failure to receive such written material shall not void any disciplinary action.*
- (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 an employee the existence of which the employee was not aware of at the time of filing.
- (c) Upon receiving permission from the Inspector i/c Human Resources or designate, an employee may review the contents of their respective personnel files provided that such review is in the presence of a person authorized by the Inspector i/c Human Resources. The employee may make an appointment and request the Inspector i/c Human Resources or designate to remove an item from the employee's personnel file.
- (d) The personnel file refers to the official personnel file which, until further notice, is in the Office of Human Resources.

Seniority and Length of service list – Amend Clause 15.2 to add obligation requiring Employer to provide length of service along with seniority list in January each year

15.2 Seniority List *and Length of Service List*

- (a)* The Employer will maintain a seniority list showing the employee's name and date upon which each employee's service commenced as a Regular Full-Time or Regular Part-Time Employee as per the calculation referenced in 15.1 above.

Where two (2) or more employees commenced work on the same day, employees will be placed on the seniority list utilizing a random selection process.

- (b)* The Employer will provide an up-to-date seniority list *and length of service list* in January of each year.

Layoff and bumping

Amend Clause 16.1 to create more streamlined and equitable process for layoffs and bumping. Amend Clause 18.1 to remove last part of last sentence, to eliminate priority treatment.

16.1 Layoffs and Bumping

- (a) Where in the opinion of the Employer it is necessary to reduce the work force for any reason the Employer may lay off employees covered by this Agreement in order to effect such reduction. The Employer shall designate the positions of the employees to be laid off and such employees shall be laid off accordingly. When laying off an employee or employees within each classification in an affected Unit in a Section, the order of layoff will be by reverse seniority in that Unit.*
- (b) Except in cases of inclement weather, strikes, lockouts, or other circumstances beyond the control of the Employer, the Employer shall give to the Regular Full-Time Employees concerned not less than ten (10) calendar days prior written notice of any layoff. Such notices shall be given in writing either by delivering or mailing the same to the employee for whom it is intended. The date of receipt of any such notice shall be the date of delivery if the notice is delivered, or if mailed, then the second business day next following the date of such mailing. If an employee to whom notice of layoff is given under this Clause has not been given the opportunity to work for at least ten (10) calendar days of the period of such notice, the employee shall be paid for those days for which work was not made available to such employee, in accordance with the employee's work schedule immediately prior to the layoff.*
- (c) Employees will have the right to have a Shop Steward or the Union Business Representative present at any meetings called by the Employer concerning their layoff and / or bumping options.*
- (d) Regular Full-Time Employees who are subject to a layoff may exercise their seniority by selecting any one of the following options:*
 - (i) Electing to fill a vacancy in the Department of equal or lesser pay grade;*
 - (ii) Bumping the least senior employee in their classification;*
 - (iii) Bumping the least senior employee in their pay grade; or*
 - (iv) Bumping the least senior employee in a lower classification.*
- (e) Employees who are laid off cannot bump into higher pay grade positions.*
- (f) Regular Full-Time Employees must exercise their election rights not later than ten (10) calendar days following the receipt of notice of layoff. If the Employer grants layoff notice of greater than ten (10) calendar days, the Employer may select the dates for the ten (10) calendar day election period, provided such period occurs after layoff notice is received by*

the employee, and may extend such period for longer than ten (10) calendar days. Any employee who exhausts this process or fails to exercise their election rights shall be considered laid off.

- (g) All elections under this Clause are subject to the employee's ability to perform the job, as determined by the Employer in good faith.*
- (h) If an employee exercises seniority upon layoff to fill a vacancy or to bump another employee in accordance with this Clause, the employee will have to perform the duties of the position. If the employee is unable to perform the duties of the first elected position, the Employer may at any time within six (6) months of such placement, assign the employee to a vacancy of equal pay grade. If not offered such position, the employee may elect to go into a vacancy of lesser pay grade or be laid off. No further opportunities will be granted to an employee if not successful in such second position, except as otherwise prescribed in this Agreement. An employee who works in a position for 6 months will be confirmed in that position. Any employee who exhausts this process or fails to exercise their election rights shall be considered laid off.*
- (i) Any employee who has lost their position because of bumping shall be treated as though given notice of layoff, and shall have the rights of an employee on layoff as prescribed by this Clause.*
- (j) Employees who are completing their initial probationary period shall have no seniority and if they are displaced pursuant to this Clause they shall be laid off.*
- (k) No employee covered by this Agreement shall suffer loss of seniority due to enforced absence from employment resulting from compulsory layoff for a period not exceeding six (6) months or for any period of absence resulting from leave of absence officially granted, injury or sickness; provided however, that this Clause shall not apply to any such employee who has voluntarily resigned or has been discharged for cause.*
- (l) Where due to a layoff a Full-Time Employee's hours of work are reduced and employment status changed, the employee shall continue to contribute to the Municipal Superannuation Plan. Contributions made by the Employer and the employee shall be made on the basis of the new hours worked, and are subject to the requirements of the Municipal Pension Plan.*
- (m) Where the Employer intends a major layoff of employees it shall give to the Union at least sixty (60) calendar days prior written notice thereof. For the purposes of this Clause the words "major layoff" mean a 10% or more reduction in the work force due to a reduction in the budget of the Employer.*

18.1 Changes Affecting the Agreement

The Employer agrees that any report of recommendations made to the Employer dealing with matters covered by this agreement, including recommendations for changes in methods of operation that may affect wage rates, work loads or reduction of employment, will be communicated to the Union at such interval before they are dealt with by the Employer as to

afford the Union reasonable opportunity to consider them and make representation to the Employer concerning them. ~~and, further, if employees are deprived of employment by any implementation of such change, they shall receive priority consideration for other employment with the employer.~~

Grievance Procedure

Add new clause 17.3 to ensure grievances are processed in a timely manner. Renumber existing clauses 17.3-17.5 to 17.4-17.6.

17.3 Abandonment

Notwithstanding any other clause, all grievances will be irrevocably abandoned if not advanced to arbitration within six (6) months of the date the written grievance is first filed with the other party. The parties may mutually agree to extend this limitation period.

Term and wage Increases

4 year collective agreement with general wage increases of 1.5%, 1.5%, 2.0% and 2.0% effective January 1 for all employees. Adjust collective agreement and Schedule "A" accordingly.

Term:

January 1, 2016 to December 31, 2019

Pay increases:

January 1, 2016	1.5% increase
January 1, 2017	1.5% increase
January 1, 2018	2.0% increase
January 1, 2019	2.0% increase

Pay increases shall be retroactive to January 1, 2016 for all employees, including those who have left the Department since January 1, 2016.

Housekeeping

Adjust collective agreement as follows:

- (a) Revise all reference to "Article" or "Paragraph" to "Clause" for consistency.*
- (b) Remove all dates that have transpired, leaving in place substantive language – e.g. "Effective DATE, the Employer will ..." changed to "The Employer will ..."*
- (c) Clause 10.1(c)(i) refers to 10.1(g) which does not exist. Revise to refer to Clause 10.1(a).*
- (d) Update class numbers, titles and pay grades in Schedule "A".*
- (e) Remove clause 10.14.*

Grievance settlement

The Union withdraws its grievance regarding the Employer's filling of vacant positions with employees who have been subject to lay-off or bumping.

