



NOTICE TO ALL TEAMSTERS EMPLOYED AT THE VANCOUVER POLICE DEPARTMENT

BARGAINING UPDATE

December 7, 2020

Dear Sisters and Brothers,

Our first bargaining session with the Employer took place on Friday, December 4th from approximately 10:00 am to 4:00 pm. We had initially intended to meet in person, but due to current circumstances we gathered at the Union hall and met with the Employer representatives via teleconference. After introductions and discussion surrounding protocol, we presented our package consisting of monetary and non-monetary items followed by the Employer providing us with their non-monetary proposals.

After taking some time to review and discuss our respective packages, we reconvened to ask some questions. During that discussion we requested some specific information as well as the Employer's monetary proposals. We also confirmed future bargaining dates for January 8, 15, 29 and February 5, 2021 and asked the Employer to provide additional dates.

The proposals we provided to the Employer included additions or revisions to:

- Wages
- Parking
- Extended Health Care & Dental Services Plan
- Short & Medium Term Sick Leave Plans
- Vacation, Vacation Deferral & Banking Vacation for Early Retirement
- Family Illness Leave
- Supplemental Employment Insurance Benefits
- Temporary Positions

- Overtime
- Lateral Transfers
- Job Classification—retroactivity, dispute resolution & equalization with COV
- Training
- Grievance Abandonment
- Union Access to the Employer's Premises
- Union Industry Advancement Fund

Our document also included a proposal to establish a Joint Committee to discuss alternative work hours. In addition we have advised that we would like to discuss outstanding grievances in the hopes of resolving the matters.

We also included various 'housekeeping' matters such as correcting clause references, updating the Schedule "A" classes, the Supplementary Leave Table and a Letter of Understanding. Another matter we will discuss surrounds a discrepancy of a penny (+/- \$0.01) in some of the steps of certain paygrades listed in Schedule "A" and what was actually paid

We have updated the Bargaining Process Flowchart on the VPD Bargaining portal to reflect where we are currently in the process. On January 8, 2021 we plan to respond to the Employer's proposals and expect that they will provide us with a response as well. We will keep you updated throughout the process via the VPD Bargaining portal and because of the fluid nature of bargaining and its confidential nature, we will not be able to provide specific information on proposals.

If you have not already done so, we encourage you to fill out the attached form in order to receive information directly from the Union, including bargaining updates as we will not be mailing out updates. This will enable us to reach out to you quickly and to gather information from the membership if necessary. For example, if we wanted to get your thoughts on an issue, we could canvass the membership and obtain a quick response that would help us in negotiations. Every bargaining update will be posted on the "VPD Bargaining" portal and the information on how to access this portal as well as the general "Vancouver Police Department" portal is attached.

If you have any questions, please do not hesitate to reach out to any one of us. We thank you for your patience and continued support through this process and wish you and your families all the best this holiday season.

Your Bargaining Committee,

Karlene Bateman Olivia Kajander Mark Langham Sara Wotherspoon

(*Enclosures will come in the mailout to homes)