

Date: April 13, 2017
To: All BCGEU Members at Town of Gibsons
Re: Ratification Vote on the Revised Deal

The bargaining committee has concluded general meetings to meet and discuss the revised tentative deal that has been reached with the Town of Gibsons.

We are now ready to conduct a vote on the revised deal. You can obtain your ballot from one of the bargaining committee members. Voting will be open on April 13 and close at 4:30 pm on April 21, 2017. All ballots must be submitted inside a declaration envelope that must include your name and signature. Ballots that are not accompanied by a declaration envelope may not be eligible to be counted.

Results will be communicated to the membership as soon as the votes are tallied.

Here is a brief summary of the highlights of the 5 year deal:

1. 5 year term (January 1, 2017 to December 31, 2021)
2. Wage increase of; 1.5% wage increase as of January 1, 2017. 1.5% wage increase as of January 1, 2018, 1.75% wage increase as of January 1, 2019, 2% wage increase as of January 1, 2020. 2% wage increase as of January 1, 2021
3. Other monetary improvements totalling 1.6% year:
 - Increase in \$550 in weekly income benefits (STD) and long term disability income (LTD)
 - Increase in \$100 for safety boots and a revised replacement process for damaged boots
 - \$1.50/hour Market adjustment for water and sewer technicians with level 3 certification
 - ICBC Clerk upgrade
 - Hearing Aids for Adults
 - EOCP Training budget increase
 - EOCP Premiums being pensionable
4. A number of edits to language:
 - Definition of "bargaining unit"
 - Definition of "regular full-time employee", "regular part time employee"
 - Article 1 – Preamble and Harassment
 - Article 2.6 – Union Leave
 - Article 7.5 – Joint Labour/Management Committee
 - Article 8 – Grievances
 - Article 9 – Arbitration

- Article 10 – Seniority
- Article 13 – Hours of Work
- Article 14 – Overtime
- Article 15 – Paid Holidays
- Article 17 – Leave of Absence
- Article 19 – Payment of Wages and Allowances
- Article 26 – Service Career Policy
- MOU#1 – Job Sharing
- MOU#2 – Water and Waste Water Operators in Training Program and Premium

5. NEW language on:

- Definition of "common-law spouse", "spouse", "temporary employee", "casual employee"
- Article 2.6 – Union Leave
- Article 6.4 – Employees Who Cease Employment
- Article 9.2 – Expedited Arbitration
- Article 9.9 – Technical Errors or Omissions
- Article 12.1 – Rest Periods
- Article 13.5 – Flextime
- Article 14.1 – No Compounding of Overtime
- Article 20 – Job Classification and Requests for Job Evaluation
- Article 21.4 – Personal Property Damage
- Article 26.8 – ICBC Clerk Upgrade
- Article 26.12 – Trial Period
- Article 28 – Temporary and Casual Employees
- Appendix 2 – List of Classifications
- LOU#1 – Term Employees

In solidarity

Allison Stewart, Bargaining Unit Chair
Rick Raymond, Bargaining Committee Member
Tyler Musgrove, Bargaining Committee Member
Kim Howse, Staff Representative