

**Date:** March 9, 2017  
**To:** All BCGEU Members at Town of Gibsons  
**Re:** Tentative Deal Reached

The bargaining committee is pleased to announce that a tentative deal has been reached with the Town of Gibsons.

You are welcome to join the bargaining committee at a "drop-in" ratification meeting to ask questions and vote on March 14, 2017 at Council Chambers at the Town Hall from 10:30 am to 2:30 pm. You can also vote by requesting a ballot and a declaration ballot from one of the bargaining committee members in advance of the March 14, 2017 meeting. Ballots will be counted (we will have observers) at 3:00 pm on March 14, 2017. Results may be communicated to the membership on this same day.

The highlights of the 5 year deal are:

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 totaling 1.6% year:
  - Increase in \$500 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