

SCHEDULE "A"CITY OF NORTH VANCOUVERSALARY SCHEDULE - INSIDE STAFF

<u>Notes</u>	<u>Class Title</u>	<u>Pay Grade</u>
	Accounting Clerk 1A	17
	Accounting Clerk - Finance	19
	Accounting Clerk - Taxes	17
	Administrative Assistant - Engineering	23
	Administrative Support Clerk - Fire	17
	Assistant Plan Checker	23
	Building Inspector	26
(A)	Building Service Worker	13
	Buyer	26
	By-Law Clerk 1	12
	By-Law Clerk 2	14
	Cashier/Accounting Clerk	15
	Cashier Clerk	15
	CIIDS Reviewer	15
(C)	City By-Law Enforcement Officer	23
	Clerical Supervisor - Community Policing & Crime Prevention	15
	Clerical Supervisor - RCMP	16
	Clerk I	11
	Clerk - Community Policing	14
	Clerk - Court Documentation	15
	Clerk - Data Entry Operator	14
(C)	Clerk - Engineering Operations	16
	Clerk - Licensing	15
	Clerk - Permits	15
	Clerk - Purchasing	16
	Clerk Stenographer 2	13
	Clerk Stenographer 3	15
	Clerk Typist 2	13
	Clerk Typist 3	15
	Clerk Typist - Purchasing	15
	Clerk Typist - Purchasing/Lands	13
	Clerk Typist - Treasury	14
	Client Services Specialist 1	21

SCHEDULE "A" (cont'd)

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<u>Notes</u>	<u>Class Title</u>	<u>Pay Grade</u>
	Client Services Specialist 2	24
	Committee/Cemetery Clerk	17
	Committee Clerk-Secretary	17
	Communications Operator 1	15
	Communications Operator 2	19
	Communications Operator 3	21
	Communications Support Specialist	23
	Computer Operations Supervisor	29
	Counter Clerk - Police	13
	Court Liaison Officer	24
	C.P.I.C. Operator-Clerk	15
	C.P.I.C. Reader/Coordinator	21
	Crisis Intervention Worker	22
(C)	Custodial Guard	14
	Data Entry Clerk 1	13
	Data Entry Clerk - Fire	13
	Database Specialist/Systems Analyst	28
	Design Technician	23
	Development Services Support Clerk	14
	Development Technician	23
	Draftsperson	19
	Electrical Inspector	26
	Engineering Technician	24
	Exhibit Custodian	17
	Firearms Clerk	15
	G.I.S. Analyst	24
	G.I.S. Coordinator	28
	Identification Technician	18
	Insurance and Purchasing Clerk	18
	Investment Clerk	20
	Land Agent	30
	Lands Assistant	20
	Microfilm Operator	11

SCHEDULE "A" (cont'd)

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<u>Notes</u>	<u>Class Title</u>	<u>Pay Grade</u>
	Park Design Technician	24
	Parking Enforcement Supervisor	21
(C)	Parking Patrol Officer	15
	Payroll Clerk	17
	Payroll Supervisor	24
	Physical Plant Maintenance Worker 1	20
	Physical Plant Maintenance Worker 2	21
	Plan Checker	25
	Planner 1	28
	Planner 2	30
	Planning Technician 1	23
	Planning Technician 2	25
	Plumbing and Gas Inspector	26
	Police Accounts Clerk	15
	Programmer Analyst	24
	Property Use Inspector	23
	Property Valuator/Negotiator	25
	Purchasing Clerk - RCMP	15
	Reader - RCMP	20
	Record's Clerk - Clerk's Department	15
	Records Supervisor - RCMP	20
	Research Assistant - Planning	21
	Revenue Accountant	28
	Secretary - Development Services	18
	Secretary - Engineering	16
	Social Planner	29
(C)	Storekeeper 1	17
(C)	Storekeeper-Buyer	22
(A)	Supervisor - Building Services	15
	Supervisor - Crisis Intervention	24
(B)	Survey Assistant 1	12
	Survey Assistant 2	15
	Survey Assistant 3	17
	Survey Assistant 5	22
	Survey Technologist	23
	Systems Analyst	26
	Technical Assistant 1	17
	Technical Assistant 2	19

SCHEDULE "A" (cont'd)

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<u>Notes</u>	<u>Class Title</u>	<u>Pay Grade</u>
	Technical Assistant 4	25
	Telephone Operator/Receptionist	12
	Telephone Operator/Receptionist - City Hall	12
	Traffic Clerk 1	14
	Traffic Clerk 2	15
	Traffic Technologist	26
***	Transport Coordinator	
	Urban Forestry Technician	23
	User Support Clerk	17
	Word Processing Clerk - Development Services	14
	Word Processing Clerk - Engineering	15

NOTES:

- (A) Employees work a 37½ hour week
- (B) Semi-annual increments
- (C) Employees work a 40 hour week

Where employees have a normal work week that is different than thirty-five (35) hours per week, they shall be paid their hourly rate multiplied by the number of hours worked.

\*\*\* This class does not have an assigned Pay Grade but is paid hourly rates for a 40-hour week as follows:

Effective Dates:     A = 1997 January 01 - December 31  
                               B = 1998 January 01 - December 31  
                               C = 1999 January 01 - December 31

<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>
Transport Coordinator	17.75	17.93	18.11

Classes and/or pay grades that have been abolished, established, reclassified, revalued and/or retitled subsequent to the commencement of the term of Agreement are only effective up to or from the date such change occurred.

CITY OF NORTH VANCOUVERHOURLY RATES - INSIDE STAFF

Key: A = 1997 January 01 - December 31  
 B = 1998 January 01 - December 31  
 C = 1999 January 01 - December 31

<u>Pay Grade</u>	<u>Effective Date</u>	<u>Steps:*</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
9	A	12.14	12.62	13.12	13.63	14.19
	B	12.26	12.75	13.25	13.77	14.33
	C	12.38	12.88	13.38	13.91	14.47
10	A	12.62	13.12	13.63	14.19	14.75
	B	12.75	13.25	13.77	14.33	14.90
	C	12.88	13.38	13.91	14.47	15.05
11	A	13.12	13.63	14.19	14.75	15.34
	B	13.25	13.77	14.33	14.90	15.49
	C	13.38	13.91	14.47	15.05	15.64
12	A	13.63	14.19	14.75	15.34	15.97
	B	13.77	14.33	14.90	15.49	16.13
	C	13.91	14.47	15.05	15.64	16.29
13	A	14.19	14.75	15.34	15.97	16.62
	B	14.33	14.90	15.49	16.13	16.79
	C	14.47	15.05	15.64	16.29	16.96
14	A	14.75	15.34	15.97	16.62	17.31
	B	14.90	15.49	16.13	16.79	17.48
	C	15.05	15.64	16.29	16.96	17.65
15	A	15.34	15.97	16.62	17.31	18.02
	B	15.49	16.13	16.79	17.48	18.20
	C	15.64	16.29	16.96	17.65	18.38

SCHEDULE "A" (cont'd)

Key: A = 1997 January 01 - December 31  
 B = 1998 January 01 - December 31  
 C = 1999 January 01 - December 31

<u>Pay Grade</u>	<u>Effective Date</u>	<u>Steps:*</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
16	A	15.97	16.62	17.31	18.02	18.77
	B	16.13	16.79	17.48	18.20	18.96
	C	16.29	16.96	17.65	18.38	19.15
17	A	16.62	17.31	18.02	18.77	19.54
	B	16.79	17.48	18.20	18.96	19.74
	C	16.96	17.65	18.38	19.15	19.94
18	A	17.31	18.02	18.77	19.54	20.35
	B	17.48	18.20	18.96	19.74	20.55
	C	17.65	18.38	19.15	19.94	20.76
19	A	18.02	18.77	19.54	20.35	21.21
	B	18.20	18.96	19.74	20.55	21.42
	C	18.38	19.15	19.94	20.76	21.63
20	A	18.77	19.54	20.35	21.21	22.11
	B	18.96	19.74	20.55	21.42	22.33
	C	19.15	19.94	20.76	21.63	22.55
21	A	19.54	20.35	21.21	22.11	23.02
	B	19.74	20.55	21.42	22.33	23.25
	C	19.94	20.76	21.63	22.55	23.48
22	A	20.35	21.21	22.11	23.02	23.97
	B	20.55	21.42	22.33	23.25	24.21
	C	20.76	21.63	22.55	23.48	24.45
23	A	21.21	22.11	23.02	23.97	25.01
	B	21.42	22.33	23.25	24.21	25.26
	C	21.63	22.55	23.48	24.45	25.51

SCHEDULE "A" (cont'd)

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Key: A = 1997 January 01 - December 31  
 B = 1998 January 01 - December 31  
 C = 1999 January 01 - December 31

<u>Pay Grade</u>	<u>Effective Date</u>	<u>Steps:*</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
24	A	22.11	23.02	23.97	25.01	26.09
	B	22.33	23.25	24.21	25.26	26.35
	C	22.55	23.48	24.45	25.51	26.61
25	A	23.02	23.97	25.01	26.09	27.17
	B	23.25	24.21	25.26	26.35	27.44
	C	23.48	24.45	25.51	26.61	27.71
26	A	23.97	25.01	26.09	27.17	28.33
	B	24.21	25.26	26.35	27.44	28.61
	C	24.45	25.51	26.61	27.71	28.90
27	A	25.01	26.09	27.17	28.33	29.55
	B	25.26	26.35	27.44	28.61	29.85
	C	25.51	26.61	27.71	28.90	30.15
28	A	26.09	27.17	28.33	29.55	30.82
	B	26.35	27.44	28.61	29.85	31.13
	C	26.61	27.71	28.90	30.15	31.44
29	A	27.17	28.33	29.55	30.82	32.13
	B	27.44	28.61	29.85	31.13	32.45
	C	27.71	28.90	30.15	31.44	32.77
30	A	28.33	29.55	30.82	32.13	33.53
	B	28.61	29.85	31.13	32.45	33.87
	C	28.90	30.15	31.44	32.77	34.21
31	A	29.55	30.82	32.13	33.53	34.97
	B	29.85	31.13	32.45	33.87	35.32
	C	30.15	31.44	32.77	34.21	35.67

SCHEDULE "A" (cont'd)

Key: A = 1997 January 01 - December 31  
 B = 1998 January 01 - December 31  
 C = 1999 January 01 - December 31

<u>Pay Grade</u>	<u>Effective Date</u>	<u>Steps:*</u>				
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
32	A	30.82	32.13	33.53	34.97	36.48
	B	31.13	32.45	33.87	35.32	36.84
	C	31.44	32.77	34.21	35.67	37.21
33	A	32.13	33.53	34.97	36.48	38.06
	B	32.45	33.87	35.32	36.84	38.44
	C	32.77	34.21	35.67	37.21	38.82

\* Except as indicated otherwise, the time frames for eligibility for increments are set out in Article 4.7.

SCHEDULE "B"CITY OF NORTH VANCOUVERHOURLY PAY RATES - OUTSIDE STAFFKEY: A = 1997 January 01 - December 31

B = 1998 January 01 - December 31

C = 1999 January 01 - December 31

<u>Classification</u>	<u>Effec. Date</u>	<u>Hourly Rate</u>
Labourer 1	A	17.12
	B	17.29
	C	17.46
Labourer 2	A	17.32
	B	17.49
	C	17.66
Labourer 3	A	17.58
	B	17.76
	C	17.94
Litter Collector	A	17.32
	B	17.49
	C	17.66
Formsetter-Concrete Finisher	A	19.08
	B	19.27
	C	19.46
Timber Worker	A	18.47
	B	18.65
	C	18.84
Asphalt Raker	A	17.89
	B	18.07
	C	18.25
Lead Hand - Asphalt Crew	A	18.68
	B	18.87
	C	19.06

SCHEDULE "B" (cont'd)KEY: A = 1997 January 01 - December 31

B = 1998 January 01 - December 31

C = 1999 January 01 - December 31

<u>Classification</u>	<u>Effec. Date</u>	<u>Hourly Rate</u>
Pipefitter-Layer	A	18.47
	B	18.65
	C	18.84
Equipment Operator 1	A	18.02
	B	18.20
	C	18.38
Equipment Operator 2	A	18.47
	B	18.65
	C	18.84
Equipment Operator 3	A	18.68
	B	18.87
	C	19.06
Equipment Operator 4	A	18.95
	B	19.14
	C	19.33
Equipment Operator 4A	A	19.63
	B	19.83
	C	20.03
Equipment Operator 4B	A	20.06
	B	20.26
	C	20.46
Equipment Operator 5	A	20.78
	B	20.99
	C	21.20
Parks Service Worker	A	21.01
	B	21.22
	C	21.43

SCHEDULE "B" (cont'd)KEY: A = 1997 January 01 - December 31

B = 1998 January 01 - December 31

C = 1999 January 01 - December 31

Classification	Effec. Date	Hourly Rate
Tree Worker	A	20.17
	B	20.37
	C	20.57
Truck Driver 1	A	17.89
	B	18.07
	C	18.25
Truck Driver 2	A	18.35
	B	18.53
	C	18.72
Truck Driver 3	A	18.54
	B	18.73
	C	18.92
Truck Driver - Swamper	A	18.35
	B	18.53
	C	18.72
Truck Driver - Tank Trailer	A	18.92
	B	19.11
	C	19.30
Trades 2 - Mechanic	A	22.38
	B	22.60
	C	22.83
Trades 2 - Gardener	A	22.38
	B	22.60
	C	22.83
Trades 1 - Mechanic	A	21.01
	B	21.22
	C	21.43

SCHEDULE "B" (cont'd)

KEY: A = 1997 January 01 - December 31  
 B = 1998 January 01 - December 31  
 C = 1999 January 01 - December 31

<u>Classification</u>	<u>Effec. Date</u>	<u>Hourly Rate</u>
Trades 1 - Stonemason	A	21.01
	B	21.22
	C	21.43
Utility Tradesman - Painting and Carpentry (M/F)	A	22.38
	B	22.60
	C	22.83
Utility Tradesman - Waterworks (M/F)	A	22.38
	B	22.60
	C	22.83
Utility Worker - Painting and Carpentry	A	21.01
	B	21.22
	C	21.43
Utility Worker - Parks	A	18.12
	B	18.30
	C	18.48
Painter - Sign Shop	A	18.32
	B	18.50
	C	18.69
Sub-Foreman - Parks (M/F)	A	18.68
	B	18.87
	C	19.06
Sub-Foreman - Streets (M/F)	A	19.08
	B	19.27
	C	19.46
Sub-Foreman - Sewer Maintenance (M/F)	A	19.08
	B	19.27
	C	19.46

SCHEDULE "B" (cont'd)

KEY: A = 1997 January 01 - December 31  
 B = 1998 January 01 - December 31  
 C = 1999 January 01 - December 31

<u>Classification</u>	<u>Effec. Date</u>	<u>Hourly Rate</u>
Sub-Foreman - Sewers (M/F)	A	19.08
	B	19.27
	C	19.46
Foreman I (M/F)**	A	22.02-22.69-23.43
	B	22.24-22.92-23.66
	C	22.46-23.15-23.90
Foreman II (M/F)**	A	23.43-24.25-24.99
	B	23.66-24.49-25.24
	C	23.90-24.73-25.49
Foreman I (Trades) (M/F)**	A	23.68-24.41-25.09
	B	23.92-24.65-25.34
	C	24.16-24.90-25.59
Service Centre Attendant	A	17.58
	B	17.76
	C	17.94
Garage Assistant	A	17.75
	B	17.93
	C	18.11
Cemetery Caretaker	A	18.12
	B	18.30
	C	18.48
Park Attendant	A	17.58
	B	17.76
	C	17.94

\*\* Six month increments.

SCHEDULE "B" (cont'd)

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4-YEAR TERM APPRENTICES

Wage differentials shall be based upon the hourly wage rate for Trades 2 as follows, subject to the understanding that the rate for Labourer 1 shall constitute the minimum amount payable:

1st 6 months	- 70%	5th 6 months	- 80%
2nd 6 months	- 72.5%	6th 6 months	- 82.5%
3rd 6 months	- 75%	7th 6 months	- 85%
4th 6 months	- 77.5%	8th 6 months	- 90%

SCHEDULE "C"

## CITY OF NORTH VANCOUVER

CLASSES REQUIRED TO WORK OTHER THAN THE  
NORMAL WORK WEEKINSIDE EMPLOYEESSurvey Crews

Employees classified as Survey Assistant 1, 2 and 5 work Monday through Friday, 8:30 a.m. to 4:00 p.m. with a one-half hour for lunch.

Communications Operator 1, 2 and 3

Employees classified as Communications Operator 1, 2 and 3, and Counter Clerk-Police work rotating shifts covering twenty-four (24) hours per day and seven (7) days per week. The daily shifts are 8:00 a.m. to 4:00 p.m., 4:00 p.m. to 12:00 a.m. and 11:00 a.m. to 7:00 p.m., 7:00 p.m. to 3:00 a.m., 8:00 p.m. to 4:00 a.m. and 12:00 a.m. to 8:00 a.m. All employees work irregular numbers of consecutive days, but the hours of work average thirty-five (35) per week over each twenty-eight (28) day cycle.

For as long as the Letter of Understanding, attached to this Agreement as Schedule "F", relating to Police Operations Clerk - 12 Hour Shift, is in full force and effect the above provisions shall not apply. In the event that the Letter of Understanding is terminated by either party the above provisions shall apply.

Clerk--Court Documentation (R.C.M.P. Detachment)

Employees classified as Clerk--Court Documentation in the Telephone Recording Centre of the R.C.M.P. Detachment work rotating shifts covering twenty-four (24) hours per day, and seven (7) days per week. The daily shift times are 8:30 a.m. to 4:30 p.m., 4:30 p.m. to 12:30 a.m., and 12:30 a.m. to 8:30 a.m. The work week shall consist of any five (5) consecutive days with two (2) consecutive days off.

CIIDS Reviewer (Records Management Office--R.C.M.P. Detachment)

Employees classified as CIIDS Reviewer\_in the Records Management Office of the R.C.M.P. Detachment work rotating shifts covering twenty-four (24) hours per day, seven (7) days per week. Monday to Friday the daily shift times are 8:00 a.m. to 4:00 p.m., 2:00 p.m. to 10:00 p.m. Saturday and Sunday shift times are 10:00 a.m. to 6:00 p.m. The work week shall consist of an

irregular number of consecutive days that will average thirty-five (35) hours per week over a twenty-eight (28) day cycle. These employees do not work on days declared public holidays.

#### Physical Plant Maintenance Worker

Employees classed as Physical Plant Maintenance Worker shall work a thirty-seven and one-half (37½) hour week, Monday to Friday. The work day shall consist of eight and one-half (8½) consecutive hours, inclusive of an unpaid one (1) hour meal break between the hours of 7:45 a.m. and 4:15 p.m.

#### Supervisor - Building Services and Building Service Worker

Employees classed as Supervisor - Building Services and Building Service Worker shall work a thirty-seven and one-half (37½) hour week, Monday to Friday. The work shall consist of eight (8) consecutive hours, inclusive of an unpaid one-half (½) hour meal break between the hours of 4:00 p.m. to midnight.

All new employees classified as Supervisor - Building Services and Building Service Worker shall work eight (8) consecutive hours, inclusive of an unpaid one-half (½) hour meal break, with the start of each shift commencing between the hours of 6:00 a.m. and 11:00 p.m., any five (5) consecutive days with two (2) days of rest. An individual shift schedule is to be established by management within sixty (60) calendar days of hire and after that, seven (7) calendar days' notice of change in shift schedule is required, otherwise overtime rates will apply.

#### By-Law Enforcement

Employees classed as City By-Law Enforcement Officer and Parking Patrol Officer may work a forty (40) hour work week as provided in Schedule "A", between the hours of 8:00 a.m. and 5:30 p.m. with a one-half hour (½) meal break. The work week will consist of five (5) consecutive days, either Monday through Friday, or Tuesday through Saturday.

All new employees classified as Parking Enforcement Supervisor, City By-Law Enforcement Officer or Parking Patrol Officer may work a forty (40) hour work week as provided in Schedule "A". The work day shall consist of eight and one-half (8½) consecutive hours, inclusive of an unpaid one-half (½) hour meal break between the hours of 8:00 a.m. and 9:00 p.m. The work week shall consist of any five (5) consecutive days with two (2) consecutive days off. Shift differential shall apply to regular hours of work outside of the period of 7:30 a.m. to 6:00 p.m. pursuant to Articles 3.1 and 4.8.

SCHEDULE "C" (cont'd)

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CPIC Operator - Clerk

Employees classed as CPIC Operator - Clerk work Monday to Friday on a rotating shift schedule. The daily shift times are 7:00 a.m. to 3:00 p.m., and 2:00 p.m. to 10:00 p.m.

Works Inspector

Employees classed as Works Inspector work a thirty-five (35) hour work week, Monday to Friday. The work day shall consist of eight (8) consecutive hours, inclusive of an unpaid one (1) hour meal break between the hours of 7:30 a.m. and 4:30 p.m.

Investment Clerk

Employees classified as Investment Clerk work seven (7) consecutive hours between 8:00 a.m. and 4:30 p.m., Monday to Friday.

Note: The employee and the Supervisor shall agree on the individual work schedule within the above range, and where there is no agreement the Supervisor shall make the decision.

Court Liaison Officer

Employees classified as Court Liaison Officer may work any eight (8) consecutive hours between the hours of 7:30 a.m. and 4:30 p.m., Monday to Friday, exclusive of an unpaid one (1) hour meal break.

Computer Services

Employees classified as Client Services Specialist 1, Client Services Specialist 2, Computer Operations Supervisor, Programmer Analyst, Data Base Specialist/Systems Analyst and Systems Analyst shall work their regular shift between the hours of 7:00 a.m. and 6:00 p.m., Monday to Friday inclusive. Employees will schedule their hours of work with the agreement of their Supervisor; where there is no agreement the Supervisor shall set the schedule with a minimum of two (2) weeks' notice to the employee(s).

R.C.M.P. Civilian Employees

Employees of the R.C.M.P. Detachment classified as follows may work between the hours of 8:00 a.m. and 4:00 p.m., Monday to Friday, exclusive of an unpaid one (1) hour meal break:

- Clerk - Block Watch
- Clerical Supervisor, R.C.M.P.

SCHEDULE "C" (cont'd)

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- Supervisor, Records Section
- CPIC Reader/Coordinator
- Police Accounts Clerk 1 and 2
- Police Administration and Records Clerk
- Exhibit Custodian

Traffic Clerk 1 and 2

Employees classified as Traffic Clerk 1 and 2 may work any seven consecutive hours between 7:00 a.m. and 4:30 p.m., Monday to Friday, exclusive of an unpaid one (1) hour meal break.

Firearms Clerk

Employees classified as Firearms Clerk may work between the hours of 7:00 a.m. and 3:00 p.m., Monday, Tuesday, Thursday, and Friday, and 12:00 p.m. to 8:00 p.m. on Wednesday.

Identification Technician

Employees classified as Identification Technician may work between the hours of 7:30 a.m. and 3:30 p.m.

Clerk - Court Documentation

The daily shift time are 7:00 a.m. to 3:00 p.m.; 8:00 a.m. to 4:00 p.m.; 8:30 a.m. to 4:30 p.m.; 4:30 p.m. to 12:30 a.m.; and 12:30 a.m. to 8:30 a.m.

Telephone Operator/Receptionist - R.C.M.P.

Employees classified as Telephone Operator/Receptionist - R.C.M.P. may work any seven (7) consecutive hours between 8:00 a.m. and 5:00 p.m., Monday to Friday, exclusive of an unpaid one (1) hour meal break.

Records Supervisor

Effective 1998 April 16, employees classified as Records Supervisor may be required to work any seven (7) consecutive hours between the hours of 7:00 a.m. and 6:00 p.m., Monday through Friday, exclusive of a one hour meal break.

SCHEDULE "C" (cont'd)

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Crisis Intervention Worker

Effective 1998 April 16, employees classified as Crisis Intervention Worker may be required to work any seven (7) consecutive hours between the hours of 7:00 a.m. and 11:00 p.m., Monday to Friday, exclusive of a one hour meal break.

Client Services Specialist (RCMP Detachment)

Effective 1998 April 16, employees at the RCMP detachment classified as Client Services Specialist may be required to work any seven (7) consecutive hours between the hours of 8:00 a.m. and 10:00 p.m., Monday to Friday, exclusive of a one hour meal break.

OUTSIDE EMPLOYEESNew Construction and Maintenance Construction

Outside employees involved in this work may have their hours adjusted to commence work no earlier than 7:00 a.m. and finish no later than 4:45 p.m.

Street Cleaning and Litter Collecting

Outside employees engaged in this work may have their hours adjusted to commence work no earlier than 7:00 a.m.

Salting Crews

In winter when icy road conditions prevail, a crew may regularly work, patrolling and salting as required, from 11:30 p.m. to 8:00 a.m. on five (5) consecutive days per week, but normally Monday to Friday. A one-half (½) hour for lunch. In the event such work is performed on a Sunday, ten (10) hours' pay will be granted for eight (8) hours of work.

Garage

Employees engaged in work at the City Garage work any eight (8) consecutive hour shifts between 6:00 a.m. and 10:00 p.m. with a one-half (½) hour lunch break, Monday to Friday. Shifts will be rotated on a mutually agreed basis between the employee and supervisor, and where there is no mutual agreement, such rotation schedule will not exceed 4 weeks at one time.

SCHEDULE "C" (cont'd)

Page 6

Tidal Work

The work week will consist of five (5) consecutive days, normally Monday to Friday. The work day will consist of eight and one-half (8½) consecutive hours, inclusive of one-half (½) hour for a meal, with the commencement of each day's shift to coincide with the tide.

Storekeeper

In the Yard, works 8:00 a.m. to 4:30 p.m., Monday through Friday. A one-half (½) hour for lunch.

Mahon Park Caretaker and/or Patrol Caretaker

The caretakers work five consecutive days with two (2) consecutive days off each week. Their daily hours of work are from 8:00 a.m. to 4:30 p.m. or 2:30 p.m. to 11:00 p.m., including Saturdays and Sundays with a one-half (½) hour for a meal, except on Saturdays and Sundays during September through March when their daily hours are from 9:00 a.m. to 5:30 p.m. with a one-half (½) hour for lunch.

Parks Sprinkling Crews

Employees designated to be on the Parks Sprinkling Crews may work 11:30 p.m. to 8:00 a.m. Monday through Friday during July and August.

Emergency Shift

The Corporation can create an emergency shift and the Union notified immediately for purposes of emergency.

Service Centre Attendant

Employees classified as Service Centre Attendant work eight (8) consecutive hours between 6 a.m. and 4:30 p.m., Monday to Friday.

Note: The employee and the Supervisor shall agree on the individual work schedule within the above range, and where there is no agreement the Supervisor shall make the decision.

Street Sweeping and Flower Basket Watering

Employees engaged in street sweeping or flower basket watering may have their hours adjusted to commence work no earlier than 6:00 a.m.

SCHEDULE "C" (cont'd)

Line Painting

Employees engaged in line painting may have their hours adjusted to commence work no earlier than 5:00 a.m.

SCHEDULE "D"SUPPLEMENTARY VACATIONS: EXPLANATION OF THE TABLE

In the table the figure to the left of the oblique stroke shows the number of working days\* of regular annual vacation.

The figure to the right of the oblique stroke shows the number of working days of supplementary vacation, and appears in the calendar year in which they are credited to an employee. These supplementary vacation days may be taken in any of the years beginning with the one in which they were credited but prior to the one in which the next 5 days are credited.

Example:

An employee hired in 1986 is in their (11th) calendar year during 1996. The employee in 1996 will be credited with 5 supplementary working days which may be taken at any time between 1996 and 2000, both years included. In 2001 the employee will be credited with a further 5 supplementary working days, etc.

\*The working day entitlement is based upon a five-day work week.

## SCHEDULE "D" (cont'd)

TABLE SHOWING REGULAR ANNUAL VACATION AND SUPPLEMENTARY VACATION  
ENTITLEMENT IN WORKING DAYS FOR THE YEARS 1996 TO 2005 BY YEAR HIRED  
 (based on 1997 vacation entitlement)

Year Hired	ENTITLEMENT YEAR									
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
2004	--	--	--	--	--	--	--	--	--	15/-
2003	--	--	--	--	--	--	--	--	15/-	15/-
2002	--	--	--	--	--	--	--	15/-	15/-	15/-
2001	--	--	--	--	--	--	15/-	15/-	15/-	15/-
2000	--	--	--	--	--	15/-	15/-	15/-	15/-	15/-
1999	--	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-
1998	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-
1997	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-
1996	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-
1995	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5
1994	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-
1993	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-
1992	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-
1991	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-
1990	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5
1989	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-
1988	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-
1987	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-
1986	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-
1985	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5
1984	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-
1983	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-
1982	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-
1981	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-
1980	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5
1979	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-
1978	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-
1977	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-
1976	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1975	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1974	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1973	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1972	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1971	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1970	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1969	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1968	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1967	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1966	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1965	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5

SCHEDULE "E"

This is Schedule "E" referred to in Article 10.6 of this Agreement

A. The Corporation and the Union agree as follows:

The following are items 21 and 24 of the Memorandum of Agreement dated 14 June, 1977, and entered into between the bargaining representatives of the Corporation et al. and the bargaining representatives of the Union et al.

21. With respect to the Unions' proposal for a Compressed Work Week based on present hours, it is agreed that decisions regarding whether or not, and, if so, to what extent compressed work weeks should be introduced into the operation of any of the Employers, should be made in local discussions between individual Employers and their respective Local Union. It is agreed, however, that arrangements for the conversion of fringe benefits from a 5-day week basis to a 4-day week basis or to a 9-day fortnight basis shall be made in accordance with one or other of the standard formulas the details of which are set forth in Appendix "A" which is attached to this Schedule "E".

It is expressly agreed that the various formulas which are to be included within all new Agreements, are to be based upon the principle that any adjustment from a 5-day week is to be accomplished with neither any additional salary or benefit cost to the Employers nor any reduction in the salaries or benefits received by their employees.

24. Both parties agree to the principle of job training programs. The details and implementation of employee training programs designed to improve employee effectiveness shall be a topic for local discussions.

B. The Corporation and the Union agree as follows:

The following is item 13 of the Memorandum of Agreement dated April 30, 1981, and entered into between the bargaining representatives of the Corporation et al and the bargaining representatives of the Union et al.

13. Handicapped Workers

Within the limitation imposed by the Employers' unwillingness to create unnecessary work, each individual Employer is willing to make every conceivable effort in cooperation with its Union in order to provide opportunities for older, partially disabled or otherwise handicapped employees to retain employment.

APPENDIX "A"

This is the Appendix referred to in Section A21 of Schedule "E"

PRINCIPLES GOVERNING THE CONVERSION OF EMPLOYEES' FRINGE BENEFITS  
IN CASES OF INTRODUCTION OR RENEWAL OF COMPRESSED WORK WEEKS

In the event that any of the parties to this Memorandum of Agreement decide in local discussions to extend the existing conversion of, or to convert the work week of the employees staffing the whole or a part of an Employer's operations, from five (5) working days to four (4) working days per week or to nine (9) working days per fortnight, it has been agreed that such employees' fringe benefits shall be converted as follows:

1. Basic annual working hours shall be calculated as  $260.89 \times$  daily working hours as per the 5-day week; e.g.,  $260.89 \times 7 = 1826.25$ , or  $260.89 \times 7.5 = 1956.675$ .
2. Basic annual public holiday hours shall be calculated as  $11 \times$  daily hours as per the 5-day week; e.g.  $11 \times 7 = 77$ , or  $11 \times 7.5 = 82.5$ .
3. Account shall be taken of the difference in basic annual rest period allowances; e.g.,  $52.178 \text{ weeks} \times 5 \text{ days} \times 20 \text{ minutes} (= 86.96 \text{ hours})$  in the case of the standard 5-day week;  $52.178 \times 4 \times 20 \text{ minutes} (= 69.57 \text{ hours})$  in the case of the 4-day week; and  $52.178 \times 4.5 \times 20 \text{ minutes} (= 78.27 \text{ hours})$  in the case of the 9-day fortnight.
4. Employees shall have at least two (2) of their days off in any week consecutive, and such days off shall for purposes of Overtime pay be deemed to be the "first scheduled rest day" and the "second scheduled rest day". Pay for any work on the third day off in any week shall be in accordance with the normal daily overtime rates.
5. For the purposes of Overtime pay on scheduled working days, normal daily working hours and the normal work week shall be considered to be those lengths of time established by the parties pursuant to paragraph 8 herein.
6. Annual Vacation entitlement and all credits for deferred Vacation, Sick Leave benefits and Gratuity benefits shall be converted from working days to working hours by multiplying the number of days to an employee's credit by the daily working hours as per the previous 5-day week. All deductions or debits shall be made on the basis that each

working day of absence shall be measured as the length of time established by the parties pursuant to paragraph 8 herein.

7. Notwithstanding any clause in a Collective Agreement to the contrary, an employee shall not receive pay for acting senior capacity where the employee has been temporarily required to accept the responsibilities and carry out the duties of a senior position because of the absence of the incumbent of that senior position due to the compressed work week.
8. In order to establish the length of the compressed work day and the compressed work week, the parties are to be governed by the principle that the basic annual working hours less basic annual public holiday hours and less basic annual rest period allowances are to remain the same under the compressed work week as they were under the standard work week.

The parties will be free to decide how to deal with the matter of the public holidays in accordance with one or other of the three following ways, and their decisions will determine automatically the lengths of the compressed work day and work week.

- (a) Revert to a standard 5-day week in any week when a public holiday occurs;
  - (b) Change days off during any week when a public holiday occurs in order that each employee will work on four (4) days in every week of the year with the sole exception being when Christmas Day and Boxing Day are observed in the same week in which case each employee will work three (3) days in that week and five (5) days in the immediately preceding week.
  - (c) Have a compressed work day off with pay for each public holiday, and owe the Employer the difference in hours between the length of the compressed work days and the length of the employee's former standard work day.
9. Whenever any doubt arises as to how the fringe benefit conversion should be made with respect to any item (whether or not covered by this Schedule "E"), the doubt shall be resolved by reference to the basic principle agreed upon by all parties to this Memorandum, i.e., there shall be no additional salary or benefit cost to the Employer, and no reduction in the salaries or benefits received by the employees.
  10. In the event any Employer and its respective Union wish to amend or continue an existing experimental compressed work week, or wish to introduce a compressed work week, they will be required to obtain the approval of the Joint Language Sub-Committee with respect to their proposed formula for converting employee fringe benefits.

SCHEDULE "F"

This is Schedule "F" referred to in Article 10.6  
and in Schedule "C" of this Agreement

LETTER OF UNDERSTANDINGPolice Operations Clerk--12 Hour Shift

All items in this proposal are in accordance with the Collective Agreement. Where a number is shown to indicate the amount of days, substitute x 7 hours (i.e. 15 days' vacation would read 105 hours). For clarification and explanation, parts of some of these sections are shown below with the conversion already completed.

Implementation

This proposed compressed work week will affect Police Operations Clerks only. An initial trial period is proposed from March 13 to June 30, 1982, both dates inclusive, and shall remain in full force and effect for further six month periods thereafter unless either party hereto gives the other party hereto one month's written notice of its intention to change, amend or terminate any agreement at the expiry date or subsequent expiry dates.

Hours of Work

One work shift shall span 12 consecutive hours inclusive of two (2) hours for meal breaks and 28½ minutes for rest breaks. The work day will be deemed to be ten (10) hours. The work period will consist of 4 consecutive work shifts followed by 4 consecutive days of rest. The basic annual working hours less basic annual public holiday hours and less basic annual rest period allowances are to remain the same under the compressed work week as they were under the standard work week.

Reconciliation of Hours' Worked Shall be Based on the Following:

(1) Hours worked per year under 5 day week:

35 hours per week x 52.178 weeks - 77 hours (11 public holidays x 7 hours) = 1749.25 hours

(2) Hours worked per year under compressed week:

SCHEDULE "F" (cont'd)

Page 2

Number of work periods in a year x number of work hours in a work period - 77 hours  
(11 public holidays x 7 hours)

$$\frac{365.25}{8} \quad \times \quad 40 \text{ hours} \quad - \quad 77 \text{ hours} \quad = \quad 1749.25$$

Reconciliation of Rest Period Allowance Shall be Based on the Following:

- (1) Rest periods under 5 day week:

$$20 \text{ minutes per day} \times 5 \text{ days} \times 52.178 \text{ weeks} = 5218 \text{ minutes}$$

- (2) Rest periods under compressed week:

$$28.59 \text{ minutes per day} \times 182.5 \text{ days} = 5218 \text{ minutes}$$

Overtime

Overtime rates shall be in accordance with the Collective Agreement, that is:

- (1) x 1½ for the first 2 hours of overtime on any regular working day if worked immediately preceding or immediately following an employee's regular shift
- (2) x 2 for all overtime beyond 2 hours on any regular working day if worked immediately preceding or immediately following an employee's regular shift
- (3) x 2 for all overtime worked at any other time than immediately preceding or immediately following an employee's regular shift

Paid Meal Breaks Re Overtime

These will be in accordance with Article 4.15 of the Collective Agreement.

Vacations

- (1) New employees with less than twelve (12) calendar months of service, seven (7) hours for each month worked to a maximum of seventy (70) working hours.
- (2) During the second up to and including the seventh calendar year of service-one hundred and five (105) hours.

SCHEDULE "F" (cont'd)

Page 3

- (3) During the eighth up to and including the fifteenth calendar year of service - one hundred and forty (140) hours.
- (4) During the sixteenth up to and including the twenty-third calendar year of service - one hundred and seventy-five (175) hours.
- (5) During the twenty-fourth and all subsequent calendar years of service - two hundred and ten (210) hours.
- (6) It is agreed that in the case of 105, 140 and 175 hours' annual vacation periods, no more than two (2) weeks (70 hours) may necessarily be consecutive.
- (7) An employee who is entitled to annual vacation of 140 working hours or more in any year:

Shall take at least 105 working hours of such annual vacation during the year in which he earns such vacation and may defer the taking of any part of such annual vacation in excess of 105 working hours.

PROVIDED HOWEVER that the maximum deferred vacation which an employee may accumulate at any one time shall be 140 hours.

Supplementary Vacation

Each employee shall be entitled to paid supplementary vacation in addition to the annual vacation in accordance with Article 6.2(f) of the Collective Agreement. By referring to the "Table showing regular annual vacation and supplementary vacation entitlement in working days for the years 1996 to 2005 by years hired" an employee would refer to the appropriate square and multiply the number of days shown by 7 hours to obtain the correct number of hours.

Vacation in the Year of Retirement

The number of days an employee would be entitled to, in accordance with Article 6.2(g) of the Collective Agreement, would be multiplied by 7 hours to obtain the correct number of hours the employee would receive.

Public Holiday Bank

At the beginning of each year (January 1) each full-time employee will have their "Public Holiday Bank" credited with 77 hours (11 Public Holidays x 7 hours). Employees starting full-time employment after January 1 will have their "Public Holiday Bank" credited with the number

of public holidays still to come in the year x 7 hours. All time in the employee Public Holiday Bank (77 hours maximum) must be taken in the year earned or else forfeited by the employee.

If an employee, in this group, is scheduled, and does work on a public holiday, then in addition to receiving the aforementioned credits, their "Overtime Bank" will be credited with a one-half (½) time premium, expressed in hours, for all hours actually worked on the public holiday.

The employee will also be receiving regular pay for the hours worked on the public holiday.

#### Sick Leave

In accordance with Article 6.4 of the Collective Agreement, full-time employees shall be granted sick leave with pay on the basis of 11.66 hours per month (140 hours per year) retroactive to the first completed calendar month of employment. Any unused portions of sick leave shall accumulate to a maximum of 840 hours.

#### Workers' Compensation

Workers' Compensation benefits shall be paid in accordance with Article 6.5 of the Collective Agreement.

#### Compassionate Leave

In accordance with Article 6.6 of the Collective Agreement where, after six (6) months of employment, an employee may be granted compassionate leave without loss of pay for a period not to exceed 21 working hours. Where an employee who qualifies for this 21 hours is required to travel outside the Lower Mainland, they may be granted an additional 14 hours of leave without loss of pay. An employee may be granted up to 4 hours' leave to attend a funeral as a pallbearer or a mourner.

#### Retirement Benefit

The cash settlement for any unused sick leave will not exceed 210 hours.

#### Service Severance Pay

Employees leaving the service of the Corporation, other than on retirement and who have completed ten (10) years of service or more, shall be paid 14 hours' pay for each year of service.

Employees retiring from the service of the Corporation shall be paid at the rate of 28 hours' pay for each year of service with the Corporation.

SCHEDULE "F" (cont'd)

Page 5

Shift Differential (Premium)

The normal hours of work per day shall be in accordance with the Collective Agreement. Shift differential of seventy-five cents (75¢) per hour will be paid for all hours worked outside 8:00 a.m. to 4:00 p.m.

Combining Time Off

Employees will be allowed to take banked Public Holidays in advance of being earned and, as management does not want an employee off for a part of a shift, the employee will be allowed to combine part days of regular vacation, banked public holiday time and accumulated time off to make up a full shift. Upon separation of employment, an employee will be deducted for time off taken from their regular vacation and Public Holiday Banks in advance of this time being earned.

Pay Periods

Employees will receive 70 hours' pay bi-weekly. Distribution of time off will be based on the number of hours actually taken (a full day shift would equal 10 hours).

Auxiliary Employees

- (1) Auxiliary Employees are entitled to a percentage in lieu of benefits in accordance with Article 6.25 of the Collective Agreement.
- (2) Hours of Work, Paid Meal Breaks and Meal Allowances and Shift Differential as set out in this Letter of Understanding shall apply to Auxiliary Employees.
- (3) Overtime shall be in accordance with Article 4.13 of the Collective Agreement.
- (4) The work periods shall be comprised of eight consecutive days to be defined as days 1 to 8, or 9 to 16, or 17 to 24, or 25 to 32, or 33 to 40 on the attached schedule. The schedule reverts to day 1 after day 40. For instance, an Auxiliary may work at regular wages days 6, 7, 8, 9, off 10, 11, work 12, 13, 14. Overtime would be paid for work on day 10 as it is the fifth consecutive day of work, or for work on day 15 as it is the fifth day of work in the work period.

It is agreed and understood that any matter not specifically referred to in this document shall be governed by the terms and conditions of the Collective Agreement between the Corporation of the City of North Vancouver and the Canadian Union of Public Employees, Local 389.

SCHEDULE "F" (cont'd)

DATED this 1st day of March, 1982.

For the Corporation of the City of North  
Vancouver

For the Canadian Union of Public  
Employees, Local 389

\_\_\_\_\_  
"Bruce Hawkshaw"

\_\_\_\_\_  
"Harry S. Greene"

\_\_\_\_\_  
"Thomas Kelly"

Updated during the drafting of the 1997-1999 Collective Agreement to reflect changes made to the body of the Collective Agreement.

SCHEDULE "G"

This is Schedule "G" referred to in  
Clause 10.6 of this Agreement

G.V.R.D. DENTAL PLAN AND GROUP LIFE INSURANCE PLAN

The parties hereto agree as follows:

A. Dental Plan

The Employers within the GVRD Dental Plan shall be responsible through the GVRD-LRD for establishing dental plan premiums under the following terms and conditions:

- (a) Adjustments shall be made at least annually to current premiums, but only when such premiums result in either a shortfall or a surplus (calculated on the basis of all costs and administrative charges and the maintenance of a 2-month buffer);
- (b) Any such premium adjustment shall be based upon the experience of the pool over the preceding calendar year;
- (c) Any such premium adjustment shall be made on a flat rate basis across all members of the pool; and
- (d) The GVRD-LRD shall notify the JNC Benefits Subcommittee of any premium adjustments a minimum of 60 days prior to implementation of such adjustment. At the request of the JNC Benefits Subcommittee, the parties shall meet to discuss the proposed adjustments.

B. Rights to Withdraw from the Dental Plan

Effective 1986 August 01 and thereafter, any Employer electing to withdraw from the GVRD Dental Pool 061 shall do so only upon:

- (a) fully prepaying its plan deficit existing at the time of withdrawal, or alternatively receiving its plan surplus existing at the time of withdrawal, in either instance calculated back to the later of 1986 August 01 or the last date upon which premiums were adjusted. Having paid the deficit/received the surplus attributable to its employee group, the Employer shall then, in accordance with the existing cost-sharing agreement governing dental plan premiums, make the necessary

arrangements to either recover the employees' share of the deficit or to disburse the employees' share of the surplus;

- (b) providing its Union and the JNC Benefits Subcommittee with a minimum of 60 days' notice;
- (c) ensuring that, upon withdrawing, identical coverage is obtained for its employees at a premium rate equal to or lower than that applicable to the premium rate of Pool 061 at that date.

C. Joining the Dental Plan

No employee group which is not currently a member of Dental Pool 061 shall be entitled to join Dental Pool 061 without first receiving the approval of the LRAC Benefits Subcommittee and the JNC Benefits Subcommittee.

D. Group Life Plan

- (a) The Employer shall provide the Union with a minimum of 60 days' notice of any change of carrier providing Group Life coverage.
- (b) The Employer shall review annually with the Union the status of the Group Life Plan and any surpluses generated by the Plan experience shall be utilized to provide a premium holiday for both Employer and employees in accordance with the current cost sharing of premiums unless other arrangements mutually satisfactory to the parties can be reached.

SCHEDULE "H"1994-1996 NEGOTIATIONS1. Direct Deposit Payroll

Effective as soon as possible following 1995 April 26, the Employer and the Union agree that the Direct Deposit Payroll system shall be extended to include Auxiliary Employees and that it shall be mandatory for all existing and new employees; except those existing Regular Full-Time, Regular Part-Time and seniority-rated Temporary Full-Time Employees who were given the option and declined Direct Deposit.

2. Hours of Work

As soon as possible following the date of ratification of the Joint Memorandum of Agreement, the Employer and the Union agree to discuss the following hours of work changes:

(i) Planners

Effective as soon as possible following 1995 April 26, employees classified as Planner 1 and 2, and Social Planner may be required to work their regular shift between the hours of 8:00 a.m. and 10:30 p.m., Monday to Thursday, one (1) day each week. Employees will schedule their hours of work with the agreement of their Supervisor; where there is no agreement the Supervisor shall set the schedule with a minimum of one (1) week's notice to the employee(s).

(ii) RCMP Telecoms (Communications Operators)

Effective as soon as possible following 1995 April 26, employees classified as Telecoms may be required to increase their work hours from ten (10) to eleven (11) hours within the twelve (12) hour shift cycle and be compensated for the additional hours at straight-time.

LETTER OF UNDERSTANDING

between

THE CITY OF NORTH VANCOUVER  
(the "Employer")

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389  
(the "Union")

CASUAL POOL EMPLOYEES

The Employer and the Union agree that for as long as this Letter of Understanding is in place, the following provisions shall apply to those employees who are part of the Casual Pool administered by the Personnel Department.

1. The Employer will advise the Union of the names of the employees who are part of the Casual Pool.
2. The Employer will advise the Union of the work assignments given to employees in the Casual Pool.
3. Regardless of the length of an assignment, employees in the Casual Pool will retain the status of Auxiliary Employees and shall be paid the appropriate percentage in lieu of benefits (i.e., the employees will not convert to Temporary Full-Time status).
4. An employee in the Casual Pool who is appointed to a posted Regular Full-Time, Regular Part-Time, or Temporary Full-Time position shall convert to the appropriate status and shall not be covered by this Letter of Understanding.

This Letter of Understanding shall continue in effect until 1996 December 31 and shall remain in effect thereafter until either party serves written notice to cancel it during a period of bargaining. Such cancellation shall only be effective at the conclusion of such bargaining if no other arrangements are mutually agreed.

LETTER OF UNDERSTANDING - CASUAL POOL EMPLOYEES (cont'd)

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION:

\_\_\_\_\_  
"John E. Loucks"

\_\_\_\_\_  
"Mike Hocevar"

\_\_\_\_\_  
"Bruce Hawkshaw"

\_\_\_\_\_  
"Sarah Johnston"

DATED \_\_\_\_\_ January 4, 1996

LETTER OF UNDERSTANDING

between the

CITY OF NORTH VANCOUVER  
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389  
(hereinafter called "the Union")

**HOURS OF WORK**

Where the Employer wishes to change the hours of work (which includes work week), of an employee or a position, in a manner not already provided for within the terms of the Collective Agreement or as otherwise agreed by the parties, the following shall apply:

1. The Employer shall provide the Union with no less than thirty (30) calendar days' written notice of the intended change, the names of the position(s) and incumbent(s) impacted, the reason(s) for the change and duration, and provide an opportunity to meet within the thirty (30) days of the Union receiving the written notification in order to discuss the proposed change(s).
2. The Union will provide a written response within thirty (30) calendar days of the meeting which shall include primary reasons for withholding their consent.
3. Where there is no mutual agreement, the matter may be referred within twenty (20) calendar days of receiving the Union's response to an Hours of Work Umpire who shall convene a hearing for a final and binding decision at any time, but no later than twenty (20) calendar days from the date the Employer referred the matter to the Umpire. No change to the hours of work shall be implemented until such time as the Umpire has reached a decision and notified both parties in writing. It shall be the Employer's responsibility for establishing the rationale for the change in hours of work.
4. The cost of the Umpire, the cost of meeting room, and leave without loss of pay for up to three (3) employees to attend the hearing shall be borne by the Employer.
5. The Hours of Work Umpire shall evaluate whether the Union has been unreasonable in denying the Employer's request after considering the Employer's rationale for the proposal, the impact on the personal and family needs of any affected incumbent(s), and the Union's rationale for denying the request.

LETTER OF UNDERSTANDING - HOURS OF WORK (cont'd)

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6. Decisions of the Umpire shall not be precedent setting and shall be made within fourteen (14) calendar days of the matter being heard.
7. The Hours of Work Umpire shall be selected from the following list on a rotating basis. Should an Umpire not be available or indicate they will not be able to meet the time limit, the next name on the list shall be selected.
 

Rod Germaine	Colin Taylor
David McPhillips	John Thorne
8. Employees who are affected by an hours of work change under this Letter of Understanding shall be offered the amended work shifts on the basis of seniority (high to low) provided they are qualified to perform the work. In the event there are insufficient employees who agree to accept the work shifts, the Employer shall assign the work in reverse order of seniority (low to high) to employees qualified to perform the work.
9. The parties agree that the Shift Premium provision applies seven (7) days a week.
10. The Employer and the Union agree that procedures under this Letter of Understanding do not relate to a "difference" within the meaning of Section 104(1) of the Labour Relations Code.

SIGNED this 4th day of January, 1996.

ON BEHALF OF THE EMPLOYER:

“John E. Loucks”

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“Bruce Hawkshaw”

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ON BEHALF OF THE UNION:

“Mike Hocevar”

---

“Sarah Johnston”

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LETTER OF UNDERSTANDING

between the

CITY OF NORTH VANCOUVER  
(hereinafter called “the Employer”)

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389  
(hereinafter called “the Union”)

**RE: SECONDARY SCHOOL STUDENT WORK EXPERIENCE PLACEMENT**

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The Parties to this Letter of Understanding agree to cooperate and facilitate the provincial Career Preparation Program through School District #44 in the City of North Vancouver. The purpose of this Letter of Understanding is to set in place the framework within which Work Experience placements at the City shall operate.

A Work Experience placement is designed to introduce students to specific work experiences and skills by placing the student in a working environment for an agreed period of time in order that the student can experience first hand the responsibilities of the workplace, jobs and skills the student will face when entering the workforce.

1. The Employer will provide the Union with one (1) month’s notice, in writing, of its intent to place a student on a Work Experience placement program. There shall be a maximum of eight (8) students per calendar year and students shall not work more than thirty (30) hours per placement.
2. The student will not displace or cause a cutback in hours of a current employee. The student shall not be placed in a work unit or crew where an employee of that work unit or crew is laid off. The student shall not be placed during a labour dispute.
3. On the first day of the work experience the student will be given a general orientation to the workplace. This orientation shall include a review of: the organization’s structure, the functions of each department, the physical layout of the place of employment, the role of the Union in the workplace, and the occupational health and safety program.
4. The student on a work experience placement must be supervised at all times by the employee(s) whose job the student is learning. An employee has a choice as to whether they wish to take on the task of supervising a student.

LETTER OF UNDERSTANDING - SECONDARY SCHOOL STUDENT  
WORK EXPERIENCE PLACEMENT (cont'd)

This Letter of Understanding shall expire on 1999 December 31 or thereafter upon forty-five (45) days' notice in writing by either party.

DATED this 31st day of March, 1998.

Signed for the City of North Vancouver:

Signed for the Canadian Union of Public  
Employees, Local 389:

\_\_\_\_\_  
"A.K. Tollstam"

\_\_\_\_\_  
"Cindy McQueen"

\_\_\_\_\_  
"R. Shore"

\_\_\_\_\_  
"C. Credico"

\_\_\_\_\_  
"Mike Hocevar"