

LETTER OF UNDERSTANDING NO. 4-97

BETWEEN REGIONAL DISTRICT OF FRASER-FORT GEORGE (hereinafter called the "Employer")

AND THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1699 (hereinafter called the "Union")

WHEREAS the Employer and the Union have entered into a Collective Agreement binding the Employer and the Union for the period **January 1, 2000 to December 31, 2001**; and

WHEREAS the British Columbia Labour Relations Board on February 24, 1997 certified Canadian Union of Public Employees, Local 1699, as the Bargaining Agent for the employees in a unit composed of employees of the Regional District of Fraser-Fort George including dependent contractors at Westlake, Mud River, Shelley, Valemount, Chief Lake and Cummings Road, except those excluded by the Code;

AND WHEREAS the Regional District of Fraser-Fort George has adopted a Regional Solid Waste Management Plan in accordance with the *Waste Management Act*;

NOW THEREFORE the Employer and the Union mutually agree to the following terms as they relate to dependent contractors:

- 1.0 The attached Operation Description for each of the landfills and transfer stations outlines the scope of work of the dependent contractors as well as the hours of operation for each site (Appendix A).
 - 1.1 All dependent contractors listed in Schedule C work on a part-time basis, with variable hours as outlined in Appendix A.
 - 1.2 All work at the Chief Lake, West Lake, Shelley and Mud River landfills is temporary, in recognition of scheduled closure dates.
- 2.0 All the rights and benefits of the *Collective Agreement* apply with the following variations:
 - 2.1 If overtime is required, it will be paid following the regular work schedule, which is defined as 8 hours per day and 40 hours per week.
 - 2.2 Scott Dean, Chad Slubowski, Herb Switzer, Farren Wilson, and Wilf Wilson will receive 6% vacation pay based on gross earnings payable biweekly.
 - 2.3 Schedule C "Dependent Contractors" shall receive 1% pay-in-lieu of sick leave, based on gross earnings payable biweekly.
- 3.0 A separate pay schedule known as Schedule C is established for the hourly rates of the dependent contractors.
 - 3.1 Schedule C "Dependent Contractors" shall be paid as follows:
 1. West Lake Landfill, Chief Lake Landfill, Shelley Landfill, Mud River Landfill and Cummings Road Transfer Station.
\$13.22 per hour (2000 rate)
\$13.48 per hour (2001 rate)
 2. Valemount Transfer Station
\$15.26 per hour (2000 rate)
\$15.57 per hour (2001 rate)

- 3.2 The rate of pay for Schedule C “Dependent Contractors” includes an allowance for vehicle/clothing/site conditions.
- 3.3 In accordance with the *Employment Standards Act*, Wilf Wilson is to receive 32 consecutive hours of rest each week. His hours of work at the Valemount Transfer Station, therefore, shall not exceed 36 hours per week. The total weekly hours worked by Wilf Wilson and his assistant shall not exceed the total weekly supervision hours approved by the Regional District. Both shall receive the same rate of pay.
- 4.0 Schedule C “Dependent Contractors” shall start with seniority based on 50% of accumulated hours to March 31st, 1997 with 100% of accumulated hours worked after April 1st, 1997.
 - 4.1 Schedule C “Dependent Contractors” shall be subject to internal bumping among the landfill and transfer station sites named by the Labour Relations Board, based on the seniority provisions outlined in item 4.0 above.
 - 4.2 All employees and dependent contractors working in jobs listed on Schedules A, B and C of the *Collective Agreement* shall be incorporated into one Regional District seniority list.
- 5.0 All pay and pay-in-lieu of benefits is retroactive to September 10th, 1996.

RENEWED this 1st day of **NOVEMBER, 2000.**

SIGNED ON BEHALF OF THE CANADIAN
UNION OF PUBLIC EMPLOYEES,
LOCAL 1699

SIGNED ON BEHALF OF THE
REGIONAL DISTRICT OF
FRASER-FORT GEORGE

President

Chairperson

Secretary

Administrator

SUMMARY

The Regional Solid Waste Management Plan calls for the Chief Lake Regional Landfill to be replaced by a transfer station in 1997. Public use of the Chief Lake Regional Landfill is planned to be discontinued as of August 22, 1997. The transfer station service is designed to operate without on-site supervision. Consequently, the level of on-site supervision at the Chief Lake Regional Landfill is to be phased out toward the transition period.

HOURS OF OPERATION: CHIEF LAKE REGIONAL LANDFILL			
Day	Hours	Supervision Hours to June 27, 1997	Supervision Hours June 28 1997 to August 15, 1997
Monday	11 a.m. to 7 p.m.	8	gate remains open - 0
Thursday	6 a.m. to 2 p.m.	8	0
Friday	6 a.m. to 2 p.m.	8	4
Saturday	11 a.m. to 7 p.m.	8	4
Sunday	11 a.m. to 7 p.m.	8	4

Scope of Work During On-Site Supervision (Dependent Contractor)

1. Open and close the facility in accordance with hours of operation (to June 27,1997).
2. Direct site users to the appropriate unloading areas.
3. Record number of vehicles entering the facility.
4. Keep the access to unloading and gate areas clear of ice, snow and accumulation of materials.
5. Distribute Regional District information materials to site users.
6. Report site conditions and emergency situations arising at the facility.
7. Remove and replace signs.

Skills, Abilities, and Licenses

1. Grade 10 or equivalent.
2. Ability to work outdoors in a wide variety of weather conditions.
3. Ability to maintain accurate hard copy records.
4. Ability to understand information provided by the Regional District on its bylaws and on provincial/federal statutes and regulations governing the disposal and transfer of solid waste.
5. Valid B.C. Drivers' License.
6. Valid Survival Oriented First Aid certification.
7. Reliable vehicle with appropriate insurance.

SUMMARY

The Regional Solid Waste Management Plan identifies the Cummings Road Transfer Station, constructed in 1988, to continue to operate. The level of on-site supervision at the Cummings Road Transfer Station is to be reduced from full-time supervision to part-time supervision.

HOURS OF OPERATION: CUMMINGS ROAD TRANSFER STATION			
Day	Hours	Supervision Hours to May 25, 1997	Supervision Hours after May 26, 1997
Monday	11 a.m. to 7 p.m.	8	gate remains open - 4
Thursday	11 a.m. to 7 p.m.	8	4
Friday	11 a.m. to 7 p.m.	8	
Saturday	11 a.m. to 7 p.m.	8	4
Sunday	11 a.m. to 7 p.m.	8	

Scope of Work During On-Site Supervision (Dependent Contractor)

1. Open and close the facility in accordance with hours of operation (to May 25, 1997).
2. Clean up spillage from on-site transfer containers.
3. Direct site users to the appropriate unloading areas.
4. Record number of vehicles entering the facility.
5. Keep the access to unloading and gate areas clear of ice, snow and accumulation of materials.
6. Distribute Regional District information materials to site users.
7. Report site conditions and emergency situations arising at the facility.
8. Remove and replace signs.

Skills, Abilities, and Licenses

1. Grade 10 or equivalent.
2. Ability to work outdoors in a wide variety of weather conditions.
3. Ability to maintain accurate hard copy records.
4. Ability to understand information provided by the Regional District on its bylaws and on provincial/federal statutes and regulations governing the disposal and transfer of solid waste.
5. Valid B.C. Drivers' License.
6. Valid Survival Oriented First Aid certification.
7. Reliable vehicle with appropriate insurance.

SUMMARY

The Regional Solid Waste Management Plan calls for the Mud River Regional Landfill to be closed to the public in 2000 and replaced by a transfer station/marshalling service. Public use of the Mud River Regional Landfill is planned to be discontinued as of July 1, 2000. The level of on-site supervision at the Mud River Regional Landfill is to be reduced from full-time supervision four days per week, to part-time supervision.

HOURS OF OPERATION: MUD RIVER REGIONAL LANDFILL			
Day	Hours	Supervision Hours to May 25, 1997	Supervision Hours May 26, 1997 to May 31, 2000
Monday	10 a.m. to 6 p.m.	8	gate remains open
Thursday	10 a.m. to 6 p.m.	8	4
Saturday	10 a.m. to 6 p.m.	8	
Sunday	10 a.m. to 6 p.m.	8	4

Scope of Work During On-Site Supervision (Dependent Contractor)

1. Open and close the facility in accordance with hours of operation (to May 25, 1997).
2. Direct site users to the appropriate unloading areas.
3. Record number of vehicles entering the facility.
4. Keep the access to unloading and gate areas clear of ice, snow and accumulation of materials.
5. Distribute Regional District information materials to site users.
6. Report site conditions and emergency situations arising at the facility.
7. Remove and replace signs.

Skills, Abilities, and Licenses

1. Grade 10 or equivalent.
2. Ability to work outdoors in a wide variety of weather conditions.
3. Ability to maintain accurate hard copy records.
4. Ability to understand information provided by the Regional District on its bylaws and on provincial/federal statutes and regulations governing the disposal and transfer of solid waste.
5. Valid B.C. Drivers' License.
6. Valid Survival Oriented First Aid certification.
7. Reliable vehicle with appropriate insurance.

SUMMARY

The Regional Solid Waste Management Plan calls for the Shelley Regional Landfill to be closed to the public in 1999. Public use of the Shelley Regional Landfill is planned to be discontinued as of July 1, 1999. However, recent concerns expressed by BC Environment in respect of site specific surface water conditions may require escalated closure. The level of on-site supervision at the Shelley Regional Landfill is to be reduced from full-time supervision to part-time supervision.

HOURS OF OPERATION: SHELLEY REGIONAL LANDFILL			
Day	Hours	Supervision Hours to May 25, 1997	Supervision Hours May 26, 1997 to May 31, 2000
Monday	11 a.m. to 7 p.m.	8	gate remains open - 4
Thursday	11 a.m. to 7 p.m.	8	4
Friday	11 a.m. to 7 p.m.	8	
Saturday	11 a.m. to 7 p.m.	8	4
Sunday	11 a.m. to 7 p.m.	8	

Scope of Work During On-Site Supervision (Dependent Contractor)

1. Open and close the facility in accordance with hours of operation (to May 25, 1997).
2. Direct site users to the appropriate unloading areas.
3. Record number of vehicles entering the facility.
4. Keep the access to unloading and gate areas clear of ice, snow and accumulation of materials.
5. Distribute Regional District information materials to site users.
6. Report site conditions and emergency situations arising at the facility.
7. Remove and replace signs.

Skills, Abilities, and Licenses

1. Grade 10 or equivalent.
2. Ability to work outdoors in a wide variety of weather conditions.
3. Ability to maintain accurate hard copy records.
4. Ability to understand information provided by the Regional District on its bylaws and on provincial/federal statutes and regulations governing the disposal and transfer of solid waste.
5. Valid B.C. Drivers' License.
6. Valid Survival Oriented First Aid certification.
7. Reliable vehicle with appropriate insurance.

SUMMARY

The Regional Solid Waste Management Plan identifies the conversion of landfill service in Valemount to that of a transfer station, a project which was carried out in 1995. The new transfer station/marshalling service is to continue to operate. Options concerning the introduction of user fees at this location are currently under review. The level of on-site supervision is to remain part-time.

HOURS OF OPERATION: VALEMOUNT REGIONAL TRANSFER STATION April 1 through October 31			
Day	Hours	Current Supervision Hours	Supervision Hours Effective April 1, 1998
Monday	7 a.m. to 5 p.m.	6	5
Tuesday	7 a.m. to 5 p.m.	6	5
Wednesday	7 a.m.. to 5 p.m.	6	5
Thursday	7 a.m. to 5 p.m.	6	5
Friday	7 a.m. to 5 p.m.	6	5
Saturday	7 a.m. to 5 p.m.	6	5
Sunday	7 a.m. to 5 p.m.	6	5

HOURS OF OPERATION: VALEMOUNT REGIONAL TRANSFER STATION November 1 through March 31			
Day	Hours	Current Supervision Hours	Supervision Hours Effective November 1, 1997
Monday	7 a.m. to 5 p.m.	6	4
Tuesday	7 a.m. to 5 p.m.	6	4
Thursday	7 a.m. to 5 p.m.	6	4
Friday	7 a.m. to 5 p.m.	6	4
Saturday	7 a.m. to 5 p.m.	6	4
Sunday	7 a.m. to 5 p.m.	6	4

1. Open and close the facility in accordance with hours of operation.
2. Direct site users to the appropriate unloading areas.
3. Record number of vehicles entering the facility and of materials leaving the facility.
4. Keep the access to unloading and gate areas clear of ice, snow and accumulation of materials.
5. Report site conditions and emergency situations arising at the facility.
6. Carry out contaminant removal as required from on-site marshalling areas and compost piles.
7. Inspect and report on the condition of on-site compaction and storage equipment when requested to do so.
8. Record and receipt payments (possible future requirement).

Skills and Abilities

1. Grade 12 or equivalent.
2. Ability to work outdoors in a wide variety of weather conditions.
3. Ability to maintain accurate hard copy records.
4. Ability to understand information provided by the Regional District on its bylaws and on provincial/federal statutes and regulations governing the disposal and transfer of solid waste.
5. Valid B.C. Drivers' License.
6. Valid Survival Oriented First Aid certification.
7. Some knowledge of hydraulic systems.