

**Memorandum of Agreement**

**between**

**CUPE LOCAL 50**

**EMPLOYER:  
BOARD OF CEMETERY TRUSTEES OF  
GREATER VICTORIA  
(Royal Oak Burial Park)**

Proposal Date: April 22, 2005

**ARTICLE 2 NEW EMPLOYEES**

Current:

**2.01 Union Security and Dues**

- (b) The Board shall deduct from each employee and remit to the Union all union dues, initiation fees and assessments levied in accordance with the Constitution and Bylaws of the Union.

New Proposal:

**2.01 Union Security and Dues**

- (b) The Board shall ***each month*** deduct from each ***Union member*** ~~employee~~ and remit to the Union all union dues, initiation fees and assessments levied in accordance with the Constitution and Bylaws of the Union. ***Union dues shall be deducted from the date of hire.***

Proposal Date: April 22, 2005

ARTICLE 2 NEW EMPLOYEES

Current:

2.05 Membership List

Upon request from the Union, the Board shall provide, in electronic form, a list of the employees with their name, mailing address, position and rate of pay.

New Proposal:

2.05 Membership List

Upon request from the Union, the Board shall provide ***an up-to-date membership list every six (6) months. This list shall be in alphabetical order and include***, in electronic form, a list of the employees with their name, mailing address, ***postal code, phone number***, position and rate of pay ***of all employees covered by this Collective Agreement. This information shall be provided to the Union on computer disk and is for Union business only.***

Proposal Date: April 22, 2005

**ARTICLE 2 NEW EMPLOYEES**

***NEW***

New Proposal:

**2.06 No Other Agreements/Representation**

- (a) *No employee shall be required, or permitted, to make any written or verbal agreement with the Board, or its representatives, which conflicts with the terms of this Agreement.***
  
- (b) *No employee, or group of employees, shall undertake to represent the Union at meetings with the Board without proper authorization from the Union.***

Proposal Date: April 22, 2005

**ARTICLE 7 SENIORITY**

Current:

**7.05 Temporary Employee Duration of Employment**

A temporary employee may only be employed to perform work that is less than six (6) months duration in any calendar year.

New Proposal:

**7.05 Temporary Employee Duration of Employment**

A temporary employee may only be employed to perform work that is less than six (6) months duration in any calendar year. ***The six (6) months may be extended by mutual agreement between the parties.***

Proposal Date: April 22, 2005

ARTICLE 11 OVERTIME

**NEW**

New Proposal:

**11.05 Time-Off in Lieu of Overtime**

***The Board shall give reasonable consideration to requests from employees working overtime that compensation be in the form of time-off rather than salary, subject to the maintenance of efficient services and operations, and the Board and the employee arriving at mutually satisfactory arrangements for such time-off.***

Proposal Date: April 22, 2005

**ARTICLE 16 MATERNITY, PARENTAL AND ADOPTION LEAVE**

***NEW***

New Proposal:

***16.07 Supplementary Employment Insurance Benefits***

- (a) Employees who are entitled to maternity, parental or adoption leave and who have applied for and are in receipt of Employment Insurance benefits are eligible to receive SEIB Plan payments.***
- (b) Subject to the approval of the Employment Insurance Commission, birth fathers who, due to the death or total disability of the birth mother, have applied for and are in receipt of Employment Insurance maternity benefits are eligible to receive SEIB Plan payments.***
- (c) The SEIB Plan payment is based on the difference between the Employment Insurance benefit plus any other earnings received by an employee and ninety-five percent (95%) of their gross weekly earnings and is paid as follows:***
  - 1. For the first six (6) weeks, which includes the two (2) week Employment Insurance waiting period, and***
  - 2. Up to an additional eleven (11) weeks will be payable if an employee continues to receive Employment Insurance benefits.***

...continued

- (e) ***Should an employee resign prior to the expiration of their maternity, parental and/or adoption leave, or fail to remain in the active employ of the Employer for at least six (6) months after their return to work, the Employer shall recover monies paid pursuant to the SEIB Plan on a pro-rated basis.***
- (f) ***The Plan meets the requirements of Section 38 of the Employment Insurance Regulations, specifically that, when combined with an employee's weekly Employment Insurance benefit, the payment will not exceed the claimant's normal weekly earnings from employment and an employee's accumulated leave credits will not be reduced.***
- (g) ***Income tax rules or regulations may require a payback of Employment Insurance earnings depending upon the tax rules in effect at the time an employee is receiving benefits. Under this SEIB Plan the Employer does not guarantee any specific level of earnings but rather is liable only for the payment of the benefit as described above. The Employer, under no circumstance, will be responsible for any payback arising from changes to or the application of the tax regulations.***

Proposal Date: April 22, 2005

**ARTICLE 16 MATERNITY, PARENTAL AND ADOPTION LEAVE**

***NEW***

New Proposal:

***16.08 Video Display Terminals***

- (a) Pregnant employees shall have the option not to continue monitoring computer monitors and video display terminals which use cathode ray tubes.***
- (b) When a pregnant employee chooses not to monitor such equipment, if other work is available at the same or lower level, she may be assigned to such work. Where a work assignment of this nature is not available a regular employee shall be placed on unpaid leave of absence until she qualifies for maternity leave.***
- (c) In the event an alternate work assignment is not available and the employee is placed on unpaid leave of absence, the Employer shall continue to pay the Employer portion of the health and welfare benefits set out at Articles 19.01 and 19.02, should the employee elect to continue such coverage.***

Proposal Date: April 22, 2005

**ARTICLE 19 EMPLOYEE BENEFIT PLANS**

***NEW***

New Proposal:

***19.05 Same Sex Relationships***

***An employee who co-habits with a person of the same sex, and who promotes such person as a "spouse" (partner), and who has done so for a period of not less than two (2) years, will be eligible to have that person covered as a spouse for purposes of Medical Services, Extended Health, Group Life Insurance, Pension Plan and Dental benefits and leaves related to family matters. This coverage includes dependents of the employee's same sex spouse.***

Proposal Date: April 22, 2005

**ARTICLE 19 EMPLOYEE BENEFIT PLANS**

***NEW***

New Proposal:

***19.06 Survivor Benefit***

***Upon the death of a regular employee who leaves a spouse and/or dependants enrolled in the Medical Services Plan, Dental Plan and Extended Health Benefit Plan, such enrolment may continue for twelve (12) months following the employee's death. The Employer shall advise the survivor of this benefit.***

Proposal Date: April 22, 2005

**ARTICLE 20 SAFETY AND HEALTH**

Current:

**20.01 Safety Committee**

A safety committee composed of three (3) employees, namely the foreman (or a relief foreman in the absence of the foreman), the shop steward and the vice-president of the Union, shall be recognized as such by the Board and any of them shall be authorized to meet with the manager at any mutually agreed time on any matters relating to safety on the job.

New Proposal:

**20.01 Safety Committee**

(a) A safety committee composed of three (3) ***bargaining unit members*** employees, ~~namely the foreman (or a relief foreman in the absence of the foreman), the shop steward and the vice-president of the Union,~~ shall be recognized as such by the Board and any of them shall be authorized to meet with the manager at any mutually agreed time on any matters relating to safety on the job.

***(b) The parties agree to participate in an Occupational Health and Safety Committee per the WCB Regulations.***

Proposal Date: April 22, 2005

**ARTICLE 25 TERM OF AGREEMENT**

Current:

**25.01 Duration**

This Agreement shall be deemed to relate back to and shall take effect from the 1st day of January 2002 and shall continue in full force and effect until the 31st day of December 2004 and thereafter from year to year unless and until the same shall have been duly determined by notice in writing and in accordance with the Statutes of the Province of British Columbia.

New Proposal:

**25.01 Duration**

This Agreement shall be deemed to relate back to and shall take effect from the 1st day of January ~~2005~~ 2002 and shall continue in full force and effect until the 31st day of December ~~2008~~ 2004 and thereafter from year to year unless and until the same shall have been duly determined by notice in writing and in accordance with the Statutes of the Province of British Columbia.

Union Proposal:

CUPE Local 50

Bargaining 2005

Employer:

Royal Oak Burial Park

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Proposal Date: April 22, 2005

**ARTICLE 25 TERM OF AGREEMENT**

***NEW***

New Proposal:

***25.03 Retroactivity***

***All revisions to the Collective Agreement mutually agreed upon shall, unless otherwise specified, apply retroactively to the aforesaid anniversary date.***

Proposal Date: April 22, 2005

**NEW \*\* RENUMBER CURRENT ARTICLES ACCORDINGLY**

**ARTICLE 24 HUMAN RIGHTS**

New Proposal:

**24.01 Discrimination**

- (a) *The Employer agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotions, transfers, layoff, discipline, discharge or otherwise by reason of age, race, creed, colour, physical handicap, national origin, political or religious affiliation, sex, sexual orientation, family status or marital status; nor by reason of their membership in the Union.***
- (b) *The application of the foregoing shall be subject to Section 13(4) of the Human Rights Code of B.C. that requires the test of bona fide and reasonable justification to those matters as expressed in the Human Rights Code.***

Proposal Date: April 22, 2005

**NEW**

**ARTICLE 24 HUMAN RIGHTS**

New Proposal:

**24.02 Sexual Harassment**

- (a) *The Employer and the Union recognize the right of employees to work in an environment free from sexual harassment and agree to cooperate in attempting to resolve, in a confidential manner, all complaints of sexual harassment which may arise in the work place.***
- (b) *Cases of sexual harassment shall be considered as discrimination and, if not resolved on a confidential basis shall be eligible to be processed as a grievance. In cases of sexual harassment, an Arbitration Board, shall have the power to transfer or discipline any person found guilty of sexually harassing an employee.***
- (c) *Sexual harassment shall be defined as any sexually oriented practice which undermines an employee's health, job performance or endangers an employee's employment status or potential.***

***Sexual harassment examples may include but are not limited to:***

- 1. *Engaging in a course of vexatious (annoying, irritating) comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome.***
- 2. *Sexual solicitation or advance or inappropriate touching and sexual assault.***
- 3. *A reprisal, or threat of reprisal, which might reasonably be perceived as placing a condition of a sexual nature on employment by a person in authority after such sexual solicitation or advance or inappropriate touching is rejected.***

Proposal Date: April 22, 2005

**NEW**

**ARTICLE 24 HUMAN RIGHTS**

New Proposal:

**24.03 Personal Harassment**

- (a) *The Employer and the Union recognize the right of employees to work in an environment free from personal harassment and agree to cooperate in attempting to resolve complaints of personal harassment which may arise in the workplace.***
  
- (b) *Cases of personal harassment shall, if not resolved, be eligible to be processed as a grievance.***

Union Proposal:

CUPE Local 50

Bargaining 2005

Employer:

Royal Oak Burial Park

Royal Oak Burial Park

**SCHEDULE "A"**

CUPE Local 50-

**HOURLY WAGE RATES**

<b>PAY GRADE</b>	<b>POSITION</b>	<b>JAN. 1, 2004</b>	<b>J.E. Adjustment</b>	<b>JAN. 1, 2005 Adjusted wage rate</b>	<b>JAN. 1, 2005 2% plus Cola (Cola @ .4%)</b>	<b>JAN. 1, 2006 2% plus Cola</b>
1	Operations Supervisor	23.77	.73	24.50	25.08	25.58
2	Administrative Co-ordinator	21.45	1.55	23.00	23.55	24.02
3	Family Service Advisor	20.50	1.00	21.50	22.02	22.46
4	Crematorium Operator	20.80	0	20.80	21.30	22.18
	Equipment Operator	20.40	.40	20.80	21.30	22.18
5	Stonemason	20.02	0	20.02	20.50	20.91
	Gardener	20.02	0	20.02	20.50	20.91
	Groundsperson	19.80	.22	20.02	20.50	20.91
6	Seasonal Groundsperson	18.94	0	18.94	19.40	19.79
	[Probationary] Groundsperson	18.94	0	18.94	19.40	19.79
	Auxiliary Grounds Person	18.94	0	18.94	19.40	19.79

For January 1, 2007 and January 1, 2008 any wage increase shall be the same as any general wage increase (and Cola if applicable) negotiated between CUPE Local 50 and the City of Victoria/GVLRA.

**BIWEEKLY RATES**

Relief Operations Supervisor	\$30.00
Relief Equipment Operator	\$15.00
Relief Crematorium Operator	\$15.00

## Union Counter Proposal

June 14, 2005

### LETTER OF UNDERSTANDING # 2

between the

#### **BOARD OF CEMETERY TRUSTEES OF GREATER VICTORIA**

and the

#### **CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL NO. 50**

#### **Re: Saturday Staffing Level**

Notwithstanding the fact that the standard workweek is Monday to Friday, the Board may, where a request from a client is for a Saturday interment or cremation service, schedule sufficient staff for the purposes of providing such service. The Foreman and the Manager shall mutually agree upon the Saturday staffing level. Employees who work such Saturday shall be paid:

***For ash interments or chapel services***, a minimum of two (2) hours at double the regular rates ***of pay*** and double the regular rates for each additional hour or portion thereof for an ash interment ***and double the regular rate of pay for each additional hour or portion thereof.***

***For casket or other interments or cremations*** and a minimum of three (3) hours of double the regular rates ***of pay*** for other interments and double the regular rates for each additional hour or portion thereof for an ash interment.

## ARTICLE 23, JOB EVALUATION

**23.01 Job Descriptions**

The Employer agrees to draw up job descriptions for all positions for which the Union is the bargaining agent and these shall be the recognized job descriptions subject to the provisions of this Article.

- (i) When the Employer creates a new position, a new job description shall be prepared by the Joint Committee and forwarded to the Union. This job description and rating shall not be used for posting by the Employer until thirty (30) days have elapsed following the Union's receipt of such job description to allow an opportunity for the Union to review such job description and/or rating. Such position will be subject to a six month review per Article 23.03 (i).
- (ii) When a position changes sufficiently to warrant a revised job description, the revised job description shall be prepared by the Joint Committee and forwarded to the Union. This job description and rating shall not be finalized by the Employer until thirty (30) days have elapsed following the Union's receipt of such job description to allow an opportunity for the Union to review such job description and/or rating. Article 23.05 shall apply.

**23.02 Employee Requested Pay Reviews**

When an employee feels that the work of their position has sufficiently changed to warrant a pay review, the employee involved may request a review of their rate of pay for such position which shall be made in writing to the Employer. The position in question shall be evaluated by the Joint Committee under the terms of the Job Evaluation Plan. The employee and the supervisor shall update the job evaluation questionnaire prior to the Joint Committee rating the job. Where a final rate of pay is higher than the employee's regular rate of pay, the difference shall be paid retroactively to the date the employee first requested the pay review. Where the final rate of pay is lower than the employee's regular rate of pay, Article 23.09 shall apply.

Pay reviews shall be completed by the Joint Committee within ninety (90) days of the employee making a request. The Employer shall send the results to the Union along with a copy of the job description, questionnaire, rating sheet and other documentation the Joint Committee used in making its determination. Article 23.05 shall apply.

**23.03 Determining Rate of Pay for New or Changed Jobs**

- (i) When the Employer creates a new position, a new job description shall be forwarded to the Union in accordance with Article 23.01. The Employer shall determine an interim rate of pay for the position in question. A posting to fill the vacancy shall indicate the position is “under review”. Six (6) months after the new position was first filled by an employee, the Joint Committee shall evaluate the position under the terms of the Job Evaluation Plan. The employee and the supervisor shall complete the job evaluation questionnaire prior to the Joint Committee rating the job. Where the final rate of pay is higher than the interim rate of pay, the difference shall be paid retroactively to the date of the employee’s appointment to the position. Where the final rate of pay is lower than the employee’s regular rate of pay, Article 23.09 shall apply.

The Employer shall send the results to the Union along with a copy of the job description, questionnaire, rating sheet and other documentation the Joint Committee used in making its determination. Article 23.05 shall apply.

- (ii) When the Employer changes the work of an existing position in Schedule “A”, the Employer shall forward a revised job description to the Union in accordance with Article 23.01. A posting to fill the vacancy shall indicate the position is “under review”. The Joint Committee shall evaluate the position under the terms of the Job Evaluation Plan. Where the final rate of pay is higher than the interim rate of pay, such difference shall be paid retroactively to the date of the change of work of the position. Where the final rate of pay is lower than the employee’s regular rate of pay, Article 23.09 shall apply.

The Employer shall send the results to the Union along with a copy of the job description, rating sheet and other documentation the Employer used in making its determination. Article 23.05 shall apply.

**23.04 Disclosure to the Union**

When the Employer forwards a new or revised job description to the Union, the Employer shall forward a copy of the employee questionnaire, rating sheets and other documentation it used in order to rate the position under the job evaluation plan.

**23.05 Dispute Resolution**

Within thirty (30) days of receipt of a new or revised job description and/or the Joint Committee's rating of a position pursuant to this Article, the Union may reply, in writing, that it disagrees with the job description and/or the rating.

Failure by the Union to file its disagreement with the Employer within the thirty (30) days shall render a dispute unarbitrable and the Employer's decision shall be implemented. When the Union files its disagreement with the Employer, a meeting shall be scheduled within twenty (20) working days with up to three (3) representatives from each party to discuss the differences and attempt to reach agreement. If the parties are unable to reach agreement over a job description and/or a rating then the dispute shall be defined and referred to a single arbitrator pursuant to Article 11.08, Expedited Arbitration, except that (v) shall not apply. Up to three (3) Union representatives shall be granted leave of absence without loss of pay when involved in this dispute resolution process.

**23.06 Implementation of Results**

The results of a matter processed pursuant to this Article, shall not be implemented nor conveyed to an affected employee until the matter is considered concluded pursuant to this Article.

**23.07 Job Evaluation Plan Part of Collective Agreement**

The Joint Gender Neutral Weighted Point Job Evaluation Plan including the questionnaire, as agreed between the Employer and the Union, forms part of this collective agreement as an Appendix.

**23.08 Positions to be Posted**

- (i) Where the re-evaluation of a position results in a three (3) or more pay grade wage rate increase for the position, then such position shall be posted as a vacancy. Should the Employer and Union agree, the position may be posted if a two (2) pay grade wage rate increase was the result of a re-evaluation.
- (ii) Where an incumbent employee is not the successful applicant for the posted vacancy, then such employee shall be laid off and exercise bumping rights pursuant to this collective agreement.

**23.09 Salary Protection**

- (i) An employee, whose position has been re-evaluated downward as a result of an application for evaluation received after July 1, 2005, to a pay grade below that pay grade presently received by the employee shall be "blue circled". Such employee shall also be advised fo their bumping rights pursuant to Article 9.03.
- (ii) For the purposes of this Article, "blue circled" means that the employee shall continue to receive fifty-percent (50%) of the negotiated wage increases applicable to the employee's re-evaluated position until the wage rate of the employee's position equals or exceeds the wage rate being received by the employee.

This article replaces LOU # 3  
Renumber current articles accordingly.

Employer:

Royal Oak Burial Park

New Proposal:

**LETTER OF UNDERSTANDING # 4**

between the

**BOARD OF CEMETERY TRUSTEES  
OF GREATER VICTORIA**

and the

**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL NO. 50****Re: Cost of Living Allowance**

The Employer and the Union agree that the hourly wage rates set out in Schedule "A" of the current collective agreement shall be improved, if applicable, effective January 1, 2005, January 1, 2006, January 1, 2007, and January 1, 2008 in accordance with the following:

1. The Consumer Price Indices to be utilized shall be those published by Statistics Canada affecting Victoria with the 1992 base of one hundred 100 (December to December).
2. It is agreed that the Cost of Living Allowance (COLA) adjustment shall be applied to the wage schedule in addition to and subsequent to the general wage increase of each calendar year, for 2005 (being two percent) and for 2006 (being two per cent).
3. The COLA shall apply only if the Victoria Consumer Price Indices (December to December) exceed the percentage change in the calendar year set out below (trigger) and the maximum COLA wage adjustment shall not exceed the percentage wage increase set out below (cap).

Effective Year of Increase	CPE year and Annual Percentage Increase (trigger)	Masimum COLA Wage Increase Allowed (cap)
2005	2004 – 2.0 per cent	1 per cent
2006	2005 – 2.0 per cent	1 per cent
2007	2007 – being any general wage increase/COLA/matrix negotiated between CUPE Local 50 and the City of Victoria/GVLRA	
2008	2008 – being any general wage increase/COLA/matrix negotiated between CUPE Local 50 and the City of Victoria/GVLRA	

**LETTER OF UNDERSTANDING # 4 (cont'd)**

4. The matrix below shall illustrate the effect of COLA and wage increases:

<u>CPI Rate of Change</u>	<u>COLA Entitlement</u>
2.0	.00%
2.1	.10%
2.2	.20%
2.3	.30%
2.4	.40%
2.5	.50%
2.6	.60%
2.7	.70%
2.8	.80%
2.9	.90%
3.0	1.00%

**In WITNESS WHEREOF** the parties hereto have caused this Letter of Understanding to be executed on this \_\_\_\_\_ day of \_\_\_\_\_ in the year 2005, in the Municipality of Saanich, Province of British Columbia.

**FOR THE BOARD**

**FOR THE UNION**

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
President, CUPE Local 50

\_\_\_\_\_  
Secretary-Treasurer

\_\_\_\_\_  
Vice-President, CUPE Local 50

Proposal Date: April 22, 2005

New Proposal:

**LETTER OF UNDERSTANDING # 5**

*between the*

**BOARD OF CEMETERY TRUSTEES  
OF GREATER VICTORIA**

*and the*

**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL NO. 50**

**Re: Municipal Pension Plan – Buy Back of Service**

1. ***Subject to the purchase of service provision contained in the Municipal Pension Plan, the Employer agrees to participate in such purchase, as is necessary, to extend pensionable service of eligible employees covered by the collective agreement up to a maximum of twelve (12) months, which represents time served by the employee in a probationary capacity served with the Employer which has not before been considered as pensionable service. The employee must have a vested interest in the Municipal Pension Plan. Such benefit shall be subject to the following:***
  - (a) ***Eligible employees who wish to purchase such service for periods worked prior to April 2002 may make arrangements prior to April 2007 to purchase the full amount associated with the purchase of service as determined by the Municipal Pension Plan. The Municipal Pension Plan stipulates that after April 2007 service prior to April 2002 will not be eligible to be purchased.***

...continued

- (b) The Employer agrees to reimburse the employee fifty percent (50%) of the purchase cost upon the employee producing the receipt and provided the employee has reached the minimum retirement age. An employee who wishes to take advantage of this benefit shall provide at least one (1) month's notice in advance of their contemplated retirement date. The time constraints may be waived under special circumstances and with the approval of the Employer.**
- 2. Eligible employees who are seeking purchase of service for their probationary period served with the Employer after April 1, 2002 may make arrangements prior to April 1, 2007 to purchase the full amount associated with the buy-back of service served with the Employer for which such service has not before been considered as pensionable service. Upon the employee producing the receipt, the Employer agrees to reimburse the employee fifty percent (50%) of the purchase cost as stipulated by the Municipal Pension Plan. Reimbursement by the Employer shall be made in the year in which the employee reaches minimum retirement age.**

**LETTER OF UNDERSTANDING # 6**

between

**BOARD OF CEMETERY TRUSTEES  
OF GREATER VICTORIA**

and

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 50**

- Auxiliary employee means an employee of the Board that may be employed for short durations to relieve a regular employee who may be absent due to vacation or sick leave.
- Auxiliary employees shall only be employed as groundspersons.
- In lieu of benefit plan entitlements, vacation entitlements, statutory holiday pay, sick leave and such benefits, an auxiliary employee will receive eleven percent (11%) of their gross wage earnings (basic wages plus overtime) paid on every cheque.
- Employment of auxiliary employees on the “spareboard” shall be based on the principle of an auxiliary employee (on the “spareboard” list) with the greatest number of hours worked shall be the first employee offered available work. It is understood that an auxiliary employee on the spareboard shall be subject to employment according to this principle. The number of auxiliary employees on the “spareboard” list shall be limited to two (2).
- An auxiliary employee, who is the successful applicant for a posted regular vacancy, shall be returned to their former auxiliary status should the employee prove unsatisfactory in or be unable to perform the duties of the position. Hours worked in the position shall be added to their auxiliary hours upon return to their auxiliary status.
- Auxiliary hours shall be converted to regular seniority should the employee become a regular employee.

Union Proposal:

CUPE Local 50

Bargaining 2005

Employer:

Royal Oak Burial Park

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**LETTER OF UNDERSTANDING # 6 (cont'd)**

**IN WITNESS WHEREOF** the parties hereto have caused this Letter of Understanding to be executed on this \_\_\_\_\_ day of \_\_\_\_\_ in the year 2005, in the Municipality of Saanich, Province of British Columbia.

**FOR THE BOARD**

**FOR THE UNION**

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
President, CUPE Local 50

\_\_\_\_\_  
Secretary-Treasurer

\_\_\_\_\_  
Vice-President, CUPE Local 50

**LETTER OF UNDERSTANDING # 7**

between

**BOARD OF CEMETERY TRUSTEES  
OF GREATER VICTORIA**

and

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 50**

Subject to mutual agreement between the parties, Article 10.02 of this collective agreement may be opened for negotiations in order to maintain the current service standards should current service volumes increase by a significant amount.

**IN WITNESS WHEREOF** the parties hereto have caused this Letter of Understanding to be executed on this \_\_\_\_\_ day of \_\_\_\_\_ in the year 2005, in the Municipality of Saanich, Province of British Columbia.

**FOR THE BOARD**

**FOR THE UNION**

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
President, CUPE Local 50

\_\_\_\_\_  
Secretary-Treasurer

\_\_\_\_\_  
Vice-President, CUPE Local 50

**LETTER OF UNDERSTANDING #8**

between

**BOARD OF CEMETERY TRUSTEES  
OF GREATER VICTORIA**

and

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL NO. 50**

**Re: Employee Incentive Program**

The parties agree that the Board shall establish an “employee incentive program” which shall be subject to annual review between the parties in March of each year.

The incentive program shall only be in effect by mutual agreement between the parties.

**IN WITNESS WHEREOF** the parties hereto have caused this Letter of Understanding to be executed on this \_\_\_\_\_ day of \_\_\_\_\_ in the year 2005, in the Municipality of Saanich, Province of British Columbia.

**FOR THE BOARD**

**FOR THE UNION**

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
President, CUPE Local 50

\_\_\_\_\_  
Secretary-Treasurer

\_\_\_\_\_  
Vice-President, CUPE Local 50