

# MEMORANDUM OF SETTLEMENT

BETWEEN:

THE INVERMERE PUBLIC LIBRARY BOARD

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 5139

The parties hereto agree to recommend the ratification of this Memorandum of Settlement, to their principals, and subject to such ratification, to amend the existing Collective Agreement as indicated below.

## TERM

Three Years            January 1, 2016 to December 31, 2018

## WAGE INCREASE

Year 1                    A general across the board salary increase to all classifications of 2%, effective January 1, 2016.

Year 2                    A general across the board salary increase to all classifications of 2%, effective January 1, 2017.

Year 3                    A general across the board salary increase to all classifications of 2%, effective January 1, 2018.

All other amendments will be effective January 1, 2016.

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## ARTICLE 19    SICK LEAVE PROVISIONS

### 49.7 — Sick Leave Pay-Out

~~All Permanent Employees shall have twenty five percent (25%) of the cash value of their sick leave as of December 31, 2012 paid out, upon ratification of the collective agreement. There will be no sick leave pay out of sick leave accrued after December 31, 2012. The difference between the sick leave bank and cash payout shall be transferred to the employee's accumulated sick leave bank effective January 1, 2013.~~

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## ARTICLE 26    HEALTH & SAFETY COMMITTEE

### 26.2    Working Alone

No employee shall be required to work alone after six p.m. while the library is open to the public. Prior to six p.m. no employee shall be required to work alone for more than two (2) hours while the library is open to the public. These time periods may be adjusted by mutual agreement.

ARTICLE 28 TERMS OF AGREEMENT

28.1 This Agreement, unless changed by mutual consent of both parties hereto, shall be in force and effect from and after the 1st day of January, 2013- 2016 and thereafter up to and including the 31st of December, 2015 2018 and thereafter from year to year unless either party to this Agreement gives notice in accordance with the relevant provisions of the Statutes of British Columbia.

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LETTER OF UNDERSTANDING #1 GRANT EMPLOYEES

Renew

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LETTER OF UNDERSTANDING #2 LIBRARY SERVICES ON SUNDAYS

Renew

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LETTER OF UNDERSTANDING #3 WELLNESS and AUTOMOBILE ALLOWANCE POLICY DEVELOPMENT

Delete

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LETTER OF UNDERSTANDING #4 RE: UPDATING JOB DESCRIPTIONS

Delete

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LETTER OF UNDERSTANDING #5 RE: GRAND PARENTING of PERMANENT FULL TIME STATUS of EMPLOYEES

Renew as Amended

The Employer agrees that notwithstanding Article 2 of the Collective Agreement, Virginia Walker and Nicole Pawlak shall continue to be classified as a permanent full time employees and shall be entitled to and will retain all the benefits of the Collective Agreement.

Vacation Entitlement

~~The Employer agrees that notwithstanding Article 18 of the Collective Agreement, Nicole Pawlak shall continue to be entitled to seventeen (17) vacation days per calendar year. Upon completion of six (6) years of continuous service vacation entitlements shall be as per article 18.2 of the Collective Agreement.~~

The arrangements described in this Letter of Understanding shall remain unchanged and shall continue in full force, effect and enforceable and shall only expire at such time that the mentioned employees leave the employ of the Library, leave the bargaining unit, permanently reduce their work week at their request or retire. In case of any disagreement the difference shall be submitted to arbitration in accordance with the provisions of this Agreement.

New Letter of Understanding

RE: Exploration of Pay Grid System for Wages

The Parties agree that they will jointly investigate the implementation of a pay grid that reflects years of service and level of certification.

This will be completed no later than December 31, 2016. Prior to any recommendation being implemented it must be ratified by the Parties.

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Signed on behalf of:

Canadian Union of Public Employees,  
Local 5139

Walker  
Dallas  
\_\_\_\_\_

Signed on behalf of:

The Invermere Public Library Board

[Signature]  
Aileen Kipp  
Norm Jewell  
\_\_\_\_\_

Dated this \_\_\_\_ day of November, 2015.

6 January 2016