

## MEMORANDUM OF SETTLEMENT

This MEMORANDUM OF SETTLEMENT is entered into this 31st day of March, 2008, by the appointed bargaining representatives of Greater Victoria Labour Relations Association on behalf of the Greater Victoria Public Library Board AND the bargaining representatives of the Canadian Union of Public Employees Local 410.

The parties signatory hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

### **1. PREVIOUS CONDITIONS**

All of the terms and conditions of the collective agreement commencing January 1, 2001 and expiring December 31, 2006 shall continue to apply except as specifically varied below.

### **2. EFFECTIVE DATE OF CHANGES**

All amendments to the revised collective agreement shall come into effect the first day of the month following the date of ratification by both parties unless specified otherwise within.

### **3. TERM OF AGREEMENT**

The parties agree that the term shall be revised to provide for a four (4) year collective agreement from January 1, 2007 to and including December 31, 2010.

### **4. WAGE INCREASES**

A general wage increase shall be applied to existing wages schedules as follows and effective:

- January 1, 2007                      2 per cent (2%)
- July 1, 2007                         1 per cent (1%)
- January 1, 2008                    3 per cent (3%)
- January 1, 2009                    3 per cent (3%)
- January 1, 2010                    3 per cent (3%)

### **5. COST OF LIVING ALLOWANCE WAGE INCREASE**

Utilizing the Statistics Canada Consumer Price Indices affecting Victoria with the 1992 base of 100 (December to December) a COLA wage adjustment to wages shall apply, and effective January 1, 2010, one-half (0.5%) per cent maximum with a trigger of three (3%) per cent based on 2009 CPI.

## **6. BENEFITS**

The parties agree that:

1. Effective January 1, 2008 provide that an employee or eligible dependent shall be entitled to apply the \$400 for eye glasses (each two years) to laser eye surgery; and
2. Effective January 1, 2008 the \$1500 Plan "C" (Orthodontics) will be improved to \$2000; and
3. Effective January 1, 2010 the \$2000 Plan "C" (Orthodontics) will be improved to \$2500.

## **7. LTD PLAN**

The parties agree that their respective LTD Plan Trustees shall amend the Plan as follows:

1. Effective October 1, 2007 reduce the premium to one per cent (1%) to be paid by the Employer at the rate of one-half of one per cent (.5%) and one-half of one per cent (.5%) by the employee (from the present 2% total premium).
2. Effective October 1, 2007 increase the income of an LTD recipient from the present sixty per cent (60%) of wages to seventy (70%) of wages.
3. Amend the appeal process such that if the appeal is successful there shall be no cost of the independent medical examination. However, if the appeal is unsuccessful the appellant shall be responsible for fifty per cent (50%) of the cost of the independent medical examination – being reduced from the appellant presently being responsible for 100%. The Plan shall pay for the remaining fifty per cent (50%).
4. Provide a maximum of \$25,000 to be paid by the Plan for a Union selected benefit consultant to review the Plan document and make recommendations for improvements to be considered by the Trustees.
5. The Trustees agree to vote in favour to maintain a surplus of a minimum of \$1,700,000 at the next scheduled Trustee meeting.

## **8. PREMIUMS AND ALLOWANCES**

The parties agree to amend the collective agreement as follows:

1. Shift Premiums (Article 16.01):

- (a) The afternoon shift premium of .60¢ per hour
  - effective January 1, 2008 to .65¢
  - effective January 1, 2009 to .70¢
  - effective January 1, 2010 to .75¢
- (b) The night shift premium of .70¢
  - effective January 1, 2008 to .75¢
  - effective January 1, 2009 to .80¢
  - effective January 1, 2010 to .85¢

2. First Aid Allowance Premiums of Article 17.07 shall be improved:

Level 1 from \$10 bi-weekly to \$11 effective January 1, 2008  
and to \$11.50 effective January 1, 2009  
and to \$12 effective January 1, 2010

Level 2 from \$50 bi-weekly to \$65 effective January 1, 2008  
and to \$70 effective January 1, 2009  
and to \$75 effective January 1, 2010

3. The 11% in lieu of benefits, vacations and statutory holidays for auxiliary employees will be improved:

- effective January 1, 2008 to 12%
- effective January 1, 2010 to 13%

**9. PAGES**

In addition to the general wage increases set out in clause 4 of this Memorandum of Settlement the hourly wage rate of the Page classification shall be improved as follows:

- effective midnight December 31, 2007 by 30¢ per hour
- effective midnight December 31, 2008 by 30¢ per hour
- effective midnight December 31, 2009 by 30¢ per hour
- effective midnight December 31, 2010 by 30¢ per hour

**10. SENIOR PAGE CLASSIFICATION**

1. The parties agree to introduce a new classification of regular full-time status and entitlement to benefits of "Senior Page" effective July 1, 2008.

2. The wage rate for this position shall be flat-rated (no increment structure) and inserted into Schedule "A" at Pay Band 1.
3. As soon as practical after July 1, 2008 the Employer shall post nine (9) vacant positions of Senior Page to be filled prior to December 31, 2008.
4. After consultation with the Union the Employer shall determine the library branches of the Employer where Senior Pages are to be assigned.
5. Additional duties (beyond the functions of a Page classification) may include such matters as, but not restricted to:
  - mentoring, training and guiding Pages
  - supporting the circulation supervisor in the scheduling of pages
  - searching for "holds"
  - check-in of printed material
  - check-in of audio/visual material
6. In the event new or additional duties are assigned to the Senior Page classification beyond those set out in clause 5 above, a review pursuant to article 26.03 may be required.
7. It is agreed that the premium for discharging books at Article 17.06 shall not apply to the Senior Page classification.
8. The wage rate of pay effective July 1, 2008 shall be \$17.80 per hour for the classification of Senior Page.

## **11. PAY EQUITY**

The parties agree that the following Letter of Understanding shall be attached to the collective agreement:

### **FINALIZING PAY EQUITY**

The purpose of this Letter of Understanding is to set out the terms and conditions to implement, fund and finalize pay equity in its entirety for employees of the Greater Victoria Public Library.

The parties agree that pay equity has been fully achieved and implemented in the Municipality of Oak Bay and the Township of Esquimalt, consequently the parties agree that:

1. The December 31, 2006 wage lines of the Municipality of Oak Bay and the Township of Esquimalt shall be blended (by averaging the two wage lines) to create a target wage line.

2. The classification of Library employees shall be applied to the pay bands of the target wage line. For example, classifications of the Library pay band five of Schedule "A" (Acquisitions Clerk and Circulation Assistant) shall be placed into pay band five on the target wage line from which a difference shall be calculated (2006 target rate minus 2006 Library rate).
3. In four equal wage adjustments the difference between the two rates of pay as described above shall be reduced to zero. These wage adjustments shall be applied over four (4) years as follows:
  - one-quarter (1/4) of the target rate effective midnight December 31, 2007
  - one-quarter (1/4) of the target rate effective midnight December 31, 2008
  - one-quarter (1/4) of the target rate effective midnight December 31, 2009
  - one-quarter (1/4) of the target rate effective midnight December 31, 2010
4. It is agreed by the parties that general wage increases set out in clause 4 of this Memorandum shall be applied to the December 31<sup>st</sup> adjusted wage rates.
5. Attached to this Memorandum as Appendix "A" is a spreadsheet illustrating an implementation plan of the foregoing to achieve pay equity. The spreadsheet is dated March 20, 2008 and agreed to by the parties on March 31, 2008.
6. The parties agree that Letter of Understanding No. 10 – Pay Equity, of the 2001 – 2006 collective agreement is now redundant and deleted from the collective agreement effective January 1, 2007.
7. In consideration of the foregoing the parties agree that effective midnight December 31, 2010 pay equity for employees of the Greater Victoria Public Library has been fully achieved, fully funded, and fully implemented.

## **12. PREVIOUSLY AGREED CHANGES (GREEN SHEETS)**

The parties agree that the negotiated changes to the collective agreement, the "green sheets" shall be incorporated into the revised collective agreement as follows:

1. Housekeeping and Clarity Matters June 20, 2007 and  
March 28, 2008

2. Regular Part-time Employees Assignment of Work (1.05) June 20, 2007
3. List of Auxiliaries (1.06) (1.08(g)) June 21, 2007
4. Grievance Procedure (10.02) June 21, 2007
5. Posted Vacancies for LTD Replacements (12.01) June 21, 2007
6. On the Job Training (12.08) June 20, 2007
7. Special Placement (13.12) June 20, 2007
8. Job Sharing (14.09) June 11, 2007
9. Schedules "A" and "B" (17.02) August 27, 2007
10. Pay While Relieving (17.04) August 27, 2007
11. Proof of Illness (20.03) August 27, 2007
12. Subrogation (20.07) April 23, 2007
13. Personal, Emergency and Family Leave March 28, 2008
14. Leave for Full-Time Union Duties (22.04) April 23, 2007
15. Buy-Back of Pensionable Service (24.03) August 27, 2007
16. Benefits While on LTD (24.09) August 27, 2007
17. Employee and Family Assistance Plan (29.12) August 27, 2007
18. Pay Reviews (26.02 / .03) June 21, 2007
19. Union Review (26.05) June 21, 2007
20. Definition of Immediate Family (27.02) April 23, 2007
21. Supplementary Employment Insurance Benefits (28.06) June 20, 2007
22. Deferred Salary Leave Plan (31) April 23, 2007
23. Personal Harassment (31.02) August 27, 2007
24. No Discrimination (32.01) April 23, 2007

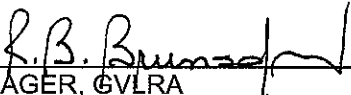
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| 25. | Hazardous Substances (34.02)                       | June 20, 2007   |
| 26. | Protective Clothing (34.04)                        | June 21, 2007   |
| 27. | Safety Footwear (34.05)                            | August 27, 2007 |
| 28. | Pregnant Employees (34.06)                         | June 21, 2007   |
| 29. | Salary Sharing for Auxiliary Employees<br>(LOU #7) | August 27, 2007 |

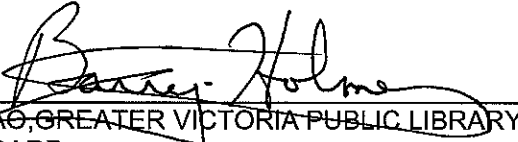
### 13. MISCELLANEOUS MATTERS

1. Article 1.09(ii)(o) will be amended by inserting the number "(3)" after the word "three".
2. The Employer, during collective bargaining, has put the Union on notice that the Employer shall in the future be strictly adhering to the provisions of Article 24.06 ensuring benefit plan premiums are to be paid while an employee is on temporary lay-off or extended leaves of absence.

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Settlement to be executed this 31st day of March in the year 2008, in the City of Victoria, Province of BC.

#### FOR THE EMPLOYER

  
\_\_\_\_\_  
MANAGER, GVLRA

  
\_\_\_\_\_  
CAO, GREATER VICTORIA PUBLIC LIBRARY  
BOARD

#### FOR THE UNION

  
\_\_\_\_\_  
PRESIDENT, CUPE LOCAL 410

  
\_\_\_\_\_  
VICE-PRESIDENT CUPE LOCAL 410