



NOTICE TO ALL TEAMSTERS EMPLOYED AT METRO VANCOUVER

BARGAINING UPDATE

December 16, 2020

Dear Sisters and Brothers,

Our first meeting with the Employer took place at Head Office on October 20th. At that meeting we introduced our respective committees, discussed protocol and dates. We met again on Monday afternoon. Although we had initially intended to meet in person, due to current circumstances we gathered at the Union hall and met with the Employer via teleconference.

We presented our packages to one another and then took a break in order to review and discuss the proposals. We reconvened to ask some questions we had and discuss dates and then our session with the Employer came to an end. We have since requested additional dates.

The proposals we provided to the Employer included additions or revisions to the following:

- Wages
- Shift Differential
- Pay for Acting at a Higher Pay Grade
- Vacation, Supplemental Vacation and Service Recognition for Vacation
- Long Term Disability
- Supplemental Employment Insurance Benefits
- Extended Health & Dental Services Plan
- Sick Leave Days
- Work Week & Remote Working

- Special Leave
- Boot Allowance
- Classification & Evaluation
- Health Spending Account
- Conference Attendance
- Contracting Out
- Union Industry Advancement Fund

In addition we have advised the Employer that we would like to discuss an outstanding grievance on Vacation Proration in the hopes of resolving the matter. We also included 'housekeeping' matters such as updating Schedule "A", the Supplementary Leave Table, the maternity and parental leave clauses, removing redundant language and correcting clause references.

After this notice, we will keep you updated throughout the process via the online portal and text/email, if you have signed up. Due to the fluid nature of bargaining and its confidential nature, we are not able to provide specific information on proposals.

If you have not already done so, we encourage you to fill out the attached form in order to receive information directly from the Union via text/email pertaining to your workplace. This will enable us to reach out to you quickly and gather information from the membership if necessary. For example, if we wanted to know your thoughts on an issue, we could canvass the membership and get a quick response which would help us in negotiations. Every bargaining update that is sent out via text and email will be posted on the online portal. The information on how to access the portal is included in this mailout.

If you have any questions, please do not hesitate to reach out to any one of us. We thank you for your patience and continued support through this process.

Your Bargaining Committee,

Karlene Bateman

Bart Frymel

Elizabeth Hartley

Daniel Werger