



TEAMSTERS LOCAL UNION No. 31
AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

IMPORTANT NOTICE TO ALL TEAMSTERS LOCAL 31 CIVILIAN MEMBERS EMPLOYED AT THE VPD

November 25, 2024

Dear Brothers and Sisters:

Re: Testing – Article 13.6 of the Collective Agreement

It was brought to the Union's attention that the Employer/ VPD may have violated Article 13.6 of the Collective Agreement by engaging in a practice that is not compliant with that Article and without the Union's knowledge.

The Union was advised that some civilians who may have successfully completed a formal typing/keyboarding test for purposes of consideration in a job competition, were denied re-testing to improve their scores and were advised that they must wait one (1) year before re-testing. That is in violation of Article 13.6. The one (1) year wait limitation for re-testing applies to a failed test only. A civilian Teamster, who has initially passed a test, can re-test without waiting one (1) year. The Employer cannot circumvent bargained contractual rights and introduce limitations that do not exist to engage in a practice that is not aligned with the Collective Agreement. The Union asked the Employer to adhere to Article 13.6 and all other Articles of the Collective Agreement, and to cease and desist from engaging in any practice that is in violation of it. Continued violation may result in a group grievance up to and including arbitration. The Union asks any civilian Teamsters impacted by this and who were denied re-testing after a successful test, to contact the Business Agent Murwan immediately. Article 13.6 language:

13.6 Testing

Where an employee has successfully completed a formal typing/keyboarding test for purposes of consideration in a job competition, such test result shall remain valid for consideration in subsequent job competitions, where applicable, for a period of one (1) year. Upon request by an employee and approval of the Employer, the employee may be permitted to practice their typing/keyboarding skills on their own time, using equipment provided by the Employer.

Any applicants having failed a test and then failed a subsequent retest will not be permitted to take another test until after one (1) year has elapsed or until the employee has successfully completed an approved training course prior to the one (1) year limitation.

Yours fraternally,

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Business Representative

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