

COLLECTIVE AGREEMENT

between

PW TRANSIT CANADA LTD (KEOLIS)

and

**CANADIAN UNION OF PUBLIC EMPLOYEES,
Local 2087**

April 1, 2025 – March 31, 2028

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DEFINITIONS

Employer

Shall refer to the as PW Transit Canada Ltd (Keolis)

Service Date

Service Date referred to in this Agreement shall mean first day hired.

Regular Full-Time Employees

A regular full-time employee is one who works regularly scheduled full-time shifts consisting of twenty-eight (28) to forty (40) hours per week and who has satisfactorily completed the probationary period of employment. These employees accumulate seniority and are entitled to all benefits outlined in this Agreement.

Regular Part-Time Employees

A regular part-time employee is one who works regularly scheduled shifts but does not work the scheduled hours of a full-time employee. A regular part-time employee shall mean a person employed in a Part-time position whose bid work equals less than twenty-eight (28) hours per week and who has completed the probationary period of employment. These employees accumulate seniority and are entitled to all benefits outlined in the Agreement, except as otherwise stated herein.

Regular part-time employees will have first right of refusal to work, on a seniority basis, for any shifts that become available on a short-term basis. Such hours will be worked according to the provisions of the hours of work, rates of pay and overtime provisions of this Collective Agreement.

Spareboard (West System only)

A spareboard employee is one who is hired on an on-going basis for relief work on a Monday through Sunday availability. This employee will be offered any available work after such work has been offered to regular part-time employees and before it is offered to casual employees.

This employee is one whose stated intent is to work their way into the operation for the purpose of eventually becoming a regular employee. A spareboard driver may reject a driving shift only if taking it would result in more than forty (40) hours in the current workweek, if the shift conflicts with an approved vacation or approved leave of absence or the driver has approval from the supervisor.

After completion of the probationary period (ninety (90) days worked in a twelve (12) month period) seniority will be established as the first day worked of that probationary period.

Following completion of the probationary period, a spareboard employee will be entitled to benefits as specified in the Collective Agreement.

The Parties agree that the Senior Spareboard employee will be considered regular and will have all benefits.

Casual Employees

A casual employee shall mean any employee hired on an intermittent basis.

A casual employee is one who is hired on an on-going basis for relief work on a Monday through Sunday availability.

***This employee will be offered any available work after such work has been offered to regular part-time and the spareboard employee. (*Trail/Castlegar Region only)**

When a casual employee has completed ninety (90) shifts worked within a twelve (12) month period they shall be entitled to other benefits as specified in the Collective Agreement.

Casual employees are expected to perform at least twenty (20) hours of work every quarter (3 months) provided shifts are available and the employee has been offered the work. If the employee refuses all shifts offered by the employer during a quarter and at least three (3) shifts have been offered to the employee, unless the employee was on an approved period of leave, the employee will be deemed to have resigned from their employment.

Part-time Casual Employees

Part-time casual employees will be offered regular scheduled work after regular part-time, spare board and casual employees are scheduled.

Part-time casual employees will have a ninety (90) day probationary period which must be completed within twenty-four (24) months.

The Part-time casuals will be available to work any day of the week.

A separate seniority list will be kept for the Part-time casuals.

If the Part-time casual employee wants to work on a more regular basis they will have to terminate employment as a Part-time casual and rehire as a casual with PW Transit Canada Ltd (Keolis)

Temporary Employees

Employees hired for a specific period of time (not to exceed five (5) consecutive months) in any one (1) year, and for a specific job that is not normally performed by the members of the bargaining unit.

The rate of pay for the job required will be negotiated prior to the posting, for the temporary employee.

Upon completion of the ninety (90) day probationary period, seniority will be established as the first day worked in the probationary period and will only apply within this classification. If a temporary employee applies to be a spareboard, casual or regular employee, they will be required to complete the full ninety (90) day probationary period.

These employees shall be entitled to other benefits of this Collective Agreement, except Article 15 – Benefits and Health Care Plans, 15.04, 15.05, 15.06, 15.07 and 15.08. These employees shall be entitled to fifteen (15%) percent of their gross pay in lieu of these benefits.

Days

Shall mean days worked unless otherwise specified.

Week

Shall mean the regular working week for employees shall be Monday to Sunday.

Month

Shall mean a period of thirty (30) or thirty-one (31) days except the month of February which shall be twenty-eight (28) or twenty-nine (29) days each leap year.

Year

Shall mean a period of twelve (12) months from one given date to another.

Running Lunch

Shall not be interpreted as a sit-down lunch, but a lunch to be eaten when conditions permit.

Lead Hand/Charge Hand

Is one who, over and above their regular work, supervises but remains under the supervision of a Working Supervisor. This person will be specifically assigned this position by their immediate Supervisor having regard for the employee being the senior regular qualified to perform the job duties. A Lead Hand and/or Charge Hand shall receive one dollar and fifty cents (\$1.50) per hour above the highest rated classification under their supervision, or their own rate, whichever is higher.

Working Supervisor

Is one who, over and above their regular work, supervises other workers and lead hand/charge hand(s) and/or assigns work in the absence of Management. Working Supervisor: three dollars (\$3.00) per hour premium – not compounded.

ARTICLE 1 - RECOGNITION OF THE UNION

1.01 Exclusive Bargaining Agency

The Employer recognizes the Union as the exclusive bargaining agency for the purpose of conducting collective bargaining on all matters pertaining to rates of pay, hours of work, and all other working conditions as long as the Union retains its rights to conduct collective bargaining on behalf of the employees of PW Transit Canada Ltd (Keolis) under the provisions of the British Columbia Labour Relations Code.

1.02 Union Security

All employees of PW Transit Canada Ltd (Keolis) who are Union members, as a condition of continued employment, shall remain members in good standing of the Union according to the constitution and bylaws of the Union. All new employees shall, as a condition of continued employment, become and remain members in good standing in the Union within thirty (30) days of employment. The Union will hold the Employer blameless for any necessary action under this clause.

1.03 Recognition

The Employer recognizes the Union and will not discriminate against any employees because they are a member or officer of the Union. The Employer also recognizes any employee elected or appointed to act as a full-time officer of the Union. Such an officer shall be granted access to the Employer premises upon application to the Employer manager in charge. The Employer will not unreasonably deny access on receiving the application. Any qualified Union officer, including Union designated Job Stewards, shall be recognized by the Employer in discussing any grievance under the terms of the Grievance Procedure as set out in Article 4 Grievance Resolution.

1.04 (a) No Discrimination

The Employer agrees there shall be no intimidation or discrimination against any employee by reason of their activities as a member of the Union, and the Union agrees that there shall be no intimidation or discrimination on its part against any employee of PW Transit Canada Ltd (Keolis)

(b) (i) A person must not:

(a) refuse to employ or refuse to continue to employ a person, or

- (b) discriminate against a person regarding employment or any term or condition of employment because of the race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.
- (ii) Paragraph (i) above does not apply:
 - (a) as it relates to age, to a bona fide scheme based on seniority, or
 - (b) as it relates to marital status, physical or mental disability, sex or age, to the operation of a bona fide retirement, superannuation or pension plan or to a bona fide group or employee insurance plan.
- (iii) Paragraph (i) above does not apply with respect to a refusal, limitation, specification or preference based on a bona fide occupational requirement.

1.05 No Strikes or Lockouts

There shall be no strikes or lockouts during the length of this Agreement in accordance with the Labour Relations Code.

1.06 Managerial Exclusions

Without restricting the generality of the foregoing sections, it is agreed that the following positions shall be excluded from the terms of this Agreement:

Managers
Operations Supervisors
Dispatchers
Office Administrators
Maintenance Administrators
Journeyman Mechanics and Apprentices

- 1.07 In the event the Company bids on new transit system contracts or there is an extension or reduction of present work it is agreed that the provisions of the Collective Agreement shall apply to such work.

Union Check-Off and Induction

- 1.08 The Employer shall deduct initiation fees, dues, and assessments from the pay of each employee who shall provide the Employer, as a condition of employment with a signed written Assignment of Wages to the Union.
- 1.09 The Employer shall remit to the Union, the sums deducted, in the month following the month in which the deductions are made, together with a written statement containing the names of the employees from whom deductions were made and the amount from each.
- 1.10 The Union will notify the Employer in writing of the current fees and dues, and assessments, and deductions under the provisions of this Article shall only be made upon receipt and in accord with such notification.

1.11 Advising Employees

The Employer agrees to advise potential employees that a collective agreement is in effect and with the conditions of employment set out in the Article dealing with Union Security.

The Employer will provide a copy of this collective agreement to each new employee prior to or on commencement of employment.

1.12 Shop Stewards

The Union may appoint or elect up to six (6) union stewards who shall be employees of PW Transit Canada Ltd (Keolis)

The Union shall notify the Employer, in writing, of the current officers and stewards of the Union.

1.13 Union Bulletin Board

The Employer agrees that the Union shall have the right to maintain a bulletin board at each worksite, provided that the use of such shall be restricted to the posting of notices regarding the business affairs, meetings, social events, and reports of the Union.

- 1.14 No employee shall be required or permitted to make written or verbal agreement with the Employer which conflicts with the terms of this Collective Agreement.
- 1.15 The Employer agrees that all correspondence between the Employer and the Union related to matters covered in this agreement shall be sent to the President of the Local.

The Employer agrees that a copy of any correspondence between the Employer and any employee in the bargaining unit covered by this Agreement pertaining to the interpretation or application of any clause in this Agreement shall be copied to the President of the Local.

1.16 Successor Status

The Employer hereby recognizes the rights of all employees to be protected by application of Successor Status.

If a business or a part of it is sold, leased, transferred or otherwise disposed of, the purchaser, lessee or transferee is bound by all proceedings of the Labour Relations Code before the date of the disposition and the proceedings shall continue as if no change had occurred.

It is further agreed that the Collective Agreement will continue to bind the purchaser, lessee or transferee to the same extent as if it had been signed by the purchaser, lessee or transferee, as the case may be.

1.17 Successor Status

If the Employer loses a Transit contract(s) through the action of a third party, the Union recognizes that PW Transit Canada Ltd (Keolis) will have no fiscal responsibility.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.01 The management of the Employer's business, including the hiring, promotion, demotion, discipline and dismissal for just and reasonable cause, and the direction of the working forces is vested exclusively with the Employer, except as may be otherwise specifically provided in this Agreement.
- 2.02 The Union agrees that the Employer has the right to make and alter from time to time, as the necessity arises, rules and regulations to be observed by all employees, which rules, regulations and/or amendments shall not be inconsistent with the provisions of this Agreement.
- 2.03 All rules, regulations and/or amendments shall be communicated in writing to the Union.
- 2.04 The selection of Managerial/Supervisory personnel shall be entirely a matter for the discretion of the Employer.

ARTICLE 3 - TECHNOLOGICAL CHANGE

- 3.01 (a) Definition of Technological Change - a change in the manner, method or procedure in which the Employer carries on its work, undertaking, or business that is directly related to the introduction of that equipment or material; that significantly decreases the number of employees; but does not include normal lay-off resulting from a decrease in the amount of work to be done.
- (b) The purpose of the following provisions are to preserve job security and stabilize employment and to protect as many regular employees as possible from loss of employment.

3.02 Notification of Changes

Three (3) months before the proposed introduction of any technological change affecting two (2) or more employees, as defined by Article 3.01 (a), the Employer shall notify the Union of the proposed technological change.

3.03 Technological Displacement

During the term of this Agreement any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two (2) Parties to this Collective Agreement.

3.04 Training Program

- (a) The Employer, after consultation with the Union, may, instead of releasing an employee due to technological change, retrain the employee for another position for such period of time as the Employer thinks fit. The Employer will assume the cost of such retraining. After the period of training, the employee shall have three (3) months to adapt fully to the new position. Should the employee not adapt to the new position, they may be released by the Employer.
- (b) If an employee, who is displaced by technological change, is retrained for, or takes a position with the Employer that is at a lower rate of pay, shall be entitled to only one-half (1/2) of the pay increases given to the new position until their rate of pay becomes the same as that provided for the new position.

- 3.05 No regular employee shall be released because of technological change except upon one (1) weeks' notice, pay included, for each year of service, with a maximum of four weeks, during which time they will be allowed up to five (5) hours per week without loss of pay, for the purpose of job interviews. Not less than two (2) days prior to the expiration of the aforesaid period of notice, the employee shall inform the Employer if they elect to receive severance pay as herein provided or whether they wish to be laid off in accordance with the Article on Lay-off in this Agreement.
- 3.06 (a) If the employee elects to receive severance pay, they shall lose seniority in accordance with Article 6 of this Agreement and in the event they be rehired by the Employer at a later date, shall not again be entitled to severance pay as provided for in this Article.
- (b) The severance pay payable (in addition to the Agreement provisions) to an employee, pursuant to this Article, shall be one (1) month's pay at regular rates for each two (2) full years of service completed by the employee, PROVIDED HOWEVER, that the severance pay shall not be less than one (1) month's pay or more than three (3) month's pay.
- 3.07 Notwithstanding anything contained elsewhere in this Agreement, any employee laid off two (2) months or more, prior to the proposed introduction of a technological change, shall be deemed not to be affected by the technological change and therefore will not be eligible to any entitlement as described in this Article.
- 3.08 No New Employee
- No additional employees under this Article shall be hired by the Employer until the provisions of Article 3.04 have been met.

ARTICLE 4 - GRIEVANCE RESOLUTION

4.01 The Employer agrees that time spent in investigating and settling disputes during working hours involving its employees by the Union Steward(s) shall be considered as time worked.

4.02 The Employer agrees to grant time off with pay during any working day to Officers of the Union in order to attend meetings with the Employer provided that not less than four (4) hours' notice be given to their immediate Supervisor by the Officer(s) of the Union so requesting the time off.

4.03 Grievance Procedure

In the event of an employee having a grievance the settlement of the said grievance shall be handled under the following procedures:

4.04 Stage 1

Within fifteen (15) working days of learning of the grievance, the employee or employees concerned, with a Union officer or steward in attendance, shall endeavour to settle the dispute with the immediate Supervisor. Failing to reach a satisfactory settlement of the dispute within seven (7) days after its submission, the dispute may be referred to Stage 2.

4.05 Stage 2

The Grievance Committee of the Union shall meet with the Manager within seven (7) days of a written request for such a meeting. Failing to reach a satisfactory settlement of the dispute within seven (7) days after such a meeting, the dispute may be submitted to Arbitration.

4.06 All replies to grievances shall be in writing at all stages.

4.07 Time Limits

The time limits in this Article may be varied and/or extended only by mutual agreement between the Parties.

4.08 The Employer shall have the right to submit any dispute regarding the interpretation of or violation of this Agreement to the Executive Officers of the Union. Failing a satisfactory settlement within seven (7) days of the submission, the Employer shall have the right, upon giving seven (7) days notice in writing to the Union, to refer the dispute to an Arbitrator constituted in accordance with this Article.

4.09 Where a dispute involves a question of general application, or the termination of an employee, the Employer and the Union may agree to bypass Stage 1.

4.10 Decision

The decision of the Arbitrator shall be final and binding upon the Parties.

4.11 Expenses of Arbitrator

Each Party shall bear the expenses of the nominee appointed by such Party, and shall pay one-half (1/2) of the expenses of the Arbitrator.

4.12 Union Representative

The Union has the right to engage the assistance of their National Representative in the grievance process in investigating and attending meetings with the grievor and management provided the grievance timelines as set out in Article 4 are met.

ARTICLE 5 - STAFF AND STAFFING

5.01 Job Postings

When a vacancy occurs or a new position is created inside of the bargaining unit, the Employer shall immediately notify the Union in writing and post notice of the position in the Employer's offices, shops and on all bulletin boards for a minimum of one (1) week so that all members will know about the vacancy or new position. The Employer will email and mail a copy of the notice to employees on leave of absence, sick leave, vacation or lay off. Positions shall be posted within one (1) week of vacancy. Vacancies for positions outside of the bargaining unit shall be posted on bulletin boards.

If the vacancy is to be of a temporary nature, i.e. replacement for WCB, LTD, Extended Leave, the posting will so indicate. "This is a temporary posting and will continue until "date", or the return of the incumbent." The incumbent is required to give two weeks' notice of their return date to posted position.

5.02 Information on Posting/Vacancy

Such notice shall contain the following information: Nature of position, qualifications, skills, knowledge and education required, shift, wage or salary rate or range and the closing date for applications to the position. The Employer will ensure that all postings are open to both male and female applicants and that qualifications are not established in a discriminatory manner.

5.03 No Outside Advertising

No outside advertisement for any vacancy within the East and West bargaining unit shall be placed until the applications of present employees have been fully processed. The Employer will contact members by email who are on an approved leave with job postings.

The employer may post internally and externally concurrently but internal applicants will be given priority.

5.04 Processing and Filling of Vacancies/Appointments

Following the processing of applications, the Employer shall conduct interviews for those employees meeting the posted requirements, and within seven (7) days following the completion of the interviewing, shall notify the successful employee of their appointment.

5.05 Probationary Period

From the date of hiring an employee shall be on probation for a period of ninety (90) days. During this period, employees shall be entitled to all rights and benefits, unless specified elsewhere in this Agreement.

Assessment During Probationary Period

During the probationary period the Employer shall be responsible to ensure that an ongoing evaluation of the employee is conducted. The employee and union will be provided with a copy of evaluations that are not satisfactory.

Such evaluation to include, but not be limited to: orientation to worksite, job, rules and regulations; monitoring of employee on a regular basis; communication to employee of the individual's performance; correction as necessary and time to ensure correction is understood and made.

The employer maintains the right to terminate probationary employees that are deemed unsuitable for the position at or prior to the conclusion of the probation period and ongoing evaluation. The union reserves the right to grieve if the determination was discriminatory or done in bad faith.

5.06 Promotions, Demotions, Transfers

The Employer agrees that seniority shall be the determining factor in all cases of promotion, demotion or transfer. Where competency, efficiency, and ability of competing employees are relatively equal, the more senior employee shall be given preference. Subject to the grievance procedure in this Agreement, the Employer shall determine competency, efficiency and ability in a fair and equitable manner.

5.07 A regular full-time or a regular part-time employee may, upon written application to the Employer and Union, return to the casual board with ten (10) working days' notice. The employee must remain on the casual board for a minimum of sixty (60) calendar days. When returning to the casual board they will go to the bottom of the casual seniority list. They will retain their seniority earned in the regular full-time or regular part-time classification for the purpose of re-entering that classification.

5.08 The Employer is not obligated to consider seniority in the case of promotions or demotions not in excess of one (1) full day, but such period of time may be extended by mutual agreement of the Employer and the Union.

5.09 Job/Position Classification Changes

An employee moving from one classification to another that involves no change in their pay rate shall not be considered as promoted or demoted.

5.10 Transfers

An employee may be transferred to a position both within and outside of the bargaining unit. If transferred to a temporary position within the bargaining unit, the employee will be notified in writing, copied to the Union, of the duration of the temporary transfer. If the transfer has the same rate of pay as their former position, the employee shall remain at this pay level.

- 5.11 No employee shall be transferred to a position outside the bargaining unit without their consent. If an employee is transferred to a position outside of the bargaining unit, they shall retain their seniority accumulated up to the date of leaving the unit, but will not accumulate any further seniority. An employee shall have the right to return or be returned to their position in the bargaining unit during the sixty (60) days period following the transfer.

If an employee returns to the bargaining unit, they shall be placed in a job consistent with this seniority. Such return shall not result in the lay-off or bumping of an employee holding greater seniority.

- 5.12 In all cases of a temporary transfer, both within and outside of the bargaining unit, such temporary transfer will not exceed sixty (60) days unless the Parties to this Agreement mutually agree to extend the time limit(s).
- 5.13 Transfers extending beyond the sixty (60) days shall be considered as a permanent transfer.
- 5.14 Notwithstanding any of the foregoing, no employee shall be transferred to a position both within or outside of the bargaining unit without their consent.

5.15 Special Skills Transfer

The Employer shall have the right, from time to time to select employees who are to be given special experience or training in preparing them or trying them out as to their capabilities for other assignments with the Employer and to promote, demote, engage, retain or dispense with their services in such assignments, provided, however, that the employee concerned shall be reinstated in the job classification they would have held had they not been so chosen for the special assignment, and further provided that no such employee shall be assigned to take over the job occupied at the time by an employee outranking such person for

promotion purposes if such assignment would result in demotion of such employee. The relative seniority of employees, as set out in the Employer's seniority listing, shall not be changed as the result of action under this Section.

- 5.16 The Union agrees that the Employer shall have the right to hire any employee having special skills or trades for a special assignment of work who shall be discharged when their employment at such special skill, trade or assignment comes to an end. However, in the event that such employment is temporarily halted due to adverse weather conditions or a lack of available materials, the Employer may retain such employee in its service until they can recommence work on the special assignment.

5.17 Qualifying Period

The employee shall be considered as a qualifying employee in their new position for a period of sixty (60) days. Conditional on satisfactory service, the employee shall be declared permanent. In the event the successful applicant proves unsatisfactory in the position during the qualifying period, or if the employee is unable to perform the duties of the new job classification, or if the employee chooses to return to their former position, they shall be returned to their former position, wage or salary rate and without loss of seniority. Any other employee promoted or transferred because of the rearrangement of the position shall also be returned to their former position, wage or salary rate, without loss of seniority.

ARTICLE 6 - LAY-OFFS AND RECALL

- 6.01 Both Parties recognize that job security shall increase in proportion to length of service. Therefore, in the event of a lay-off, employees shall be laid off in the reverse order of their Region seniority, subject to qualifications and ability to perform the work of the classification.

6.02 Recognition of Union Officers During Lay-off

In order that the operations of the Union will not become disorganized when lay-offs are made, members of the local Executive Board and Chief Steward, not to exceed five (5) employees, shall be the last persons laid off during their term of office.

6.03 Notice of Lay-off

Unless legislation is more favourable to the employees, the Employer shall notify employees who are to be laid off, ten (10) working days prior to the effective date of lay-off. If the employee has not had the opportunity to work the days as provided in this Article, they shall be paid for the days for which work was not made available.

- 6.04 In the event of a reduction in crew, all overtime to be worked shall be performed, whenever practicable, by laid off employees. All such employees shall receive a minimum of four (4) hours pay at the base rate and overtime after four (4) hours for the job for such call-outs. An employee recalled under the provisions of this Section, shall be considered as being laid off at the conclusion of each working day unless otherwise advised.

6.05 Recall Procedure

Subject to their ability to perform the work of a classification, employees shall be recalled in order of their Region seniority. The Employer shall notify the employee(s) by registered mail and shall give ten (10) days' notice of the recall.

An employee recalled for casual work or employment of short duration at a time when they are employed elsewhere, shall not lose recall rights for their refusal to return to work.

- 6.06 Laid-off employee(s) failing to report for work of an ongoing nature within ten (10) days of the date of receipt of notification by registered mail, shall be considered to have abandoned their right to reemployment. Employee(s) requiring to give two (2) weeks' notice to another Employer shall be deemed to be in compliance with the ten (10) days provision.

6.07 No New Employees

No new employee(s) shall be hired, until those laid-off employees have been notified subject to Article 7, subject to their ability to perform the work of the classification.

6.08 Grievance

A grievance concerning lay-off or recall may be initiated at Stage 2 of the grievance procedure.

6.09 Regular part-time employees on seasonal lay-off during the summer months who wish to be available for work will so notify the Employer by April 30th. Employees not wishing to be offered this additional work will suffer no loss of seniority or other contractual rights.

ARTICLE 7 – SENIORITY

7.01 Seniority is defined as the length of service in the bargaining unit. Seniority will commence on the date of hire. Seniority for regions will commence from their original date of service in that region.

Both parties recognize that job opportunity should increase in proportion to length of service. Therefore, in making staff changes, appointments shall be made of the applicant senior in the service and having the required qualifications and capabilities.

Seniority will be divided into seven (7) regions:

- Trail/Castlegar
- Grand Forks
- Cranbrook
- Columbia Valley
- Elk Valley
- Kimberley
- Creston

7.02 Calculation of Seniority

Seniority is defined as the length of service in the bargaining unit and shall operate on a bargaining-unit wide basis unless specified otherwise elsewhere in this Agreement.

a) Regular Employees

Following the probationary period, seniority credits shall commence from the service date of the employee and shall govern in all areas of this Agreement.

b) Temporary Employees

Following the probationary period, seniority credits, shall commence from the service date of the employee, except in the case of promotions, demotions, and lay-offs, when seniority shall be calculated as the number of days worked since the service date of the employee.

c) Spareboard

Following their probation (90 days worked in a 12-month period) a spareboard employee will be entitled to benefits as specified in the Collective Agreement as well as seniority from their first day of hire.

d) Casual Employees

A casual employee is one who is hired to work intermittently.

When a casual employee has completed ninety (90) days worked in a twelve (12) month period, they shall be entitled:

- a) To benefits as specified in the Collective Agreement.
- b) Seniority for casuals will be based on hours worked.
- c) When a casual employee has accepted a regular position, their seniority date will be established as the date they start the regular position in that Region.

Casual employees who have not yet completed the probationary period of ninety (90) days shall be called for work after those employees who have completed the probationary period.

e) Part-time Casual Employees

- a) Part-time casual employees will be offered regular scheduled work after regular part-time, spare board and casual employees are scheduled.
- b) Part-time casual employees will have a ninety (90) day probationary period which must be completed within twenty-four (24) months.
- c) The Part-time casuals will be available to work any day of the week.
- d) A separate seniority list will be kept for the Part-time casuals.
- e) If the Part-time casual employee wants to work on a more regular basis they will have to terminate employment as a Part-time casual and rehire as a casual with PW Transit Canada Ltd (Keolis)

7.03 Seniority Lists

The Employer shall maintain separate seniority lists for each category of employee based on the foregoing. The list shall show for:

- a) Regular employees, the date upon which each employee's service commenced.
- b) Temporary employees, the service date and the number of days from the commencement of the service date.
- c) Casual employees shall be added to the list based on the number of hours accrued since the service date.
- d) Part-time Casual employees shall be added to the list based on their service date.

The list shall be updated monthly and forwarded to the Union and will be posted on all bulletin boards monthly.

7.04 Loss of Seniority

An employee shall not lose seniority rights if they are absent from work because of sickness, accident, lay-off or leave of absence approved by the Employer.

An employee shall only lose their seniority in the event the employee:

- (1) is discharged for just cause and is not reinstated;
- (2) resigns in writing and does not withdraw within two (2) days;
- (3) is absent from work in excess of five (5) working days without sufficient cause or without notification to the Employer, unless such notice was not reasonably possible;
- (4) he fails to return to work within ten (10) days calendar days following recall after a lay-off and after being notified by registered mail to do so, unless through sickness or other just cause. It shall be the responsibility of the employee to keep the Employer informed of their current address;
- (5) he is laid off for a period longer than one year;
- (6) retires;
- (7) accepts severance pay.

- 7.05 The seniority of employees serving in the Armed Forces shall continue on, provided that for this purpose, an employee returns to their employment with the Employer within a period of six (6) calendar months following their discharge from the Forces.

7.06 Union Leave/Business

It is understood that where the Employer grants time off to an employee, or a Leave of Absence pursuant to Article 9, they shall not lose seniority rights and shall be entitled to return to their job they would have held, had not the time off/leave of absence been taken.

ARTICLE 8 - JOB CLASSIFICATIONS

8.01 Job Description/Classification

The Employer agrees to draw up job descriptions for all positions and classifications for which the Union is bargaining agent. These descriptions shall be presented to the Union and shall become the recognized job descriptions, unless the Union presents written objection within fourteen (14) days.

If the Union presents written objection to a job description presented to it by the Employer within fourteen (14) days, the contentious job description shall be referred to a Joint Classification Committee comprised of two (2) representatives from the Employer and two (2) representatives from the Union to resolve the difference. If the Classification Committee is unable to resolve the difference, then it shall be submitted to grievance procedure.

8.02 Notice of New Position

In the event the Employer shall establish any new position, for which the Union is bargaining agent, the classification and wage for this new position shall be established by the Employer and written notice shall be given to the Union, and shall be posted on all bulletin boards at the Employer's place of business for a minimum of seven (7) calendar days, so that all members will be aware of the new position. Unless written notice of objection is given to the Employer by the Union within fourteen (14) calendar days after such notice, to negotiate and resolve the classification and wage rate, such classification shall be considered as agreed to.

In the event the Parties are unable to resolve the dispute, then it will be submitted to grievance procedure.

8.03 Changes in Classification

When the duties or volume of work in any classification is changed or increased, or where the Job Classification Committee representatives of the Union or an employee feels they are unfairly or incorrectly classified, during the term of this Agreement, the classification and/or pay rate shall be subject to negotiation between the Employer and the Union. If the Parties are unable to agree on the reclassification and/or rate of pay of the job in question, such dispute shall be submitted to Grievance and Arbitration. The reclassification and/or rate of pay shall be considered retroactive to the date of the employee first filled that position.

8.04 Elimination or Change of Classification

Existing classifications shall not be eliminated or changed without prior notification to the Union. If the Union objects to the elimination of the classification in writing within fourteen (14) days of being notified, the matter shall be referred to the Classification Committee. If the Classification Committee is unable to resolve the difference, then the matter shall be referred to Arbitration pursuant to Article 6.

ARTICLE 9 - LEAVE OF ABSENCE

9.01 General Leave

A regular employee shall be granted leave of absence without pay and with accumulation of seniority, up to a maximum of three (3) months, for good and sufficient cause. A request for such leave shall be in writing. Adoption Leave shall be granted under this section.

9.02 Union Leave

The Employer shall grant long-term leave of absence to a regular employee, without pay and with accumulation of seniority, for the business purposes of the local union, or CUPE, but such leave shall not exceed two years. Extensions to such leave may be granted by the Employer, upon application from the Union.

9.03 A maximum of four (4) bargaining representatives, two (2) representatives East of the Kootenay Pass and two (2) representatives West of the Kootenay Pass in the employ of the Employer shall have the privilege of attending collective bargaining meetings, if held during regular working hours, without loss of remuneration. Collective bargaining, where used in this Section, means the negotiation of a new Agreement, if any to supersede this Agreement. The Union will pay the wages for the prep meetings. The Employer will pay full cost of wages during bargaining.

9.04 The Employer agrees to grant leave of absence, without pay, to union members who are regular employees for the business purposes of the Union or to attend labour seminars or labour conventions up to a cumulative maximum of sixty (60) days per calendar year, provided reasonable notice is given in writing.

It is agreed that employees on union leave will be provided benefits and the union agrees to reimburse the full cost of such benefits, provided the Employer can justify the rates.

9.05 Bereavement Leave

An employee shall be granted five (5) regularly scheduled consecutive work days leave, without loss of pay and benefits, in the case of death within the Province and seven (7) days outside the Province, of a parent, spouse, common-law spouse, same sex partner, brother, sister, child, mother-in-law, father-in-law, grandparent, grandchild or grandparent-in-law, brother-in-law, sister-in-law, step-parent or step-child.

Unused days may be used within a year of the death to attend a memorial or celebration of life ceremony.

Additional leave without pay may be extended by mutual agreement.

9.06 Pallbearer Leave

One-half day leave without loss of pay shall be granted an employee to attend a funeral as pallbearer. The Employer shall have the right to request verification.

9.07 Educational Leave

An employee shall be entitled to leave of absence, with pay and without loss of seniority and benefits to write examinations to upgrade their employment qualifications for the Employer.

9.08 Medical Care Leave

Employees shall be allowed up to three (3) days per annum paid leave of absence in order to engage in personal preventive medical health and dental care, provided that such days shall be charged against the employee's sick leave. On request, employees may be required to show proof of medical or dental care.

9.09 Paid Jury or Court Witness Duty Leave

The Employer shall grant leave of absence without loss of seniority benefits to an employee when subpoenaed as a juror or witness in any court. The Employer shall pay such an employee the difference between their normal earnings and the payment they receive for jury service or court witness, excluding payment for travelling, meals, or other expenses. The employee will present proof of service and the amount of pay received. Time spent by an employee required to serve as a court witness, in any matter arising out of their employment, shall be considered as time worked at the appropriate rate of pay.

9.10 Family Leave

Employees shall be allowed leave of absence with pay and without loss of seniority and benefits for the following reasons:

<u>Reason</u>	<u>Leave of Absence</u>
Serious fire or flood in employee's home.	Up to three (3) days
Employee's marriage	One (1) working day at the discretion of the employer if it falls on a working day.

9.11 Casual Leave

The Employer shall grant casual leave of absence without pay to any employee on reasonable notice, provided the request itself is reasonable and provided the leave can be accommodated by the Company without undue interference to the system. Reasonable notice shall be a minimum of forty-eight (48) hours, except in emergencies.

9.12 Family Care

Maximum of three (3) days per year to be deducted from the employee's sick leave bank used to provide the following:

- a) Medical Care – preventative medical, health and dental care.
- b) When the employee is required to care for a sick spouse, mother, father, mother-in-law, father in-law, or their child.

It is not required to book off an entire shift, the employee may take such time off in hourly allotments, with a minimum of two (2) hours where replacement is required.

ARTICLE 10 - HOURS OF WORK, OVERTIME, WAGES

10.01 Hours of Work (East and West Region)

The regular working week shall be Monday to Sunday and shall constitute forty (40) hours, eight (8) hours per day, or a compressed work week of forty (40) hours ten (10) hours per day, with the exception of some employees covered under Article 10.03.

*The compressed work week for the West Region will come into effect at the operational commencement of the Genelle Depot.

10.02 The regular working week, together with the hours of work may be varied by mutual agreement between the Employer and the Union under special circumstances.

10.03 The hours of work for the following shall be:

Service Person: Monday to Friday, eight and one half (8 ½) hours per day, with one half (1/2) hour for lunch.

10.04 Pre-Trip and Post-Trip

- a) All drivers who take a bus out for its first trip of the day or beginning work in a bus without a pre-trip card shall be paid fifteen (15) minutes for such pre-trip.
- b) All drivers who bring a bus back to the depot at the end of their shift shall be paid five (5) minutes for post trip/bus clean.

10.05 Shift Work

- a) Shift work shall be as per posted schedule. Lists shall be drawn up and posted with respect to all employees on such shifts. One (1) week notice of all shift changes, except in cases of emergency.
- b) Casual employees replacing regular full-time employees for a full shift will be entitled to the same hourly allotment as the regular employees. Any other shifts will pay actual hours worked but not less than the two (2) hour minimum, Monday through Sunday inclusive.

10.06 Drivers

- a) Shift work for Transit employees shall be posted when a new schedule is being implemented.

*Shift work for Trail/Castlegar Transit employees shall be as per posted weekly schedule(s) on a rotation basis until a new schedule is implemented with the operational commencement of the Genelle Depot.

- b) Senior employees shall have preference in selecting their shifts when qualified junior employees are available to perform the required work.
- c) The employer agrees to consult with the union prior to implementing any new shift schedules.
- d) A driver may switch a shift with another driver after the call-out has been done for the next day, with notice and approval from the Employer.

10.07 a) Call out Procedure – West System

All call out shifts, including Handy Dart and conventional routes in all Regions, will be offered on a seniority basis. The employer may take all steps necessary to cover available shifts with Drivers working at Regular-Time before offering work at Over-Time.

When there is a need for a “Call Out” due to leave by an employee, the following process will occur:

- a) Regular Part Time Drivers will be called on a seniority basis to fill the “call Out”.
- b) If there are no Regular Part Time Drivers available then Spare Board Drivers will be called on a seniority basis.
- c) If there are no available Spare Board Drivers then Casual Drivers will be called on a seniority basis.
- d) If there are no available Casual drivers, then the shift will be offered to Part-time Casual drivers.
- e) If there are no available Part-time Casual drivers, then the shift will be offered at regular time to Regular Full Time Drivers on a seniority basis.
- f) If the shift cannot be covered at regular time then it will be offered to Regular Full-time Drivers and Regular Part -time Drivers as over-time.
- g) If the shift has not been covered by Regular employees as Over Time then it will be offered as Over Time to first Spare Board and then Casual Drivers until the shift is covered.

If after following the above call out procedure there are shift/s still uncovered Management may take any steps necessary to cover the work.

Vacation Coverage:

Covering requested vacation is done following the Vacation Selection before the end of March.

The vacant shifts created by the vacation schedule will be covered following Call Out Procedure (10.07).

(b) Call out Procedure - East System

When there is a need for a "Call Out" due to leave by an employee, the following process will occur:

- a) Qualified Casual Driver's will be called on a seniority basis.
- b) If there are no available qualified casual drivers, then the shift will be offered at regular pay to regular full-time and part-time drivers who are on a day off in seniority order.
- c) If the shift cannot be covered at regular pay then it will be offered to regular full-time drivers and regular part-time drivers as over-time.
- d) If the shift has not been covered by regular employees as over time then it will be offered as over-time to casual drivers until the shift is covered.
- e) If after following the above call out procedure there are shift/s still uncovered Management may take any steps necessary to cover the work.

Vacation Coverage

Covering requested vacation is done following the Vacation Selection before the end of March. The vacant shifts created by the vacation schedule will be covered following Call Out Procedure (10.07).

10.08 Eating Allowance for Extended Hours

Any employee required to work in excess of ten (10) consecutive hours shall be entitled to a lunch not to exceed the sum of twenty (\$20.00) dollars, paid by the Employer plus time to eat, not to exceed one (1) hour.

10.09 Rest Between Change of Shifts

Failure to provide at least ten (10) hours rest between shifts which are being changed shall result in payment of overtime at established rates for any hours worked during such rest period.

- 10.10 In lieu of any shift, layover, or split-shift differentials, drivers working a shift up to four (4) hours shall be paid one dollar and fifty cents (\$1.50) per day. Drivers working a shift more than four (4) hours will be paid two dollars (\$2.00) per day.

10.11 Overtime Defined

All time worked before or after the employee's regular shift, the employee's regular work week, or, on a holiday shall be considered overtime.

- 10.12 a) Daily overtime – time and one-half (1 ½) for the first three (3) hours following completion of regular shift and double (2x) time thereafter.
- b) Weekly overtime – time and one-half (1 ½) for the first eight (8) hours and double (2x) time thereafter – not to be compounded with (a) above.

The above as per Employment Standards Act.

10.13 Accumulation of Overtime

Employees will be allowed to accumulate overtime in an Overtime Bank, up to a maximum of eighty (80) hours at any one time.

An employee may request pay out of accumulated time by:

- a) pay out of not less than twenty (20) hours to be paid on a separate cheque, or
- b) for accumulations of less than twenty (20) hours – to be paid on their regular pay cheque.

These hours must be cleared by December 31st of the year in which the accumulated overtime was earned. If employees have failed to clear their accumulated overtime by December 31st, then the Employer will pay out all unused overtime to those employees so affected. An extension of this clearing date may be possible by mutual agreement between the Parties.

10.14 Statutory Holiday for Continuous Shift Employees

An employee required to work a continuous seven (7) days per week shift shall have the right to accumulate up to five (5) days in lieu of holidays worked to be taken in a block at a mutually agreed time.

10.15 An employee required to report for work on any given shift, and if sent home by their Supervisor due to adverse weather conditions or because of the lack of available work for that shift, shall receive three (3) hours pay at the base rate (excluding any differentials, excepting shift differentials) of the job at which they was last employed. If an employee commences work, they shall be paid for a minimum of four (4) hours.

10.16 The Employer shall pay wages to its employees in accordance with Schedule A attached hereto and forming part of this Agreement.

10.17 Relieving in Higher Rated Positions

Employees relieving in higher rated positions during any portion of their work day shall be paid the rate of the higher rated position for the entire day. Relief shall mean relief provided on the day of, subsequent to the scheduled day.

10.18 Pay Days

All employees shall be paid bi-weekly.

10.19 Equal Pay for Equal Worth

Employees within comparable classifications shall receive equal pay for equal worth, regardless of sex.

10.20 Service Person Operating Bus

A Service Person, who operates a revenue service transit bus as part of the Service Person's regularly scheduled day, shall be paid the appropriate rates for the hours worked, including premiums and the sum under Article 10.09; provided that if such time totals more than four (4) hours in the day, the Service Person shall be paid that rate for the entire day.

10.21 Starting Point/End Point

In the event that a driver's ending point on a day is not at the same place as the starting point, transportation will be provided by the company from the end point to the starting point and the travelling time involved will be included in the paid working hours of the shift schedule involved.

10.22 Employees who perform their regular duties in the shop and are required to work on Saturday and/or Sunday shall receive their regular rate of pay plus one dollar (\$1.00) per hour for the time worked on Saturday and Sunday only.

10.23 Paid Breaks

Employees, with the exception of those employees on a ten (10) hour shift are entitled to paid breaks as follows:

In excess of six (6) consecutive hours on shift – two (2) paid fifteen (15) minute breaks or equivalent.

Four (4) to six (6) consecutive hours on shift – one (1) paid fifteen (15) minute break or equivalent.

Such breaks to be taken at a time and place convenient to the Employer.

"or equivalent" means that the one or two breaks may be taken in smaller instalments, i.e. when convenient to both Employer and employee.

ARTICLE 11 - STATUTORY HOLIDAYS AND ANNUAL VACATIONS

Part 1 - Statutory Holidays

11.01 Regular Full-Time Employees – Regular Full-Time employees will receive a day off with pay for all Statutory Holidays listed in Clause 11.03 of this Article, provided that they worked or earned wages for fifteen (15) of the thirty (30) calendar days preceding the statutory holiday.

In accordance with Article 11, Part 1, and the Employment Standards Act, the parties agree to the Statutory Holiday entitlement for regular part-time and casual employees as follows:

Regular Part-Time Employees – Regular part-time employees will receive Statutory Holiday Pay same as regular scheduled day before, or if the employee has worked irregular hours during the thirty (30) days prior to the statutory holiday then the employee is entitled to an average days pay for the holiday.

This amount is calculated by dividing the employee's total wages, excluding overtime, earned in the thirty (30) day period by the number of days worked.

Casual Employees – Casual employees who have worked fewer than fifteen (15) of the thirty (30) days prior to the statutory holiday are entitled to pro-rated statutory holiday pay.

This amount is calculated by dividing the employee's total wages, excluding overtime, earned in the thirty (30) day period by fifteen (15).

Should the employee work fifteen (15) or more days of the thirty (30) days prior to the statutory holiday they will be entitled to an average days pay based on the above calculation for regular part-time employees.

11.02 In the event of illness or accident occurring prior to or on the scheduled day following said Statutory Holiday and providing such occurs during the course of time employed, the employee shall present to the office a doctor's certificate substantiating the illness or accident.

11.03 The recognized statutory holidays shall be as follows:

New Year's Day	Victoria Day	Remembrance Day
Family Day	Canada Day	Christmas Day
Good Friday	Labour Day	Boxing Day
Easter Monday	Truth and Reconciliation Day	
British Columbia Day	Thanksgiving Day	

and on all days proclaimed by local, provincial or federal government.

- 11.04 a) All work performed on any Statutory Holiday listed in this Article shall be paid for at double time of the base rate for the work performed by the employee, in addition to the pay received by the employee for the Statutory Holiday as set out in this Article.
- b) New Year's Eve: An employee working a special New Year's Eve shift will be entitled to Statutory Holiday pay for all hours worked on that day.
- 11.05 When any of the above noted holidays fall on a Saturday or Sunday and is not declared or proclaimed as being observed on some other day, the following Monday (or Tuesday, where the preceding Monday is declared or proclaimed a holiday) shall be deemed to be the holiday. Calculations for the Statutory Holiday shall remain the actual calendar date.
- 11.06 When any of the above noted holidays fall on an employee's scheduled day off, the employee shall receive a day's pay or another day off with pay at a time arranged by mutual agreement.
- 11.07 When any such holiday falls during an employee's vacation with pay, and they would have been entitled to pay for such a holiday not worked, had the employee not been on vacation, they shall receive an additional day of vacation with pay in lieu thereof.

Part 2 - Annual Vacation

- 11.08 All regular employees shall be credited and granted vacations earned up to their anniversary date as follows:
- | | |
|----------------|--|
| 1 - 3 years | two (2) weeks |
| 4 - 10 years | three (3) weeks |
| 11 to 20 years | four (4) weeks |
| 21 - 25 years | five (5) weeks |
| After 25 years | one (1) additional day per year of service to maximum of six (6) weeks |
- 11.09 For each period consisting of thirty (30) consecutive calendar days an employee is absent from work while on a general leave of absence as per Article 9.01 in the year preceding their anniversary date in any year, there shall be deducted in the succeeding year, one-twelfth (1/12) of the vacation pay.
- 11.10 Casual employees will be paid four percent (4%) on each pay cheque in lieu of annual vacation pay.

- 11.11 All vacations taken under this Article shall be completed before the anniversary date of the succeeding year provided that this shall not preclude the Employer and the Union from agreeing to an extension of this time limitation, where such is requested by either the Employer or an employee.
- 11.12 Where two (2) or more employees bid on the same vacation period and operational requirements permit only one (1) employee to take that vacation period, then the most senior employee shall have their choice of that period.
- 11.13 At the employee's discretion, the vacation periods set out in this Article may be split, provided no portion of the vacation thus taken is less than one (1) week's duration. When mutually agreeable, an employee may split their vacation period more than once.
- 11.14 For the purpose of computing such vacation pay, the work week shall be considered as constituting the number of hours the employee normally works in a week. Vacation shall be accrued on a monthly basis and based on entitlement per Article 11.08.
- 11.15 Vacation Scheduling

Employees shall choose their vacation by regional seniority for the period of April 1st to March 31st. There will be two (2) rounds of vacation selection. The first (1) round will be January 15th to January 31st. The second (2) round will be February 1st to February 15th. The employee may select up to three (3) weeks maximum for vacation in the first (1) round of selection. Once dates have been selected for the first (1) round by January 31st vacation preference will then go in reverse seniority order for the second (2) round starting February 1st within each region.

Once both rounds of vacation selection have been completed, single day vacation days may be selected by seniority in the remaining available weeks or taken later in the year as mutually agreed upon by the employee(s) and the employer.

The approved vacation schedules in the regions shall be posted no later than March 1st. Employees who request vacation after March 1st shall have their vacation approved on a first come first serve basis upon availability.

After March 1st, should any vacation that has been selected by an employee be cancelled, the employer shall post notice of the availability, within five (5) days to employees in the region for the opportunity to select those days.

11.16 Special Circumstances

When an employee wants to request a vacation more than one year in advance, vacation will be granted on a first come basis. The senior employee(s) will be advised prior to approval and conflicts will be resolved by seniority.

ARTICLE 12 - GENERAL PROVISIONS & CONDITIONS OF EMPLOYMENT

12.01 Employment Abandonment

If an employee is absent from work for a period of five (5) working days without sufficient cause and fails to notify the Employer and/or communicate with the Employer, the employee will have been considered to have abandoned their employment.

12.02 The Employer's Property

Employees must return to the Employer all the Employer's property in their possession at the time of termination of employment.

12.03 Badges and Insignia

Employees shall be permitted to wear Union pins or badges.

12.04 Disciplinary Procedure

- a) When an employee is required to attend a meeting, the purpose of which is to conduct a disciplinary investigation hearing, investigate a documented performance event, or render a disciplinary decision, the employee is entitled to have at their request, their choice of an available representative of the Union in attendance. The employee and the Shop Steward and/or assigned Union representative will be advised prior to the meeting as to the nature of the matter giving rise to the meeting and the employee will be given the opportunity to provide a full explanation as part of the investigation hearing.
- b) Discipline will be issued to the employee through the following method:
 - Face to face meetings are preferred, but electronic meetings may be utilized in special circumstances by mutual agreement.

In instances when an employee is unable to make themselves available to meet within 5 calendar days, the employer may use, as a method of last resort, registered mail to deliver the discipline with a copy to the Union President.

12.05 Safety Equipment/Protective Clothing

All employees working in any dirty or dangerous capacity shall be supplied with all necessary safety equipment and protective clothing when needed.

12.06 Uniform for Service Person

These are supplied to the following employees free of charge: service person. This uniform is sent to the cleaners once a week to be washed and repaired, if necessary.

12.07 Noise Level Ear muffs

Noise level ear muffs or ear plugs are supplied to employees when they are required.

12.08 Eye Protection

Safety glasses are supplied to employees and other special eye protection when necessary. (Dust proof safety goggles, grinding eye shields at all grindstones, arc-welding helmet and burning glasses).

12.09 The Employer will cover fifty percent (50%) of the cost of sunglasses (UV 400 protection) every two (2) years, for regular employees, upon proof of purchase, to a maximum of seventy-five dollars (\$75.00).

12.10 Bus Drivers Uniforms

All Regular bus drivers will be provided with the following:

- a) Uniforms: every year – Spring (February or March) as needs basis
- b) Pants: three (3)
- c) Shirts: three (3) combo – golf/winter/summer
- d) Shorts: one (1) pair
- e) High visibility vest
- f) Winter jacket: one (1) in lieu of current (start in year 2000 and every 3rd year thereafter).
- g) One (1) baseball cap, one (1) toque **provided on show of need*

The Employer will consult with the employees on the clothing material for the above seven (7) items with the final decision to be made by the Employer.

Driver to be responsible for upkeep of own uniform.

All casual and temporary bus drivers will be provided with uniforms on an "as needed" basis, as follows:

- Pants: two (2)
- shirts (1 long sleeve and 1 short sleeve)
- shorts

- winter jacket
- high visibility vest
- One (1) baseball cap, one (1) toque **provided on show of need*

12.11 Legal Costs

Notwithstanding any disciplinary action for just cause, the Employer shall pay all legal costs arising out of lawsuits or charges in any court against an employee if they are found not guilty as a result of performing their duties for the Employer. Costs will also be paid if the Employer is found negligent.

12.12 Fire and Theft Insurance

The Employer shall provide employees with fire and theft insurance, with a deductible provision not exceeding \$50.00 for each loss, covering the tools and equipment owned by employees and required in the performance of their duties with the Employer.

12.13 Safety Boots

The Employer will pay two hundred fifty dollars (\$250) towards the purchase of steel-toed safety boots per year.

12.14 Personnel Records

- An employee shall have the right at any time to have access to and review their personnel record, with two (2) days written notice.
- An employee shall have the right to make copies of any material contained in their personnel file. The Employer will make the copies as requested.
- All written documents in an employee's personnel file of a disciplinary nature shall be removed from the file as per the following:

Verbal notice – will be removed after six (6) months

Written notice – will be removed after twelve (12) months

The Employer has the option of issuing as many written notices at this level as it feels may be required before proceeding;

Written notice – final – will be removed after twelve (12) months. This notice advises the employee that any further related incident(s) of this nature may result in a more severe form of discipline.

Letter of Suspension – reasons for the suspension and the term thereof.
Will be removed after eighteen (18) months provided however, that the employee has had no re-occurrence of the incident that led to the issuance of the Letter.

12.15 Clothing

The Employer agrees to reimburse one hundred percent (100%) of the reasonable proven costs of either:

- one (1) pair of insulated coveralls; or
- one (1) winter coat

per employee, per year for only those employees who require such articles of clothing to perform their duties in adverse conditions. The decision of entitlement and quality of choice of clothing will be by mutual agreement between the Union and the Employer.

12.16 Cell Phones

Where employees are required to use cell phones the company will provide.
Cell phones are assigned to the buses.

12.17 Mileage & Per Diems

Employees will be paid mileage when they are required to use their personal vehicle for work or training purposes outside of their region.

The Employer shall pay compensation for the use of such vehicles at the current rate determined by the Canada Revenue Agency at the time of such use.

When an Employee is required to attend work or a meeting or training, away from their region, the maximum per diem shall be paid as follows:

- 8 hours or less from Home Depot and return - \$25.00 (lunch)
- More than 8 hours from Home Depot and return - \$60.00 (lunch & dinner)
- Overnight - \$80.00 (Breakfast, Lunch and Dinner).

12.18 Right to Refuse to Cross a Picket Line

It shall not be a violation of this Agreement or cause for discharge if an Employee refuses to cross a picket line which has not been declared illegal by a court of competent jurisdiction.

ARTICLE 13 - SICK LEAVE

13.01 Definition of Sick Leave

Sick leave means the period of time an employee is absent from work with full pay by virtue of being sick or disabled because of an accident for which compensation is not payable under the Workers' Compensation Act.

13.02 Sick Leave Credit

Nine (9) sick days per year shall be earned by a regular full-time employee at the rate of three quarters (3/4) days each month in a calendar year. Those employees shall have a short-term disability plan, which starts after the seventh (7th) day.

Employees shall be paid sixty-six and two thirds (66 2/3) up to a maximum of the (Medical) Employment Insurance rate. If an accident occurs, coverage begins on the first day.

Regular Part-time employees will earn sick leave credits on a pro-rated basis.

13.03 Sick Leave Pay

In the event of illness, regular employees shall receive one hundred (100%) percent pay for the first day of sickness.

Spareboard, Casual Employees, Part-time Casual Employees and Temporary Employees will be entitled to a minimum of five paid sick leave days per year.

13.04 Sick Leave Bank Deduction

A deduction shall be made from the sick leave bank for all normal working days absent for sick leave.

13.05 Sick Leave Records

Immediately after the close of each calendar year, the Employer shall advise each employee, in writing, of the amount of sick leave accrued to their credit.

13.06 Proof of Illness

An employee may be required to produce a certificate from a medical practitioner for any illness in excess of three (3) working days certifying that they were unable to carry out duties due to illness. When the Employer requests a certificate, the Employer will be responsible for any such fees charged, upon submission of a receipt provided by the employee.

13.07 Misrepresentation

If an employee is found to have wilfully misrepresented themselves as being ill, they shall refund all such sick leave pay to the Employer.

13.08 Sick Leave During Leave of Absence, Lay-off and Recall

When an employee is given leave of absence for any reason, they shall receive sick leave credit for the period of such absence, on their return to work, such credit not to exceed one and one-half (1 ½) days.

13.09 When an employee is laid off on account of lack of work, they shall not receive sick leave credits for the period of such absence but shall retain their cumulative credit, if any, existing at the time of such lay-off.

13.10 Laid off employees who have been recalled under the provisions of Article 7, shall be eligible for sick leave pay provided:

- a) that the illness occurs during their period of employment with the Employer and that they are scheduled to work on the days for which sick leave is claimed.
- b) that such sick leave shall cease the day on which they would otherwise been laid off.

13.11 Workers' Compensation Pay Supplement

An employee prevented from performing their regular work with the Employer on account of an occupational accident that is covered by the *Workers' Compensation Act* shall receive from the Employer a supplement equal to the difference between the amount payable by WorkSafeBC and their last rate of pay.

- a) Pending a settlement of the insurable claim, the employee shall continue to receive the full sick pay and benefits of this Agreement, for a period no longer than their accumulated sick leave, subject to necessary adjustments.

- b) In order to continue receiving their full sick pay, the employee shall assign their compensation cheque to the Employer.
- c) In return, the Employer shall indicate the amount received from WorkSafeBC on the employee's income tax (T4) form.
- d) An employee receiving WCB wage loss benefits shall have their accumulated sick leave debited by one quarter (1/4) day for each day it is received, and no employee shall receive such supplement for a period longer than their accumulated sick leave.

13.12 Duty to Accommodate

Where an employee is unable, to perform their normal duties, the Employer will attempt to provide him/her with alternate suitable employment.

13.13 Domestic Violence Leave

- a) The Employer recognizes that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance and performance at work.
- b) Workers experiencing domestic violence will be able to use three (3) days of paid leave (utilizing their sick leave), for attendance at medical appointments, legal proceedings and any other necessary activities. This leave will be in conjunction with existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day, upon approval. Employees that have exhausted their sick leave can utilize their vacation or will be provided time off without pay.
- c) The employee and Employer will only disclose relevant information on a "need to know" basis to protect confidentiality while ensuring workplace safety.

ARTICLE 14 – PREGNANCY LEAVE ADOPTION AND PARENTAL LEAVE

- 14.01 On completion of the probationary period, a regular employee shall qualify for Pregnancy Leave and the Employer shall not deny the pregnant employee the right to continue employment during the period of pregnancy.
- 14.02 A regular employee shall be granted seventeen (17) weeks Pregnancy Leave of absence without pay. The duration of the Pregnancy Leave of absence before confinement and subsequent to confinement shall be at the option of the employee.
- 14.03 Should a regular employee require a longer period of Pregnancy Leave because of health reasons and/or complications, an extension of up to a maximum of three (3) months will be granted on production of a medical certificate.
- 14.04 A regular employee shall retain full employment status and accumulate all benefits of this Agreement while on Pregnancy Leave.
- 14.05 After fifteen (15) weeks of absence covered by Employment Insurance provisions, a regular employee may choose to receive payment of normal weekly salary from their accumulated sick leave credits if applicable.
- 14.06 A regular employee shall give the Employer at least two (2) weeks' notice/advice of their return to work after Pregnancy Leave of Absence and they shall be returned to their former position, however, if their former position no longer exists, then they shall be placed in an equivalent position in their department.
- 14.07 Parental Leave
1. An employee who requests leave under paragraph (a), (b) or (c) of this subsection is entitled to:
 - a) for a parent who takes leave under Article 14.02 in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to 61 consecutive weeks of unpaid leave, which must begin, unless the employer and employee agree otherwise, immediately after the end of the leave taken under Article 14.02
 - b) for a parent, other than an adopting parent, who does not take leave under Article 14.02 in relation to the birth of the child or children with respect to whom the parental leave is to be taken, up to 62 consecutive weeks of unpaid leave, which must begin within 78 weeks after the birth of the child or children, and

- c) for an adopting parent, up to 62 consecutive weeks of unpaid leave, which must begin within 78 weeks after the child or children are placed with the parent.
- (2) If the child has a physical, psychological, or emotional condition requiring an additional period of parental care, the employee is entitled to up to five (5) additional weeks of unpaid leave, beginning immediately after the end of the leave taken under subsection (1).
- (3) A request for leave must:
 - a) be given in writing to the Employer,
 - b) if the request is for leave under subsection (1) (a) or (b), be given to the Employer at least four (4) weeks before the employee proposes to begin leave, and
 - c) if required by the Employer, be accompanied by a medical practitioner's certificate or other evidence of the employee's entitlement to leave.

14.08 Legislation and Statute

Where legislation or statute is introduced that expands parental leave requirements for employers beyond what is contemplated in this Collective Agreement, such legislation or statute shall supersede the terms of this Agreement.

ARTICLE 15 - BENEFITS AND HEALTH CARE PLANS

15.01 Regular employees who work a minimum of fifteen (15) hours per week will be eligible for benefits.

15.02 Employment Insurance

The Employer agrees that all employees shall remain insurable under the Employment Insurance Act.

15.03 Group Life Insurance/A.D.& D.

All regular employees shall join the Group Life Insurance Plan and the Accidental Death and Dismemberment Plan made available by the Employer and the Employer shall pay the actual cost of the premiums of such group plans providing \$60,000 coverage per plan per employee up to the age of 65.

15.04 Medical Plans

For all regular employees, the Employer shall pay seventy-five (75%) percent of the monthly premiums and the employees will pay twenty-five (25%) percent per month, for both married and single employees, registered under the Medical Plan of British Columbia and in a mutually agreed Extended Health Benefits Plan, provided that any change in the coverage would involve the entire group of permanent personnel. The Employer pays the Employer Health Tax (EHT) as per the associated legislation.

For Casual Employees who have achieved seniority, and for Temporary Employees who have completed three (3) consecutive months of an assignment, the Employer shall pay seventy-five (75%) percent of the monthly premiums and the employees will pay twenty-five (25%) percent per month, for both married and single employees, registered under the Medical Plan of British Columbia. The Employer pays the Employer Health Tax (EHT) as per the associated legislation.

15.05 Dental Plan

All eligible regular employees shall participate in a Dental Plan covering:

100% cost of Plan "A"
50% cost of Plan "B"
50% cost of Plan "C"

The premiums for this Plan will be shared between the Employer and the employees as follows:

80% paid by the Employer
20% paid by employees.

Union will receive full disclosure regarding Dental and LTD premium rates.

15.06 a) Vision Care

Vision care will be paid, to a maximum of six hundred (\$600.00) dollars every two (2) years.

The Vision Care Plan will cover the cost of eye exams up to \$150.00 every two (2) years.

b) Prescription Safety Glasses

For those regular employees so requiring prescription Safety Glasses in the performance of their duties, the Employer will pay 100% of the cost of such glasses.

15.07 Long Term Disability

LTD shall be introduced to all regular employees at their 100% expense, up to a monthly benefit of two thousand (\$2000.00) dollars, provided that the cost of the premium is acceptable to all Union employees.

The parties agree to review various plans during the life of this agreement. The employees shall determine the carrier.

15.08 When an employee is on LTD, all benefit coverage will continue with the Employer paying all portions of the premiums.

It is understood that upon the employee's return to work, the employee will be required to reimburse the Employer for their portion of the premiums advanced by the Employer. Such repayment will be on a proportional basis.

The full amount is payable on termination of employment.

15.09 R.R.S.P.

a) General

The Employer will establish a special Registered Retirement Savings Plan account, with Sunlife, for each regular Full-Time employee, regular Part-Time employee, and Spareboard employee, in the name of the employee.

In the calendar year in which an employee becomes a regular employee, the special RRSP account will be created at the beginning of the month following achievement of that status.

Each deposit shall be made for a term to be mutually agreed. All interest earned on deposited amounts shall belong to the employee and shall also be deposited into the employee's special RRSP account.

The parties agree to forward the E.I.C. rebate to the employee's RRSP. The term of the RRSP to be not less than five (5) years.

b) Contribution

The parties agree to forward the E.I.C. rebate to the employee's RRSP. The RRSP will be locked-in until the employee is no longer employed by PW Transit Canada LTD (Keolis).

The Employer will contribute for regular full-time, part-time and spareboard employees six (6%) percent of gross pay, over and above regular hourly wage, paid directly into a RRSP Plan.

All contributions will be remitted monthly.

On an annual basis, fifty (50%) percent of any unused sick-time will be rolled over to the employees RRSP by February 15th.

15.10 Continuation of Benefits

The Employer agrees to continue to pay its share of the benefit plan premiums for up to three (3) months, for any employee who is laid off and who is on such plans and for which the employee remains eligible, provided the employee pays there share of the premiums. In the event of a longer lay-off, the employee, if eligible, shall have the right to continue on the plans for a further nine (9) months, provided the employee pays the complete cost of the premiums.

15.11 Paramedical Services

Paramedical Services will be \$750.00 every year.

Health Care Practitioners – Included

Maximums shown are per person per calendar year. Where certain practitioners are combined below, the fees of these practitioners are combined for purposes of satisfying the maximum indicated.

PRACTITIONER	MAXIMUM
Acupuncturist	\$750.00
Chiropractor	\$750.00
Dietician	\$750.00
Massage Therapist/Orthotherapist	\$750.00
Naturopath	\$750.00
Osteopath (includes x-rays)	\$750.00
Physiotherapist/Physical Rehabilitation Therapist	\$750.00
Podiatrist/Social Worker/Registered Clinical Counselor/Psychotherapist	\$750.00
Speech Therapist	\$750.00

ARTICLE 16 - SAFETY

- 16.01 A Joint Safety Committee shall be established comprising of one (1) Supervisory employee from each department, appointed by the Employer and one (1) employee representing each department appointed, selected or elected by the Union.
- 16.02 The Joint Safety Committee shall meet monthly at the call of the Chair of the Committee and shall discuss, recommend, and record all action necessary to improve hazardous conditions at the workplace.
- 16.03 Minutes of all Joint Safety Committee meetings shall be kept, and copies of such minutes shall be sent to the Employer and to the Union and to the Workers' Compensation Board and a copy shall be posted on the bulletin boards.
- 16.04 Time spent by Committee members in the performance of their duties during working hours shall be considered as time worked and the employees will be paid at their regular hourly rates of pay.
- 16.05 a) Co-operation of Safety:
- The parties mutually agree to co-operate in developing rules and practices relating to employee Health and Safety.
- b) The committee shall comprise not more than two (2) employees and two (2) representatives of management. The parties agree to schedule meetings so as to interfere as little as possible with the efficient operations of the Employer. All hours worked shall be reimbursed at straight time wages even when scheduled on days of rest or on split shift times.
- c) The union acknowledges that all operations are to be conducted in accord with Company rules and policies. Final and absolute authority for the vehicle and its operations rests with the operator while in charge of the vehicle, after consulting with management wherever practicable. The employees have the right to refuse to accept or to operate equipment provided such action is related to safety-related problems. In such a case the problem is to be investigated forthwith by a professional safety person. If determined to be safe and the operator still refuses to accept or operate the vehicle, the matter shall be referred to the safety committee. If the committee finds the vehicle to be safe, the company shall be within its rights to take appropriate action with respect to the operator.

d) Compliance with Health & Safety Legislation:

The parties to this agreement recognize and shall comply with applicable federal, provincial and municipal Health & Safety Legislation and Regulations, such as the Industrial Health & Safety Regulations established under the WorkSafe BC and Regulations established under WHMIS (Workplace Hazardous Material Information Systems).

16.06 The Employer shall ensure the adequate direction and instruction of workers in the safe performance of their duties.

16.07 The Employer agrees to comply with the WorkSafeBC Regulations in regard to frequency of safety meetings.

ARTICLE 17 - TRAINING

- 17.01 a) In cases of training the driver trainer or designated driver shall receive a premium of one (\$1.00) dollar per hour. The Driver Trainer agrees to assist the Employer in determining training schedules, including pre-employment training, route training and job skills of prospective employees.
- b) When an opening exists for a bus driver or para-transit driver at the time, a potential driver shall be employed at seventy (70%) percent of the appropriate driver rate in the Schedule for two (2) days or such longer period as the parties agree while being provided with minor training and with familiarization with the routes and with the equipment. The training rate will not be lower than the current British Columbia minimum wage. After the ninety (90) day probation, the employee will be paid \$150.
- c) When no openings for driver exist, employees who wish to obtain minor training and familiarization with the routes and equipment in the future, can do so on their own time and without pay, and are encouraged to do so by both Parties. In such cases, arrangements will be made for such employees, who will not drive under this clause.
- 17.02 Where the Employer, or legislation require an employee to receive additional training or upgrade current qualifications, the Employer agrees that the individual will receive time off with pay and be compensated as per the following:
- a) For out-of-town training: If the Employer has not arranged and paid for transport, accommodation, meals, enrolment, course material costs, the Employer will provide the individual with an advance to cover such cost(s) travel (via the most economical means of transport); a per diem to cover meals; alternate transport taxi, etc and other reasonable expenses. Such advance to be not less than one-third (1/3) of the anticipated total costs. Upon presentation of receipts, the individual will be reimbursed for the remainder of the costs.
- b) For in-town training: The Employer will arrange and pay for course material costs and enrolment.
- c) If the regular employee does not successfully complete the training or upgrade, the time off with pay advanced by the Employer will be reimbursed by the employee:
- a. First time 0%
 - b. Second time 50%
 - c. Third time 100%

For (a) and (b) above, the Employer and the Union, by mutual agreement, may alter the conditions/compensations.

If the Employer deems it useful to provide additional training or up-grading of current qualifications to casual employees, the above (a) and (b) will apply, except that, only upon successful completion of the training or up-grading, the individual will be paid for time spent in the training or up-grading.

Per diem will be established at: \$20.00 for breakfast
 \$25.00 for lunch
 \$35.00 for supper
 or \$80.00 for entire day.

ARTICLE 18 - VARIATIONS

18.01 Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during its existence. All changes to be made as a Letter of Understanding Agreement, signed by the Employer and the Union.

ARTICLE 19 – VIOLENCE

- 19.01 The Employer recognizes that its employees may be subject to verbal, psychological and/or physical abuse from patrons.
- 19.02 The Employer shall take positive action to ensure that its employees are safeguarded from verbal, psychological and/or physical abuse by taking appropriate courses of action such as posting information bulletins and notices in conspicuous places.
- 19.03 The Employer agrees to provide training and information on the prevention of violence to staff to all employees who come into contact with potentially aggressive persons.

ARTICLE 20 – HARASSMENT/DISCRIMINATION

20.01 The Employer and C.U.P.E. Local 2087 recognize the right of employees to work in an environment free from harassment, including sexual harassment, and shall take actions as are necessary with respect to any person employed by the Employer engaging in sexual or other harassment in the workplace.

The Employer and the Union subscribe to the principles of the Human Rights Code of British Columbia (RS Chapter 201, Consolidated October 31, 1997).

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee for reason of membership or activity in the Union.

An employee who complains of harassment under the provisions of the Human Rights Code of British Columbia shall refer the complaint to the Employer.

When a complaint is received the appropriate Complaint Investigator shall, pursuant to Section 103 of the Labour Relations Code or WorkSafeBC Regulations:

- (i) investigate the complaint;
- (ii) determine the nature of the complaint;
- (iii) make written recommendations to resolve the complaint.

ARTICLE 21 - PRINTING OF AGREEMENT

21.01 The Union will be responsible for the amending and drafting of the Collective Agreement and the costs associated with the printing and supply of the Collective Agreement will be borne equally between the Parties.

ARTICLE 22 - EFFECTIVE AND TERMINATING DATES

22.01 This Agreement shall be effective from April 1, 2025 and shall remain in force until March 31, 2028 and from year to year thereafter, unless notice is served.

Notice:

Either party, may within the period of four (4) months immediately preceding the date of expiry of this Agreement, by written notice, require the other party to the Agreement to commence collective bargaining.

Agreement to Continue in Force:

Where notice to amend the Agreement is given, the provisions of this Agreement, shall continue in force until a new Agreement is signed.

IN WITNESS THEREOF the Parties hereto have caused these presents to be signed by their respective officers thereunto lawfully authorized in that behalf, this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)



CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087



Mike Bonin (Sep 12, 2026 16:14:16 PDT)

SCHEDULE "A"

WAGES

April 1, 2025 – March 31, 2028

	CURRENT	1-Apr-25 3.00%	1-Apr-26 5.00%	1-Apr-27 3.00%
CLASSIFICATION				
Conventional Drivers	\$30.66	\$31.58	\$33.16	\$34.15
HD/Para Drivers	\$25.64	\$26.41	\$27.73	\$28.56
GF Conventional Driver	\$32.47	\$33.44	\$35.12	\$36.17
RC HD/Para Drivers	\$26.71	\$27.51	\$28.89	\$29.75
Service Person	\$29.09	\$29.96	\$31.46	\$32.40
Bus Washer	\$25.64	\$26.41	\$27.73	\$28.56
Clerical	\$23.14	\$23.83	\$25.02	\$25.77

LETTER OF UNDERSTANDING No. 1
(Grandfathered Employees)

RE: Settlement of Benefit Coverage – Grievance Dated September 5, 2001

The Parties agree that, notwithstanding Article 15.04 of the Collective Agreement, the Employer will continue to ensure Dental/LTD coverage for those grandfathered employees named.

Dental

Plan A – 100%
Plan B – 50%
Plan C – 50%

No limit to annual amount Dental Coverage.

As the current Dental Insurer (carrier) only provides 80% coverage of Plan A, the Employer will provide the additional 20% upon receipt of invoices.

If an employee requests to have the Dentist bill the Employer directly, the Employer will provide a letter for Employees to give their Dentist, asking the Dentist to bill PW Transit Canada Ltd (Keolis) directly for the 20%.

At the time that an Employee receives a pre-authorization for anticipated dental procedure(s) from the benefit carrier, the Employer will also require a copy of that pre-authorization.

This Letter of Understanding will remain in full force and effect for the term of this Collective Agreement and until a Memorandum of Agreement has been ratified by the Parties.

Dated this 11th day of September, 2026.

Signed On Behalf of:
PW TRANSIT CANADA LTD (KEOLIS)



CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087



Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 2
(Grandfathered Employees)

RE: Grandfathered Employees

It is understood that the Collective Agreement applies to all new employee hired after the start of this Collective Agreement as well as to those employees so named except where a Letter of Agreement states otherwise. Those employees so named will be grandfathered at their current wage for this Collective Agreement as follows:

CLASSIFICATION	CURRENT	April 1 -2025	April 1 -2026	April 1 -2027
		3%	5%	3%
HANDY DART DRIVER	\$28.74	\$29.60	\$31.08	\$32.01
CONVENTIONAL DRIVER	\$32.47	\$33.44	\$35.11	\$36.16
CLERICAL	\$25.12	\$25.87	\$27.16	\$27.97
SERVICEPERSON	\$30.87	\$31.80	\$33.39	\$34.39

Sick Leave Payout

All employees shall, upon retirement, become eligible for and receive a cash gratuity payment, at the employee's current base rate of pay, based on the following percentages of their accumulated sick leave, if any, on the following scale: after five (5) years of service, twenty (20%) percent and an additional two (2%) percent per year thereafter to a maximum of twelve hundred hours.

List of Employees to be Grandfathered:

Part-Time Casual Drivers

Sharman Thomas

Service Person

Bruce Colussi

Posted Positions – Drivers

Mike Bonin

Clinton Wright

Moe Lacasse

Signed this 11th day of September, 2026.

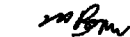
Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)



CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087




Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 3

RE: Statutory Holidays and Annual Vacations – Article 11.03

It is agreed between the Parties that for those employees so named the recognized statutory holidays shall be as follows:

New Year's Day	Labour Day
Family Day	Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
British Columbia Day	Christmas Day
Victoria Day	Boxing Day
Canada Day	

and on all days proclaimed by Local, Provincial and Federal Government.

In addition to the above-named holidays, each regular employee shall be entitled to a floating statutory holiday during each calendar year in which the employee's works. This floating holiday shall be taken at a time of the employee's choice provided the employee has provided management with prior notice of not less than seven (7) days. The employee shall receive such day off no later than December 31st of the calendar year in which earned. Pay for such floating statutory holidays shall be based on the employee's normal weekly work pattern.

Signed this 11th day of September, 2026.

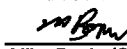
Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 4
(Grandfathered Employees)

RE: Statutory Holidays and Annual Vacations – Article 11.08

It is agreed between the Parties that all regular employees so named shall be credited and granted vacations earned up to their anniversary date as follows:

1 - 4 years	three (3) weeks
5 - 10 years	four (4) weeks
11 to 19 years	five (5) weeks
20 years	six (6) weeks
After 25 years	one (1) additional day per year of service beyond 25 years, to a maximum of seven (7) weeks

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 5
(Grandfathered Employees)

RE: Sick Leave – Article 13.02

13.02 Sick Leave Credit

- a) Twelve (12) days sick leave per year shall be earned by regular full-time employees at the rate of one (1) day for every month the employee is employed, to a maximum of one hundred (100) days.

Existing employees with sick leave banks in excess of one hundred (100) days will be grandfathered at their current bank level. Should their bank draw below one hundred (100) days, the one hundred (100) day maximum for future accumulations will apply.

- b) Regular Part-time employees will earn sick leave credits on a pro-rated basis.

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 6
(Grandfathered Employees)

RE: Benefits and Health Care Plans – Article 15

It is agreed between the Parties that all employees so named shall be subject to the following Articles as per their Health Care Plans as well as the rest of Article 15 as specified in the Collective Agreement:

15.03 Medical Plans

For all regular employees, the Employer shall pay the actual cost of the monthly premiums for both married and single employees, registered under the Medical Plan of British Columbia, and in a mutually agreed Extended Health Benefits Plan, provided that any change in the coverage would involve the entire group of permanent personnel. The Employer pays the Employer Health Tax (EHT) as per the associated legislation.

For Casual Employees who have achieved seniority, and for Temporary Employees who have completed three (3) consecutive months of an assignment, the Employer shall pay the actual cost of the monthly premiums for both married and single employees, covering membership in the B.C. Medical Plan.

15.04 Dental Plan

All eligible regular employees shall participate in a Dental Plan covering:

100% cost of Plan "A"
50% cost of Plan "B"
50% cost of Plan "C"

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)



CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087




Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 7
(Grandfathered Employees)

RE: Sick Leave and RRSP Contribution

It is agreed between the Parties that the RRSP Contribution for both part-time and full-time employees so named will be as follows:

- a) Seven and one half (7.5%) percent and;
- b) Any unused sick time on an annual basis will be rolled over to the sick leave bank at fifty (50%) percent with the remaining fifty (50%) percent of unused sick time to be rolled over to an RRSP by February 15th of each year.

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 8

RE: Joint Job Evaluation Committee

Whereas Parties recognize that with the addition of any and all new Transit Regions contracts employees into the Collective Agreement, similar transit positions and classifications have varying rates of pay.

Further we recognize that the job evaluations can assist the parties in determining the value/worth of a position.

Therefore, the parties agree to establish a Joint Job Evaluation committee.

- The joint Job Evaluation Committee will be established within three (3) months of the ratification
- The Joint Job Evaluation Committee will be made up of three (3) representatives from the Employer and three (3) representatives from the Union. Each party will have one (1) alternate.
- The Committee will jointly participate in Job Evaluation training.
- The Committee will establish a mutually agreed Terms of Reference within (2) months of the committee being established.

The terms of reference will include the following:

- Committee Terms of Reference
- Roles and responsibilities of the committee
- Dispute resolution process
- A clause Red Circling wages of an employee's whose position is assessed at an lower value
- A retroactive clause to the date the committee was established

The Job Evaluation Process will be completed within one (1) year of ratification.

Timelines within this Letter of Agreement can be altered by mutual agreement of both parties.

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087



Brent Iachetta



Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No. 9
(Grandfathered Employees)

RE: Sick Leave Payout

It is agreed between the Parties that the Sick Payout for the employees so named will be as follows:

All employees shall, upon retirement, become eligible for and receive a cash gratuity payment, at the employees' current base rate of pay, based on the following percentages of their accumulated sick leave, if any, on the following scale: after five years of service, twenty (20%) percent and an additional two (2%) percent per year thereafter to a maximum of twelve hundred hours.

Signed this 11th day of September _____, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No.10

RE: Benefits and Health Care Plans - Employee Pension Plan

The Parties agree to consider negotiating entrance into the CAAT Pension Plan.

The terms of such negotiation shall be reflected in a further LOU between the parties and shall be conditional by mutual agreement. In addition to this agreement the parties are required to negotiate the terms of the pension enrollment (including contribution levels, and timelines for contribution levels) with the Pension Plan itself.

Subject to the above requirements, the targeted date to enter the CAAT Pension Plan will be determined by the parties.

The existing RRSP Program will remain in force until such time as it is replaced by the CAAT Pension Plan.

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No.11

RE: Kimberley Shuttle -Runs

It is agreed between the parties that the Employer will post the positions for drivers for the Kimberley Shuttle-Runs on November 15th each year, beginning in 2023.

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087






Mike Bonin (Sep 12, 2026 16:14:16 PDT)

LETTER OF UNDERSTANDING No.12

RE: Washroom Access Away from Depots

All Employees shall have reasonable access to washrooms while on shift and away from the depots and they shall be provided with keys for this purpose if necessary.

Within 60 days after the signing of the Memorandum of Agreement the parties will work together to create a list of available washrooms for all drivers while they are working. This list shall be completed and posted on all Employer and Union notice boards.

Signed this 11th day of September, 2026.

Signed On Behalf of:

PW TRANSIT CANADA LTD (KEOLIS)

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2087




Mike Bonin (Sep 12, 2026 16:14:16 PDT)

Collective Agreement Local 2087 and PW Transit Keolis Canada Ltd 2026-2028

Final Audit Report

2026-09-12

Created:	2026-09-11
By:	Krista Napl (knapl@cupe.ca)
Status:	Signed
Transaction ID:	CBJCHBCAABAA6VGQ34kj0DtjuTma10UWdbY9GYizwvRN

"Collective Agreement Local 2087 and PW Transit Keolis Canada Ltd 2026-2028" History

Document created by Krista Napl (knapl@cupe.ca)

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Document emailed to Brent Lachetta (president2087@shaw.ca) for signature

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Signer Brent Lachetta (president2087@shaw.ca) entered name at signing as Brent lachetta

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Signature Date: 2026-09-11 - 7:45:49 PM GMT - Time Source: server - Signature Appearance Selected: IMAGE

Email viewed by Mike Bonin (mr_bonin@hotmail.com)

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Document e-signed by Mike Bonin (mr_bonin@hotmail.com)

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Agreement completed.

2026-09-12 - 11:14:16 PM GMT