

EMPLOYER SETTLEMENT PROPOSAL

BETWEEN THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 2011 AND THE CORPORATION OF THE DISTRICT OF SAANICH (August 4, 2022)

The District of Saanich (The Employer) proposes that the following Settlement Proposal resolves in full all matters that have arisen in collective bargaining between the Employer and CUPE Local 2011.

1. All matters agreed between the Parties on or before Aug 4, 2022, are listed in Appendix 1, shall form part of this Settlement Proposal.
2. All matters not addressed in this Settlement Proposal shall remain as set out in the January 1, 2020 - December 31, 2021 Collective Agreement.

30:02 Extended Health Benefits

- (a) The Employer shall contribute one hundred percent (100%) of the monthly cost of a permanent employee's participation in the Extended Health Benefits Plan. ~~following completion of six (6) months of service or the hourly equivalent.~~ Extended Health Benefits include vision care, providing one hundred percent (100%) reimbursement towards the cost of the purchase of one (1) pair of eyeglasses every two (2) years for each permanent employee and her/his dependents, to a maximum cost of four hundred dollars (\$400.00) per pair; hearing aids, to a maximum of three thousand dollars (\$3,000.00) every five (5) years; listed paramedical practitioners, shall be to a maximum amount of five hundred dollars (\$500.00) per calendar year for each practitioner; smoking cessation aids; bi-annual eye exams (to a maximum of \$100.00); ~~Bluenet~~, an unlimited lifetime maximum and a \$50.00 annual deductible.

An employee or eligible dependent shall be entitled to apply the four hundred dollars (\$400.00) for eyeglasses (each two years) to laser eye surgery.

30:03 Dental Plan

- (a) The Employer shall contribute one hundred percent (100%) of the monthly cost of a permanent employee's participation in the Dental Plan. ~~following completion of six (6) months of service or the hourly equivalent.~~

The Dental Plan shall provide for payment of one hundred percent (100%) of claims under Plan "A" (basic service), which will include restoration tooth coloured bonded white fillings on all teeth, fifty percent (50%) under Plan "B" (prosthetic appliance and crown and bridge procedures), and a maximum lifetime benefit of two thousand five hundred dollars (\$2,500.00) for each eligible employee and each eligible dependent under Plan C (Orthodontics).

30:04 Group Life Insurance

- (a) ~~Permanent employees, following completion of six (6) months of service or the hourly equivalent, shall participate in the Group Life Insurance Plan as a condition of employment. Each participating employee~~ shall have basic life insurance coverage in the amount of two times (2X) such employee's annual salary, rounded upwards to the next higher thousand, to a maximum principle amount of two hundred thousand dollars (\$200,000, accidental death and dismemberment coverage as defined in the plan, in addition to any optional benefits offered by the Trustees of the Capital Area Benefit Trust as each employee desires.

CUPE Wage Schedule A and B

Amend Schedules A and B to reflect current positions and based on the agreed wage settlements as follows:

- a. Effective December 25, 2021 (for 2022) – the rate of pay shall be increased by three percent (3.0%)
- b. Effective December 24, 2022 (for 2023) – the rate of pay shall be increased by three percent (3.0%)
- c. Effective December 23, 2023 (for 2024) – the rate of pay shall be increased by three percent (3.0%)

Signed this xx day of xx, 2022 in the District of Saanich, Province of British Columbia.

For the Union:

For the Employer:

Appendix 1 - Signed off Green Sheets

- 1. Housekeeping – Gender neutral
- 2. Article 1:12 Call Out
- 3. Article 17:06 Call Out
- 4. Article 18:02 Service Pay
- 5. Article 20:01 Statutory Holidays
- 6. Article 27:03 Full-time Leave for Union Business
- 7. Article 29:07 Domestic Violence Leave
- 8. Article 30:15 Same Sex Relationships
- 9. Article 32:09 Immunization

10. LOU No. 1 Student Employment Programs
11. LOU No. 10 Review of the Implementation of the Memorandum of Settlement Dated November 28th, 2019