

Next General Membership Meeting:

Saturday March 4, 2023 *963 Holdings AGM at 11 am

Meetings start at 10:00 am

Croatian Cultural Centre, 3250 Commercial Drive, Vancouver, BC

WEB PAGE: www.iuoe963.ca

EXECUTIVE BOARD 2019-2023

BUSINESS MANAGER: Tim De Vivo

PRESIDENT: Tim Chester

VICE-PRESIDENT: Harjit S. Khangura

TREASURER: Tim De Vivo

FINANCIAL SECRETARY: Chad Stuart

RECORDING SECRETARY: Harjit Khangura

TRUSTEES: Antoinette Cominetti, Herman Sheng, Tim Chester

AUDITORS: Antoinette Cominetti, Livia Hisaoka, Yvette Menges

CONDUCTOR: Analida Leung

GUARD: Herman Sheng

Animated Videos

Our Local Union website (www.iuoe963.ca) will soon include a few short animations explaining:

- How to make a Withdraw from your Deferred Savings account
- How to Apply to the Local Advancement Fund
- Other short animations to assist members

Wage Increases/Retroactivity– cont'd from Page 1

Members should note that since the salary increase in the PFA is both a flat amount and a general percentage increase that this will impact each salary grid differently. As Business Manager Tim De Vivo has been detailing at recent General Membership Meetings, this combination of a flat rate/general percentage increase will impact year one compensation slightly differently, depending on the salary grid the member is on.

Year One of the PFA provides for a "\$0.25 per hour wage increase plus an additional 3.24%." The following are some examples of how the Year One wage increase will impact local 963 members:

Position	Hourly Rate (2019-2022)	\$0.25/hr as % (rounded)	Year One Increase (\$0.25/hr plus 3.24%)
Supervision			
Aide	\$23.37	1.1%	4.34%
Head Custodian			
(42,001-50,000 sq ft)	\$29.35	0.85%	4.09%
Building Engineer			
(100,001-160,000 sq ft)	\$32.59	0.77%	4.01%
Cafeteria Teachers Aide 1	\$26.98	0.93%	4.17%
Full Time Custodian	\$24.64	1.01%	4.25%



International Union of Operating Engineers Local 963

The Newsletter For VSB Operations Staff Supervision Aides Cafeteria Staff

- New Collective Agreement Ratified 1
- Advancement Fund Policy 2,3
- ATTN: All 5th Class Program/ Certificate Holders 3
- Website animations coming soon 4
- Retroactivity of increases 1,4

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Contract Ratified by 95.6%- Next Steps

On Saturday January 14, 2023, Local 963 members ratified the revised 2022-2025 collective agreement by a margin of 95.6% in favour. Additionally, on January 24 and 25, 2023, the VSB and BC Public School Employers' Association ("BCPSEA") have also ratified this agreement.

The next steps are outlined in the Provincial Framework Agreement ("PFA") as follows:

15. Production of Local Collective Agreements

BCPSEA commits to providing a draft 2022 local collective agreement which includes all negotiated updates, within 30 days of ratification by the local parties. The draft collective agreement will be provided in editable format with changes tracked for the local parties to review.

The parties are scheduled to receive the draft collective agreement by February 25, 2023 and once the text has been proof-read, retro-active payments will be processed by VSB Payroll. This is anticipated in March 2023.

Wage Increases/Retroactivity

The PFA addresses retroactivity as follows:

- A. Employees employed on the date of ratification who were employed on July 1, 2022 shall receive retroactive payment of wage increases [back] to July 1, 2022.
- B. Employees hired after July 1, 2022 who were employed on the date of ratification, shall have their retro-active pay increase pro-rated from their date of hire to the date of ratification.
- C. Employees who retired between July 1, 2022 and the date of ratification, shall have their retro-active pay increase pro-rated from July 1, 2022 to the date of retirement.

(Continued on page 4)

REVISED Advancement Fund Policy

Members have adopted revisions to the Local's Advancement Fund Policy at the January 9, 2023 General Membership Meeting. The major change is designed to assist in the recruitment & retention of 4th Class Power Engineers. The full Policy is re-produced below:

ADVANCEMENT FUND POLICY IUOE LOCAL 963

The Advancement Fund

A June 5, 1985 Memorandum of Agreement established an Advancement Fund: "In accordance with present practice in various trades contracts of an hourly deduction for industrial promotion, safety and/or rehabilitation, an advancement fund shall be established for Operating Engineers under the terms of this Agreement with effect from 1985 January 1. The Board shall contribute \$0.04 per hour per member calculated in arrears on a month-to-month basis and payable to the Union on or before the fifteenth (15th) of the month following that in which the salaries were earned."

Who is eligible to apply?

Eligible members are defined as those eligible per Article 9 K in the collective agreement- Operations and Cafeteria members. There is no Advancement Fund contribution in the Supervision Aide Appendix "A".

How much is the reimbursement?

Eligible members (defined as those eligible per Article 9 K in the IUOE/VSB collective agreement- Operations and Cafeteria members) may apply to the Advancement Fund to be reimbursed for up to \$1,000 every four (4) years, provided the member meets all other requirements in this policy. There is no carry-over of unused amounts from one period to the next.

Additionally, effective January 7, 2023, eligible members applying to take 4th Class Power Engineer certificates shall be eligible, on a one-time basis, for a reimbursement of up to \$3,000 provided the member meets all other requirements in this policy. A member applying to take a 4th Class Power Engineer certificate shall be required to sign, on the application form, a declaration that they intend to remain in the employ of the VSB (and a member of IUOE Local 963) for a period of not less than two years.

Do I have to apply before the course starts?

Yes. Applicants should apply before the course starts and must be a member in good standing. In addition, in circumstances where pre-application is not possible the Executive Board will review the application and may approve provided the application or proof of course completion is not older than 6 months.

Is there a time limit to claim a reimbursement?

Yes. To ensure that applications do not stretch out into lengthy periods and in order for the applicant to be reimbursed proof of successful completion must occur within 6 (six) months of the course completion date.

OVER 

REVISED Advancement Fund Policy, cont'd**Does the course/training have to be work-related?**

Yes. To be eligible for reimbursement from the Advancement Fund the courses/training must be directly related to jobs within the Local Union's jurisdiction. Courses/training that is contrary to the principles of the labour movement will not be funded.

Are course materials eligible for reimbursement?

Yes. To include certificates, materials, books and similar course-required supplies for reimbursement from the Fund the following definitions will apply:

Certificates shall mean any certificate indicating successful completion from any government body, colleges, universities, institutions (such as BCIT, SAIT, TFM,VCC) or other training establishment that is lawfully entitled to issue certificates.

Books and similar course-related supplies means items that are required materials by the institution or governing body in order to complete the course/program.

Are course examinations eligible for reimbursement?

Yes. Examinations for work-related certification are eligible for reimbursement.

Do I have to pass the course to be reimbursed?

Yes. See previous policy re: certificates.

The Local will review, on a periodic basis, this policy to ensure it is up to date and within the Locals' financial means.

ATTENTION 5th Class Program/Certificate Holders

Your local union has been working hard to come up with constructive solutions to ongoing employee recruitment & retention challenges faced by the VSB. In recent bargaining with the VSB the parties reached a compromise that basically provides employees time to get the proper certification, failing which, they revert to their former position. The certification standards are unchanged- to be an ABE 2, ABE 3 or Building Engineer, a 4th Class Power Engineer certificate is required.

This, combined with an amendment to the Advancement Fund Policy to provide a powerful monetary incentive (up to \$3,000) to complete a 4th Class Power Engineer certificate should help alleviate some of these recruiting challenges. Now is the time to upgrade to a 4th Class Certificate!