

Next General Membership Meeting:

Saturday June 3, 2023

Meetings start at 10:00 am

Croatian Cultural Centre, 3250 Commercial Drive, Vancouver, BC

EXECUTIVE

WEB PAGE:
www.iuoe963.ca

BOARD 2019-2023

BUSINESS MANAGER:
Tim De Vivo

PRESIDENT:
Tim Chester

VICE-PRESIDENT:
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TRUSTEES:
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Herman Sheng
Tim Chester

AUDITORS:
Antoinette Cominetti
Livia Hisaoka
Yvette Menges

CONDUCTOR:
Analida Leung

GUARD:
Herman Sheng

NEW Market Adjustments-4th Class Engineers and Café Trades

New contract clauses provide Market Adjustment payments for 4th Class Power Engineers or higher (and who are working in a position requiring a 4th Class) as follows:

Effective July 1, 2022: A lump sum payment of four hundred (\$400.00) dollars will be paid to all individuals employed in Assistant Building Engineer 2 positions holding a fourth (4th) Class Power Engineering Certificate or higher. This amount should be included in your retro active pay for 2022. This will be paid for each year of the contract, 2022, 2023 & 2024.

Effective 2023: A lump sum payment of six hundred (\$600.00) dollars will be paid to all 4th Class Power Engineers who hold a position requiring such certificate in September 2023.

Effective 2024: A lump sum payment of six hundred fifty (\$650.00) dollars will be paid to all 4th Class Power Engineers who hold a position requiring such certificate in September 2024.

New contract clauses provide Market Adjustment payments for Cafeteria Staff holding a Trade Qualification (TQ) as follows:

Effective July 1, 2022: A lump sum payment of five hundred (\$500.00) dollars will be paid to all cafeteria staff holding a Trade Qualification in September 2023. This amount should be included in your retro active pay for 2022.

Effective 2023: A lump sum payment of five hundred (\$500.00) dollars will be paid to all cafeteria staff holding a Trade Qualification in September 2023.

Effective 2024: A lump sum payment of five hundred twenty-five (\$525.00) dollars will be paid to all cafeteria staff holding a Trade Qualification in September 2024.

Market Adjustments were negotiated to “aid in recruitment and retention” of employees.



International Union of Operating Engineers Local 963

The Newsletter For VSB Operations Staff Supervision Aides Cafeteria Staff

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6.75% general wage increase
Standardized Extended Health Plan 1, 2, 3
Transit Reimbursement Process 2
Nominations for Executive Board election 3
Market Adjustment Pay 4

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6.75% Wage Increase Effective July 1, 2023

Members will be receiving a general wage increase of 6.75% effective July 1, 2023. This is a result of the cost-of-living adjustment of 1.25% being added to the scheduled increase of 5.5% and brings the total general wage increases for the first two years of the Provincial Framework Agreement (“PFA”) to well over 10 percent for most members.

The PFA also includes a cost-of-living wage protection for July 1, 2024. We expect to have information on this increase this time next year.

Standardized Benefit Plan

Through the latest round of provincial bargaining, improvements have been made to the Provincial Standardized Extended Health Plan (including improved dental coverage) that members will vote on at the June 3, 2023 General Membership Meeting.

Currently, Local 963 members are not on the Standardized Extended Health Plan as we have previously voted to keep our existing benefits and not move to the Standardized Plan. Members decided-at that time- that our plan was superior.

The Standardized Plan has been improved and increases coverage in a number of areas, including an improvement to dental coverage and members will again be asked if they wish to join. In the event we vote in favour of the Standardized Plan, it would start in September 2023.

Documents, including a comparison list of our current benefits with the improved Standardized Plan, will be handed out to members at the June meeting.

As a summary only, here are some of the highlights and considerations:

Item	Current Extended Health Plan	Standardized Extended Health Plan
Annual Deductible	\$25/year	\$100/year
Lifetime Maximum	\$1,000,000/lifetime	Unlimited
Termination Age	Retirement (no age limit)	Retirement (no age limit)

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Transit Pass Reimbursement

A new contract clause regarding a Transit Reimbursement fund provides certain members with up to \$100 per calendar year for the purpose of offsetting the cost of a monthly transit pass.

Applications will be processed on a first-come, first-served basis, and will require sufficient proof of purchase of a monthly transit pass, until the fund is depleted in any calendar year.

The new clause applies to:

- *Permanent Supervision Aides;
- *Steady Part-Time Custodians;
- *All Casual employees (Operations, Cafeteria & Supervision Aides)



How to apply– by EMAIL:

1. Send an email to humanresources@vsb.bc.ca and on the subject line enter “IUOE Transit Pass”
2. Include employee full name and employee #
3. Attach receipt: a photo is fine, but it must clearly show the date the pass was purchased, the amount paid, and that the transaction has been completed (paid for)

How to apply– by Blue Bag:

1. Send “to the attention of Labour Relations”
2. Include employee full name and employee #
3. Attach receipt: a photo is fine, but it must clearly show the date the pass was purchased, the amount paid, and that the transaction has been completed (paid for)

Standardized Benefit Plan-Continued

<u>Item</u>	<u>Current Extended Health Plan</u>	<u>Standardized Extended Health Plan</u>
Drug Formulary	Prescription Required	Blue RX
Pay-Direct Card	Yes	Yes
Per Prescription Deductible	\$0	\$0
Sexual Dysfunction	Not covered	Not covered
Oral Contraceptives	Not covered	Covered
Fertility	\$3,000/lifetime	\$7,500/lifetime
Smoking Cessation	Not covered	Not covered
Medi-Assist	Included	Included
Out of Province Emergency Medical	Covered (100% reimbursement)	Covered (100% reimbursement)
Ambulance	Covered	Covered
Hospital	Private or Semi-Private	Private or Semi-Private

Standardized Benefit Plan-Continued

<u>Item</u>	<u>Current Extended Health Plan</u>	<u>Standardized Extended Health Plan</u>
In-Home Nursing Care	Covered	Covered
Hearing Aids	\$1,000/24 months Adults and Children	\$4,000/5 years Adults, 2 years Children
Miscellaneous Service & Supplies (subject to reasonable and customary limits)	Covered	Covered
Orthopedic Shoes	One pair/lifetime, replacement as necessary	\$400/2 years Adults, \$200/year Children
Orthotics	One pair/lifetime, replacement as necessary	\$400/year Adults and Children
Vision Care	\$250/2 years	\$625/2 years
Eye Exams	Not covered	\$125/2 years
Prescription Sunglasses	Included in Vision Maximum	Included in Vision Maximum
Naturopath	\$200/year	\$600/year
Chiropractor	\$200/year	\$600/year
Massage Therapist	Unlimited (subject to reas & cust limits)	\$1,200/year
Physiotherapist	Unlimited (subject to reas & cust limits)	\$1,000/year
Psychologist	Not covered	\$1,500/year
Speech Therapist	\$100/year	\$600/year
Acupuncturist	\$100/year	\$600/year
Podiatrist/Chiropodist	\$200/year	\$600/year
Dental Coverage	Basic Services 80% Major Services 50% Orthodontic Services 50%	Basic Services 85% Major Services 60% Orthodontic Services 60% (\$1,000 maximum)

Drug Formulary– What is it?

One of the main concerns with the Standardized Extended Health Plan is the “drug formulary.” A drug formulary (called *Blue RX*) is a customized list of drugs that are approved. This list is called a “managed formulary” because drugs are reviewed to ensure they are both clinically and cost effective before they are added to the plan.

The Blue Rx Plan covers prescription drugs used to treat almost all diseases and conditions. For conditions where multiple drugs are available, the therapeutic category is carefully reviewed to ensure drugs that offer quality, cost-effective and safe treatment are covered by the plan.

Certain drugs will require prior approval from Pacific Blue Cross or BC PharmaCare before they are eligible for coverage. To see a list of drugs that need prior approval, visit pac.bluecross.ca/bluerx

Standardized Benefit Plan Vote

There will be a membership vote at the June 3, 2023 General Membership Meeting. Handouts will be available. This is an important matter that impacts your benefits.

If members vote to join the Standardized Plan, it will take effect September 1st.