



**LEDGEVIEW**  
GOLF CLUB

**COLLECTIVE AGREEMENT**

**Ledgeview Golf Club**

**And**

**Canadian Union of Public Employees**

**Local 774**



**March 1<sup>st</sup> 2025 – February 28<sup>th</sup> 2030**

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## **ARTICLE 1 PURPOSE**

### 1.01 Purpose of Agreement

The purpose of this Agreement is to establish and maintain mutually satisfactory working conditions, wages and benefits for the employees, to maintain collective bargaining relations between the Golf Course and the Union and to provide a process for the prompt and equitable disposition of disputes.

## **ARTICLE 2 MANAGEMENT RIGHTS**

### 2.01 Management Rights

The parties hereto recognize and agree that the management, disposition and number of the working forces: the right to hire, reassign, demote, promote, lay-off, and to terminate employees for just and lawful cause, rests solely and exclusively with the Employer. The foregoing enumeration of management rights shall not be deemed to exclude other functions not specifically covered in the agreement. Each employee shall have the right to appeal through the grievance procedure provided in the agreement.

### 2.02 Not Discriminatory

The Employer's rights shall not be used to direct the working force in a discriminatory manner as defined by the Labour Code or Human Rights Code.

## **ARTICLE 3 RECOGNITION AND NEGOTIATION**

### 3.01 Bargaining Unit

The Union is the sole bargaining authority for all employees of the Employer as set out in the certification as granted by the Labour Relations Board on March 1<sup>st</sup>, 1994 and any amendments that may be issued by this Board.

No employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization of the Union.

### 3.02 Work of the Bargaining Unit

Persons who are not in the bargaining unit shall not work on jobs which are regularly performed by the employees in the bargaining unit, except for the

purpose of development, audit, quality control, on the job training, instruction of employees, or in cases of emergency. The current practice of management performing the incidental duties of punching greens or applying pesticides necessary to ensure the efficient and safe operation of the business applies when bargaining unit members are not available.

3.03 No Other Agreements

No employee shall be required or permitted to make a written or verbal agreement with the Employer or his/her representative which may conflict with the terms of this collective agreement.

3.04 Right of Fair Representation

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees or any other advisors when dealing or negotiating with the Employer.

Such representatives shall have access to the premises upon approval by the Employer. It is agreed there shall be no undue interference with work during these occasions.

3.05 Investigation of Grievances

The Union Representative shall be allowed reasonable time to investigate and process grievances during regular working hours, without loss of pay. The Union Representative will obtain permission from her/his Manager before leaving her/his work area for such purposes, and such permission will not be unreasonably denied.

3.06 Proper Accommodation

In keeping with the present situation, proper accommodation shall be provided for employees to store and change their clothes. Individual lockers shall be provided for employees to store their personal belongings, the employees to provide their own lock.

3.07 Bulletin Boards

The Employer shall provide a separate Union Bulletin Board which shall be placed so that all employees will have access to it and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees. Materials other than that relating to the routine business of the Union is to be approved by the Employer prior to posting.

3.08 British Columbia Employment Standards Act and Regulations

The requirements of this Act and the regulations are the minimum requirements and an agreement to waive any of those requirements, not being an agreement referred to in section 3.2 has no effect.

**ARTICLE 4 HUMAN RIGHTS**

4.01 Employer and Union Shall Not Discriminate

The Employer and the Union agree not to discriminate against an employee regarding employment or any term or condition of employment because of the indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, 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 employee.

4.02 Human Rights Act

Any claim by an employee or the Union pertaining to a violation of the Human Rights Act of British Columbia, the Employment Standards Act of British Columbia or the Labour Relations Code of British Columbia may be the subject of a grievance which shall be processed in accordance with the Grievance Procedure.

4.03 Personal Rights

The rules, regulations, and requirements of employment shall be limited to matters pertaining to the work requirements of each employee. Employees will not be asked or required to do personal services for a supervisor which are not connected with the operation of the Employer.

4.04 Bullying and Harassment

Employers must implement procedures for responding to reports or incidents of bullying and harassment. The procedures must ensure a reasonable response to the report or incident and aim to fully address the incident and ensure that bullying and harassment is prevented or minimized in the future.

Developing and implementing a procedure for how the Employer will deal with incidents or reports of workplace bullying and harassment must include the following:

- How and when investigations will be conducted
- What will be included in the investigation
- The roles and responsibilities of employers, supervisors, workers, and others (such as investigators, witnesses, or union representatives)
- Follow-up to the investigation (description of corrective actions, time frame, dealing with adverse symptoms, etc.)
- Record-keeping requirements

In addition to establishing procedures, Employers are responsible for ensuring they are followed.

Workers are expected to cooperate with investigators and provide any details of acts of bullying or harassment they have experienced or witnessed.

#### 4.05 Sexual and Personal Harassment

The Employer and the Union recognize the right of employees to work in an environment free from sexual and personal harassment and agree to cooperate in attempting to resolve, in a confidential manner, any complaints of sexual or personal harassment which may arise in the workplace. The Employer undertakes to discipline any person employed by the Employer, shown to be engaging in the sexual or personal harassment of another employee.

A joint Employer/Union Committee shall establish policy and procedure to deal with harassment.

### **ARTICLE 5 UNION MEMBERSHIP REQUIREMENT**

#### 5.01 Employee Membership in Union

- a) **Current Employees:** Employees as defined by the certification order currently in effect.
- b) **New Employees:** Employees hired after ratification shall become Union members within two (2) weeks of their date of hire, and shall maintain membership in the Union throughout their employment.

- c) The Union shall not, without good and sufficient cause, refuse an employee applying for membership, nor suspend and expel from membership any member without cause.
- d) **Potential Employees:** The Employer agrees to acquaint potential employees with the fact that a Union Collective Agreement is in effect, and with the conditions of employment set out in the Articles dealing with Union Security and Dues Check-off.

## **ARTICLE 6 CHECK-OFF OR UNION DUES**

### 6.01 Check-Off

The Employer shall deduct from every employee any dues, initiation fees or assessment levied by the Union in accordance with the Constitution or Bylaws of the Union.

### 6.02 Dues Deduction

Deductions shall be made as prescribed each month and forwarded to the Secretary-Treasurer of the Union not later than the 15<sup>th</sup> day of the month following the deduction, together with a list of all employees from whom the deductions have been made.

### 6.03 Initiation Fees

The Employer has no financial responsibility for the fees, dues or assessments of an employee, unless the Employer owes the employee sufficient unpaid wages to pay the fees, dues or assessments levied.

## **ARTICLE 7 CORRESPONDENCE**

### 7.01 Correspondence Between Parties

All correspondence between the parties arising out of the Agreement or incidental thereto shall pass to and from the Employer and the Union Representative with a copy to the Staff Representative of the Union.

## **ARTICLE 8 LABOUR MANAGEMENT COMMITTEE**

### **8.01 Establishment of Committee**

A Labour Management Committee shall be established consisting of up to three (3) Representatives of the Union and up to three (3) Representatives of the Employer.

On the request of either party, the parties shall meet once every two (2) months, unless there is no agenda, until this Agreement is terminated, for the purpose of discussing issues relating to the workplace that affect the parties or any employee bound by this agreement.

### **8.02 Committee Concerns**

The Committee shall concern itself with the following:

- 1) to promote the co-operative resolution of workplace issues;
- 2) to respond and adapt to changes in the economy;
- 3) to foster the development of work related skills;
- 4) to promote workplace productivity.

### **8.03 Notice and Agenda for Meeting**

Members shall receive a notice and agenda of the meeting at least forty-eight (48) hours in advance of the meeting.

### **8.04 Payment for Attending Meetings**

Employees shall not suffer any loss of pay for time spent in Committee Meetings that occur during the employee's regularly scheduled working hours. As a matter of clarification, there will be no overtime premium paid for such time should the meeting extend beyond the employee's regularly scheduled working hours.

### **8.05 Meeting Minutes**

Minutes of each meeting of the Committee shall be prepared and signed by the Joint Chairpersons as promptly as possible after the close of the meeting. The Union and the Employer shall each receive two (2) signed copies of the Minutes within three (3) days following the meeting.

## **ARTICLE 9 NEGOTIATIONS**

### **9.01 Union Bargaining Committee**

Union Bargaining Committee shall be elected or appointed and consist of up to three (3) members of the Union and two (2) alternates.

### **9.02 Leaves to Attend Bargaining Meetings**

A representative of the Union Bargaining Committee, who is in the employ of the Employer, shall be given a paid leave of absence to attend bargaining meetings with the Employer.

## **ARTICLE 10 GRIEVANCE PROCEDURE**

### **10.01 Recognition of Union Stewards and Grievance Committee**

In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Union Stewards as set out in 3.05 of this Agreement.

### **10.02 Names of Stewards**

The Union shall notify the Employer in writing of the names of the Steward or Stewards which will be consistent with the needs but will not normally exceed one (1) for each fifteen (15) Employees and the name of the Union Vice-President, before the Employer shall be required to recognize him/her.

### **10.03 Permission to Leave Work**

The Employer agrees that Stewards shall not be hindered, coerced, restrained or interfered with in the proper performance of their duties, while investigating disputes and presenting adjustments as provided in this Article.

No Steward shall leave his/her work without obtaining the permission of his/her Supervisor, where possible.

### **10.04 Definition of Grievance**

A grievance shall be defined as any difference arising out of the interpretation, application, administration, or alleged violation of the Collective Agreement.

10.05 Procedural Steps – Grievance

a) Grievance Steps

Step No. 1 (optional)

The employee is encouraged to make an earnest effort to resolve the grievance directly with their immediate non-bargaining unit manager (or designate). The Employee, at their option, shall be entitled to representation by a Union Representative.

Step No. 2

Failing settlement at Step No. 1, if utilized, the Union shall submit the grievance, in writing, to the General Manager (or designate) within ten (10) working days of the date on which the Union knew, or ought reasonably, to have known, of the occurrence of the incident giving rise to the grievance. The written notice shall describe the details of the grievance, including the date and circumstances of the incident or occurrence which had been violated, and the remedy sought. The General Manager (or designate) shall meet with the Employee and a Union Representative within ten (10) working days of receiving the written notice. A decision shall be rendered in writing within ten (10) working days of the Step No. 2 meeting.

Step No. 3

If the grievance is not settled at Step No. 2, it may be referred to the Board of Directors (or designate), in writing, within ten (10) working days of the General Manager's (or designate) reply at Step No. 2. The Board of Directors (or designate) and the General Manager (or designate) shall meet with the Employee, and Union Representative to try and resolve the grievance. If the Parties are unable to settle the grievance within twenty (20) working days of receiving the notice referring to Step No. 3, then either Party may give written notice to proceed to arbitration.

b) Time limits mentioned in the previous provisions may be extended by mutual consent of the Parties and confirmed in writing.

c)

i) If either Party fails to act within the time limits outlined in the Grievance Procedure with respect to a grievance that does not arise out of a suspension, dismissal, reclassification or job posting, then where it was the Union or Employee who failed to act, the grievance shall be deemed abandoned, and where it was the Employer or Manager who failed to act, the grievance shall be allowed.

- ii) With respect to a grievance that arises out of a suspension, dismissal, reclassification or job posting, a Party which does not present or progress its grievance within the prescribed time limits of the Grievance Procedure, as set out in Articles 9 and 10, shall have its grievance deemed to be abandoned. When the Party receiving the grievance fails to respond within the prescribed time limits of the Grievance Procedure, as set out in Articles 9 and 10, the grievance shall be deemed to advance to the next Step in the Grievance Procedure.
- iii) It is understood that the allowance or abandonment of a grievance under sub-paragraph (i) or (ii) above shall be on a "Without Prejudice or Precedent" basis.
- d) Employees and Union Representatives attending grievance meetings shall do so without loss of remuneration.

10.06 Deviation from Grievance Procedure

After a grievance has been advanced to Step 2 by the Union, the Employer's representative shall not enter into discussion or negotiation with respect to the grievance, with the aggrieved employees, without the consent of the Union.

**ARTICLE 11 ARBITRATION**

11.01 Agreement on Arbitrator

The parties shall meet within fourteen (14) calendar days of notice that a grievance is being advanced to Arbitration. The parties will attempt to agree on a single Arbitrator to hear the matter. Should the parties fail to agree on an Arbitrator, then within a further seven (7) calendar days either party may request the Minister of Labour to appoint and Arbitrator to hear the matter.

11.02 Arbitrator to be Governed By:

The Arbitrator is to be governed by the following provisions:

- 1) The Arbitrator shall hear and determine the subject of the grievance and shall issue a decision which is final and binding upon the Parties and upon any employee or Employer affected by it.

- 2) Each of the Parties shall pay its own expenses and costs of Arbitration and one-half (½) of the expenses of the Arbitrator.
- 3) The Arbitrator shall determine his/her own procedures, but shall give full opportunity to all Parties to present evidence and make representations.
- 4) The Arbitrator shall not have the power to alter or amend any of the provisions of this Agreement.
- 5) The Arbitrator shall have access to the Employer's premises to view working conditions, machinery or operations which may be relevant to the resolution of the grievance.
- 6) The Arbitrator shall have jurisdiction to determine whether a grievance is arbitrable.

11.03 Extension of Time Limits

If a grievance is not presented to the next higher level within the time limits stipulated the grievance will be deemed to be withdrawn without prejudice. The time limits prescribed for the performance of any act in the grievance procedure may be extended by mutual consent and such extensions shall not be unreasonably denied.

11.04 Employee Payment for Attendance at Grievance Meeting

An employee shall be permitted the necessary time off with pay to attend a formal Grievance Meeting, as set out in Article 12 of this Agreement, that is held during the employee's regularly scheduled working hours. As a matter of clarification, there will be no overtime premium paid for such time should the meeting extend beyond the employee's regularly scheduled working hours.

**ARTICLE 12 DISCHARGE, SUSPENSION AND DISCIPLINE**

12.01 Discipline to be for Just Cause

An employee may be disciplined but only for just cause and consistent with the principles of progressive discipline. Prior to the imposition of a suspension, or discharge, an employee shall be given the reason in the presence of his Steward or Union Representative. Such employee and the Union shall be advised promptly in writing by the Employer of the reason for such discipline or discharge.

12.02 Crossing of Picket Lines

An employee covered by this Agreement shall have the right to refuse to cross a legal picket line. Employees who observe a legal picket line shall not be disciplined but will not receive pay for the period involved.

12.03 Right to Have Steward Present

An employee shall have the right to request that a Steward be present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to discipline an employee, the employee will be notified in advance of the purpose of the meeting in order that the employee may contact a Steward to be present at the interview.

12.04 Personnel Records

- a) An employee shall have the right to have access to and review his/her Personnel Record. Any disagreement as to the accuracy of information contained in the file may be subject to the Grievance Procedure and the eventual resolution thereof shall become part of the employee's record.
- b) An employee shall have the right to make copies of any material contained in his/her Personnel Record.
- c) Records which refer to, or contain material of a disciplinary nature shall be expunged after two (2) years from the date on which the material was placed on the Personnel Record, provided there are no other incidents of a similar nature.

12.05 Grievances on Discipline, Layoff and Recall

Grievances relating to the Discipline, Layoff and Recall of an employee may be initiated at Step 2 of the Grievance Procedure as set out in Article 10.05(b).

**ARTICLE 13 SENIORITY**

13.01 Seniority Defined

Seniority is defined as the length of service in the bargaining unit and shall include service with the Employer prior to the Certification or recognition of the Union. Seniority will be accumulated on a days worked basis for all employees.

For the purposes of this Article, days worked shall include all days on Leave of Absence due to Workers Compensation, Sick Leave, paid vacation, statutory holidays, maternity, adoption and parental leave, bereavement leave Union Business Leave and Educational Leave.

13.02        Seniority List

The Employer shall maintain a Seniority List showing the current classification, the date upon which each employee's service commenced and current accumulated seniority. Where two or more employees commence work on the same day, preference shall be in accordance with the date of application. An up-to-date Seniority List shall be sent to the Union and posted on all bulletin boards in January of each year.

13.03        Probation for Newly Hired Employees

The probationary period for employees will be sixty-five (65) days worked, or the first one hundred and eighty (180) calendar days of employment whichever occurs first.

During the probationary period employees will receive one hundred percent (100%) of the wage rate established for the position in Schedule "A" of this agreement.

Employees may be terminated should they be found by the Employer to be unsuitable for the position during their period of probation.

13.04        Loss of Seniority

An employee shall not lose Seniority Rights if he is absent from work because of Sickness, Disability, Accident, Layoff or Leave of Absence approved by the Employer.

An employee shall only lose his seniority in the event:

- a) He is discharged for just cause and is not reinstated.
- b) The employee resigns in writing and does not withdraw their resignation within two (2) days from the date of delivering the resignation to their Department Manager.
- c) Failure to report to work within one (1) calendar week after notification by double registered mail to return to work, unless failure is proved to be unavoidable.
- d) An employee who has passed their probationary period and has been on layoff for more than nine (9) calendar months.

- e) An employee who has achieved five hundred (500) days seniority and has been on layoff for more than eighteen (18) calendar months.
- f) He accepts severance pay in accordance with the Employment Standards Act.

## **ARTICLE 14 PROMOTIONS AND STAFF CHANGES**

### **14.01 Job Positions**

When a regular employee vacancy occurs that is required to be filled or a new regular employee position is created, the Employer shall within five (5) days, post notice for five (5) days so all employees can know about the vacancy and if interested submit an application. For greater clarity, Casual and Temporary positions do not need to be posted. This procedure may be waived by mutual agreement of the parties.

### **14.02 Information in Postings**

Such notice shall contain the following information:

Nature of position, qualifications, required knowledge, education and experience, skills, shift, hours of work, wage or salary rate or range. Such qualifications and requirements shall be those necessary to perform the job function.

### **14.03 Role of Seniority in Promotions, Transfers and Staff Changes**

Both parties recognize:

- a) The principle of promotion within the service of the Employer.
- b) That job opportunity should increase in proportion to length of service.

Therefore, in making staff changes, transfers or promotions, appointment shall be made of the applicant with the greatest seniority and having the necessary qualifications, skill, knowledge and ability to perform the duties of the job in accordance with Clause 14.02.

Appointments from within the bargaining unit shall be made within three (3) weeks of posting. The job shall be filled within one (1) week of appointment.

14.04 Trial Period

The successful applicant shall be notified within one (1) week following the end of the posting period. He/she shall be given a trial period of up to two (2) calendar months, during which time he/she will receive the necessary training for the position. Conditional on satisfactory service, the employee shall be declared permanent after the period of two (2) calendar months. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable or unwilling to continue to perform the duties of the new job classification, he/she shall be returned to his/her former position, wage or salary rate, without loss of seniority. Any other employee promoted, transferred because of the re-arrangement of positions shall also be returned to his/her former position, wage or salary rate, without loss of seniority.

14.05 Notification to Employee and Union

Within seven (7) calendar days of the date of appointment to a vacant position, the name of the successful applicant shall be posted on all bulletin boards. If requested by an employee, the Employer shall provide a full written explanation and notification of any shortcomings in their qualifications to a senior applicant who was denied a promotion or transfer. The Union shall be notified of all promotions, demotions, hiring, layoffs, transfers, recalls, resignations, retirements, deaths or other terminations of employment.

14.06 Consideration of Other Employees

In determining the successful applicant, the Employer will consider employees who are not qualified but who, through on the job training, could reasonably be expected to satisfactorily perform the job within a six (6) month period. It is understood that in considering these employees there is no obligation on the Employer to award the position to such an employee.

14.07 Instructional Reimbursement

- a) The Employer shall reimburse the full cost of any Course of Instruction, including the costs of required text books, parking and mileage outside the City of Abbotsford, required by the Employer for an employee to better qualify him/her to perform his/her job. Employees shall be paid one hundred percent (100%) of the Course Fee upon successful completion of the Course.
- b) The Employer shall reimburse the full cost of any Course Fee of any optional course of instruction, including the costs of required text books, parking and mileage outside the City of Abbotsford, as approved by the

Employer, for an employee to better qualify him/her to perform his/her job. Employees shall be paid fifty percent (50%) of the course fee upon enrolment and the balance on completion of one (1) year's subsequent employment with the Employer following successful completion of the course.

- c) Seniority will be considered in all training opportunities provided in (a) and (b) above.
- d) Employees leaving the service of the Employer within the aforementioned one (1) year period shall forfeit a proportionate percentage of the fee to the Employer.

## **ARTICLE 15 LAYOFFS AND RECALLS**

### **15.01      Definition of Layoff**

A layoff other than completion of a term shall be defined as a reduction in the normal work year as set in the job classification.

### **15.02      Role of Seniority in Layoffs**

Both parties recognize that job security shall increase in proportion to length of service, therefore, in the event of a layoff, other than completion of a term, the following procedure will apply.

This will not apply during the two (2) week period at the beginning and/or end of the normal work year where as much notice as possible will be provided.

- a) The Employer shall identify the position(s) affected and provide two (2) weeks notice to the incumbent employee(s), who shall be provided the following options:
  - i) Accepting layoff with right to recall.
  - ii) Accepting severance pay pursuant to the Employment Standards Act and thereby terminating rights to recall and their employment with the Employer.
  - iii) Bumping the least senior employee in the same or lower classification, provided they are senior to such employee and qualified to perform the work of that classification.

- b) It is understood that a lay off, other than completion of a term, shall first occur within the lower classifications.
- c) It is further understood that in the event of a lay off, other than completion of a term, temporary and casual employees shall be laid off prior to regular employees.

15.03 Recall Procedure

In the event of a recall, laid off employees or employees who have bumped into a lower paying position shall be recalled in order of seniority to their previous position. In the event an equivalent or lower position become available, laid off employees shall be recalled in order of seniority provided they are qualified to perform the work available.

15.04 No New Employees

New Employees shall not be hired where there are employees on lay off who are qualified to perform the work available until after the employees on lay off have been given the opportunity to be recalled. Also consideration should be given to those employees who are not qualified by with the job training could satisfactorily perform the job within a month.

15.05 Advance Notice of Layoff

- a) Unless legislation is more favourable to the employees, the Employer shall notify regular employees who are to be laid off at least two (2) weeks prior to the effective date of layoff. If the employee has not had the opportunity to work the days as provided in this Article, he shall be paid for the days for which work was not made available.
- b) Where an employee has been hired for a specified period of time for a specific project of not more than six (6) weeks duration, in such cases o notice of layoff shall be necessary.

15.06 Grievances on Layoff and Recalls

Grievances concerning layoffs and recalls should be initiated at Step 2 of the Grievance Procedure.

15.07        Consent to Vary

The parties may vary the foregoing by mutual consent provided such variance is consistent with the principles of qualifications and seniority provided herein.

**ARTICLE 16 EMPLOYEE DEFINITIONS**

16.01        Regular Employee

A Regular Employee is defined as full time or part time employees who have successfully completed the probationary period set out in this Collective Agreement. Regular employees are entitled to all rights and benefits of this Agreement except as expressly provided otherwise.

16.02        Probationary Employee

A Probationary Employee is defined as an employee other than Casual or Temporary, who has not completed the probationary period as set out in Article 13.03 of the Collective Agreement.

Probationary Employees shall be entitled to all rights and benefits as specified in this agreement save for the right to grieve discharge for unsuitability or other valid reason.

16.03        Full Time Employee

A Full Time Employee is defined as a Regular Employee who works an average of twenty (20) hours or more per week.

16.04        Part Time Employee

A Part Time Employee is defined as a Regular Employee who works an average of less than twenty (20) hours per week.

However, a Part Time Employee may work an average in excess of twenty (20) hours per week for special projects or to replace other employees who are absent due to maternity, WorkSafeBC, sick or other approved leaves with the consent of the Union.

## **ARTICLE 17 PAID HOLIDAYS**

### **17.01 Holidays to be Observed**

All employees shall receive the following paid holidays without loss of wages or salary and when such holiday falls on a Saturday or Sunday, the following Monday shall be deemed to be a holiday for the purpose of this Agreement.

New Year's Day	B.C. Day
Family Day	Labour Day
Good Friday	National Day for Truth and Reconciliation
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day

And any other day proclaimed by the Federal, Provincial or Municipal Governments.

### **17.02 Work on a Paid Holiday**

When an employee is required to work on a paid holiday, such employee shall receive, in addition to his normal pay for that day, one and one-half (1 ½) times pay for the first eight (8) hours worked and double time (2X) thereafter.

In lieu of receiving overtime pay for the holiday the employee may opt to bank the time earned and take it at regular pay at a mutually agreeable time.

### **17.03 Qualification for Paid Holiday**

A new employee will qualify for paid holidays in accordance with the provisions of the Employment Standards Act. For clarification, regular permanent employees returning from lay-off, will not be subject to the Paid Holiday eligibility requirements of the Employment Standards Act.

## **ARTICLE 18 ANNUAL VACATIONS**

### **18.01 Definition of Vacation Year**

The term "vacation year", as used in this Agreement, shall mean the twelve (12) month period running from January 1<sup>st</sup> to December 31<sup>st</sup> of the previous calendar year.

18.02 New Employees

Effective the first of the calendar year, following the year a full time employee enters service with the Employer, he shall be entitled to annual vacation pay calculated at 4%.

18.03 Anniversary Date

Each employee's anniversary date shall be determined by the date employment commenced.

18.04 Employee with One (1) Year of Service

An employee who has completed one (1) year of service, but less than three (3) shall be entitled to vacation pay of four percent (4%). Payment for such vacation shall be calculated bi-weekly on each pay cheque.

18.05 Employee with Three (3) Years of Service

An employee who has completed three (3) years of service, but less than nine (9) years of service, shall be entitled to vacation pay of six percent (6%). Payment for such vacation shall be calculated bi-weekly on each pay cheque.

18.06 Employee with Six (6) Years of Service

An employee who has completed six (6) or more years of service, shall be entitled to vacation pay of seven percent (7%). Payment for such vacation shall be calculated bi-weekly on each pay cheque.

18.07 Employee with Nine (9) Years of Service

An employee who has completed nine (9) or more years of service, shall be entitled to vacation pay of eight percent (8%). Payment for such vacation shall be calculated bi-weekly on each pay cheque.

18.08 Employee with twelve (12) Years of Service

An employee who has completed twelve (12) or more years of service, shall be entitled to vacation pay of ten percent (10%). Payment for such vacation shall be calculated bi-weekly on each pay cheque.

18.09 Employee with Thirty (30) Years of Service

An employee who has completed thirty (30) or more years of service, shall be entitled to and receive a three percent (3%) increase on their hourly rate of pay.

## **ARTICLE 19 SICK LEAVE PROVISIONS**

### **19.01 Sick Leave Entitlement**

- a) All regular employees shall be entitled to one day sick leave for every twenty-one (21) days worked at full pay. Employees working less than forty (40) hours per week, will receive proportion of one (1) day (i.e. twenty (20) hours equals one-half (½) day).

Days worked shall include all paid time off including paid Sick Leave, Workers' Compensation, Vacations, Statutory Holidays and other paid Leaves of Absence and Educational Leave of not more than thirty (3) days.

- b) All eligible Employees, covered by the Employment Standards Act (ESQ), including part-time, temporary or casual Employees are entitled to five (5) days of paid sick leave and three (3) days of unpaid sick leave per year.
- c) Eligible Employees, who do not have sufficient accumulated Sick Leave credits at the beginning of the year, pursuant to paragraph (a) or (b) above, shall be entitled to be advanced paid Sick Leave by the Employer of up to five (5) days.

### **19.02 Maximum Accumulation of Days**

The maximum number of days that may be accumulated for this purpose will be eighty (80) days.

### **19.03 Proof of Illness**

Upon request by the Employer, a medical certificate from a licensed Medical Practitioner may be required for any illness in excess of three (3) days. Additionally, where the Employer has concerns about an individual's lost time experience, the Employer may require, and pay for, if necessary, a Medical Certificate from a licensed Medical Practitioner for any absence.

## **ARTICLE 20 LEAVE OF ABSENCE**

### **20.01 Negotiations Leave**

No employee shall suffer loss of wages, benefits or seniority, when meeting with the Employer for the purposes of negotiation or processing grievances up to the point of arbitration or mediation.

The maximum total number of days for negotiations that the Employer will pay wages for is twelve (12).

### **20.02 Union Business Leave**

- a) Upon request to the Employer, an employee elected or appointed to represent the Union at Conventions, shall be allowed a Leave of Absence without pay and without loss of benefits. Leave of Absence without pay shall be allowed employees to attend Executive and Committee meetings of CUPE, its affiliated or chartered bodies and any Labour Organizations with which the Union is affiliated.
- b) An employee shall receive the regular pay provided for in this Agreement when on an unpaid Leave of Absence for Union Work or Conventions. However, the Union shall reimburse the Employer for all pay and benefits during the period of absence.

### **20.03 Bereavement Leave**

An employee shall, upon application, be granted up to five (5) regularly scheduled consecutive workdays leave with pay in the event of a death of a member of their immediate family.

Immediate family is defined as: spouse, child, step-child, parent, step-parent, guardian, sibling, foster child, foster parent, grandchild or grandparent of an employee, and any person who lives with an employee as a member or the employee's family. It includes common-law spouses, and same sex partners and their children if they live with the employee as a member of the family.

In recognition of the fact that circumstances which call for Bereavement Leave are based on individual circumstances, the Employer, on request, may grant additional paid or unpaid Bereavement Leave.

An employee shall be granted one (1) scheduled workday with pay to attend the funeral of their brother/sister-in-law.

20.04 Jury or Court Witness Duty

The Employer shall grant a leave of absence with pay to an employee who serves as a juror. Time spent by an employee required to serve as a court witness in any matter arising out of his employment, shall be considered as time worked at the appropriate rate of pay.

The Employer shall pay such an employee the difference between normal earnings and the payment received for jury service or court witness, excluding payment for traveling, meals or other expenses. The employee will present proof of service and the amount of pay received.

20.05 General Leaves

An employee may request a leave of absence without pay and without loss of seniority. Such request shall be in writing and approved by the Employer. Taking into account the needs of the operation, the Employer shall not unreasonably deny such a request.

20.06 Maternity, Adoption and Parental Leave

Employees shall be entitled to maternity, adoption and parental leave as specified under the Employment Standards Act, as amended from time to time.

In addition to the Parental Leave as provided, a parent shall receive a day off with pay on the day on which the birth/adoption occurs.

20.07 Compassionate Care Leave

- 1) In this section, "family member" means:
  - a) A member of an Employee's immediate family, and
  - b) Any other individual who is a member of a prescribed class.
  
- 2) An Employee who requests leave under this article is entitled to up to 27 weeks of unpaid leave to provide care or support to a family member if a medical practitioner or nurse issues a certificate stating that the family member has a serious medical condition with a significant risk of death within 26 weeks, or such period as may be prescribed, after:
  - a) The date the certificate is issued, or
  - b) If the leave began before the date the certificate is issued, the date the leave began.

- 3) The Employee must give the Employer a copy of the certificate as soon as practicable.
- 4) An Employee may begin a leave under this section no earlier than the first day of the week in which the period under paragraph (2) begins.
- 5) A leave under this section ends on the last day of the week in which the earlier of the following occurs:
  - a) The family member dies;
  - b) The expiration of the 52 from the date the leave began.
- 6) A leave taken under this section must be taken in units of one or more weeks.
- 7) If an Employee takes a leave under this section and the family member to whom paragraph (2) applies does not die within the period referred to in subsection (5)(b), the Employee may take a further leave after obtaining a new certificate in accordance with paragraph (2), and paragraph (3) and (6) apply to the further leave.

#### 20.8 Family Responsibility Leave

An Employee is entitled to up to five (5) days of accrued Sick Leave during each employment year to meet responsibilities related to:

- a) The care, health, or education of a child in the Employee's care, or
- b) The care or health of any other member of the Employee's immediate family.

#### 20.9 Critical Illness or Injury Leave

- 1) In this section, "family member" means:
  - a) a member of an Employee's immediate family, and
  - b) any other individual who is a member of a prescribed class.
- 2) An Employee who requests leave under this section is entitled to the following unpaid leave to provide care or support to a family member if a medical practitioner or nurse practitioner issues a certificate in accordance with subsection (4):

- a) up to 36 weeks of unpaid leave to provide care or support to a family member who is under 19 years of age at the start of the leave;
  - b) up to 16 weeks of unpaid leave to provide care or support to a family member who is 19 years of age or older.
- 3) If a certificate issued in accordance with paragraph (4), with respect to a leave under this section, sets out a period for which a family member of an Employee required care or support that is less than the maximum number of weeks specified in paragraph (2) (a) or (b), as applicable, the Employee:
- a) is entitled to take the leave only up to the number of weeks indicated in the certificate, and
  - b) may, respecting the leave, obtain one or more additional certificates in accordance with paragraph (4), but the Employee's entitlement to the leave does not exceed the maximum number of week specified in paragraph (2) (a) or (b), as applicable.
- 4) A certificate referred to in paragraph (2) must
- a) state that the baseline state of health of the family member has significantly changed and the life of the family member is at risk as a result of an illness or injury.
  - b) state that the care or support required by the family member can be met by one or more persons who are not medical professionals, and
  - c) set out the period for which the family member requires care or support.
- 5) The Employee must give the Employer a copy of the certificate referred to in paragraph (2) as soon as possible.
- 6) An Employee may begin a leave under this section respecting a family member no earlier than the earlier of the following:
- a) the first day of the week in which the certificate referred to in paragraph (2) respecting the family member is issued;
  - b) the first day of the week in which the baseline state of health of the family member significantly changes and the life of the family member is at risk as a result of an illness or injury.

- 7) A leave under this section ends on the last day of the week in which the earlier of the following occurs:
  - a) the family member in respect of whom the leave is taken
  - b) the expiration of 52 weeks from the date the leave began.
- 8) A leave taken under this section must be taken in units of one or more weeks.
- 9) If an Employee takes a leave under this section and, at the time referred to in paragraph (7) (b), the life of the family member remains at risk as a result of the illness or injury, the Employee may take a further leave after obtaining a new certificate in accordance with paragraph (4), and paragraphs (5) to (8) apply to the further leave.

## **ARTICLE 21 PAYMENT OF WAGES**

### **21.01 Wage Schedule and Pay Days**

- a) The wages to be paid by the Employer to the employee, shall be those set forth in Schedule "A" attached hereto and forming part of this agreement. Pay Days shall be on a bi-weekly basis.
- b) The Employer will notify employees, in order of seniority, of the need for overtime work at least two (2) hours before the end of their regular shift.

### **21.02**

Notwithstanding the golf course can be open all year the parties agree there will be defined open season between March 1 and October 31 of each year. Each year the Employer agrees to staff the course appropriately during this period as per Article 2.01.

### **21.03 Payment on Temporary Transfer, Higher Rated Job**

Notwithstanding Article 21.01, when an employee is required to perform the duties of a higher rated position for two (2) hours or more, he shall receive the established rate for all such hours worked in the higher rated position.

When the Superintendent and assistant Superintendent are absent from the operation for four (4) hours or longer, the Supervisor, as designated by the Superintendent, shall receive an additional fifty cents (.50) per hour.

21.04 Automotive Allowance

Travel rates paid to an employee using their own vehicle, shall be paid at the maximum rate established by the Canada Revenue Agency as amended from time to time.

21.05 Hours of Work

The parties agree that employees shall work under a shift schedule. The Employer will draft such schedule and present it to the Union for mutual agreement at least two (2) weeks prior to its implementation.

The normal work-week for employees shall be eight (8) hours per day, for five (5) consecutive days, followed by two (2) consecutive days of rest, unless mutually agreed otherwise.

Extended shift schedules may be allowed for up to a maximum of twelve (12) hours for special events, mutually agreed to by the parties. The starting times of a shift schedule may be altered by two (2) hours provided at least twelve (12) hours notice is given to the Union and the employee affected.

"Special Events" may result in a scheduled change. However, at least forty-eight (48) hours notice is required, unless mutually agreed otherwise by the Employer and the Union.

Except those employees receiving a meal as set out in the Letter of Understanding regarding Employee Privileges, employees required to eat on duty shall be paid eight (8) hours for seven and one-half (7 ½) hours worked.

Each employee shall be entitled to two (2) fifteen (15) minute paid rest breaks per eight (8) hours shift and a fifteen (15) minute break for every two (2) hours of overtime.

The current practice of exchanging breaks whereby the employee works seven and one-half (7 ½) hours for eight (8) hours pay will continue.

Nothing in this Article shall be construed as providing a guarantee of work hours.

21.06 Split Shifts

The parties agree that employees will not be obliged to work a Split Shift nor shall Split Shifts be scheduled without the agreement of the Union.

21.07 Overtime Payments

- a) Time worked in excess of eight (8) hours in a day will be paid at one and one half times (1 ½ X) the regular rate of pay.

An employee will be paid at two times (2X) their regular rate of pay when they work more than two (2) hours beyond the mutually agreed upon normal hours of work in a day.

Time worked in excess of forty (40) hours in a week, will be paid at one and one half times (1 ½ X) the regular rate of pay.

Time worked in excess of forty-eight (48) hours in a week, will be paid at two times (2X) the regular rate of pay.

- b) An employee who responds to security alarms outside of regular hours, shall receive a minimum of one (1) hours pay at one and a half times (1 ½ X) the regular rate and one and a half times (1 ½ X) the regular rate in excess of one (1) hour.

21.08 Overtime Conditions

Employer approved overtime will be on a voluntary basis, except in the case of emergency situations.

21.09 Overtime Banking

At the discretion of the employee, overtime may be banked and taken as paid time off at a mutually agreeable time in the future, but in the year that it is accrued, however overtime accrued in the fourth (4<sup>th</sup>) quarter of the year can be carried over for the following six (6) months.

21.10 Minimum Daily Hours

1. If an employee reports for work as required by the Employer, the Employer must pay the employee for:
  - a) at least the minimum hours for which the employee is entitled to be paid under this section, or
  - b) if longer, the entire period the employee is required to be at the workplace.

2. An employee is entitled to be paid for a minimum of:
  - a) four (4) hours at the regular wage, if the employee starts work, unless the work is suspended for a reason completely beyond the Employer's control, including unsuitable weather conditions; or
  - b) two (2) hours at the regular wage, in any other case unless the employee is unfit for work or fails to comply with Part 3 of the Workers' Compensation Act or a regulation under that Part.

## **ARTICLE 22 JOB CLASSIFICATIONS AND RECLASSIFICATIONS**

### 22.01 Job Description

The Employer agrees to draw up Job Descriptions for all positions for which the Union is the bargaining agent. These descriptions shall be presented and discussed with the Union and shall become the recognized Job Descriptions, unless the Union presents written objection within thirty (30) days. If such an objection cannot be resolved, then the issue may be subject to the Grievance and Arbitration procedure contained in this Agreement.

### 22.02 Changes in Classification

The Employer shall prepare a new Job Description whenever a new job is created or whenever there are significant changes to the duties of an existing job. Should the Union present written objection to these Job Descriptions or rates of pay, then the matter may be subject to the Grievance and Arbitration procedure contained in this Agreement.

### 22.03 Elimination of Classification

The Employer shall not eliminate any classification without first discussing the change with the Union.

## **ARTICLE 23 EMPLOYEE BENEFIT PLANS**

### 23.01 Health and Welfare Plan

#### a) Eligibility

All regular employees working, or expected to work, in excess of three (3) calendar months shall be eligible to participate in the Health and Welfare

Plan. At a minimum coverage will cover the period from April 1 to September 30 each year.

b) Funding

Employer shall pay ninety percent (90%) of Premium costs, employees to pay ten percent (10%). Employees laid off, shall continue coverage by paying the full cost of premiums commencing the first day of the month following lay off. The year-to-date balance for premiums that have been paid by the Employee to cover this time shall be provided upon request of the Employee.

c) Coverage

Plan to include, Extended Health, Dental and Eyeglasses in accordance with Blue Cross Plan #145727, or such other Plan that may be introduced by mutual agreement between the Union and the Employer.

d) Dental Plan

Effective March 1, 2028

The Employer shall pay ninety percent (90%) and the Employee shall pay ten percent (10%) of the premium cost of a plan that provides the following coverage:

Plan A - Basic Dental Service – Pays for ninety percent (90%) of approved schedule of fees, with no annual maximum, per insure person.

Plan B - Prosthetics, Crowns, Implants and Bridges – Pays for seventy-five percent (75%) of approved schedule of fees to a maximum of \$4,000 per year, per insured person.

Plan C - Orthodontics – Pays for fifty percent (50%) of approved schedule of fees to a maximum of \$6,000 in a lifetime, per insured person.

23.02 Pension Plan

The parties agree to enroll all eligible employees in the Multi-Sector Pension Plan at a contribution rate (effective March 2014) of two and one half percent (2.5%)

of applicable wages for both the Employer and eligible Employees, as per the Multi-Sector Pension Plan attached hereto.

**23.03      Reimbursement of Overpayments**

- a) Where the Union and the Employer agree there has been an overpayment by the Employer, the following procedure will be used for the re-payment schedule:

Any overpayment, which is incurred within the previous period of twelve (12) months, will be recovered in the following manner:

- i) If the overpayment is fifty dollars (\$50.00) or less, the Employer will advise the Employee of the details in writing of the overpayment and of the Employer's intention to recover the overpayment from the Employee's next pay cheque.
- ii) If the overpayment is in excess of fifty dollars (\$50.00), the Employer will, at least one (1) month before recovery action is implemented, advise the Employee of the details in writing of an overpayment and the Employer's intention to recover the overpayment.
- iii) Recovery will not exceed five percent (5%) of the Employee's gross pay each pay period until the entire amount is recovered. It is understood the Employee may agree to a higher amount. If the Employee advises the Employer that the stated recovery action will create a hardship, a lesser amount may be mutually agreed to. The Employer's agreement will not be unreasonably withheld. Notwithstanding the foregoing, in the event employment ceases, any outstanding amounts will be recovered from the final pay.
- iv) If an Employee's final pay does not cover the full amount owing, the Employee must repay the Employer in full within one (1) month from the date of termination.

**ARTICLE 24 HEALTH AND SAFETY**

**24.01      Cooperation on Safety**

The Union and the Employer shall cooperate in promoting and improving rules and practices which promote an occupational environment which will enhance

the physiological and psychological conditions of employees and which will provide protection from factors adverse to employee health and safety.

24.02 Union-Employer Health and Safety Committee

- 1) A Health and Safety Committee shall be established which is composed of an equal number of Union and Employer representatives, but with a minimum of two Union and two Employer members. The Health and Safety Committee shall hold meetings at least once per month, or more frequently if requested by the Union or by the Employer for jointly considering, monitoring, inspecting, investigating, reviewing and improving health and safety conditions and practices. Minutes shall be taken of all meetings and copies shall be sent to the Employer and the Union.
- 2) Section 3.26 of the WorkSafe OHS Regulation requires a written evaluation to be conducted annually to determine the effectiveness of a joint committee. The intent of the evaluation is to determine whether the joint committee is in compliance with the Act and Regulations, and to assess whether the joint committee has been effective in fulfilling its role. Evaluations should also identify improvements to be considered and implemented.

24.03 Time off for Health and Safety Training

Union members who participate on the Health and Safety Committee are entitled to eight (8) hours of paid leave per year to attend occupational health and safety training courses.

24.04 Health and Safety Committee Pay Provisions

Time spent on site by members of the Committee in compliance with the act, shall be considered as time worked and shall be paid for in accordance with the terms of this Agreement.

24.05 Health and Safety Clothing, Tools, Equipment and Protection

The Employer shall provide all employees working in any unsanitary, or potentially hazardous jobs, with all the necessary tools, protective equipment and clothing required. These shall be maintained and replaced, where necessary, at the Employer's expense. It is recognized that such protective equipment and clothing are temporary measures. The conditions necessitating their use shall be subjected to further corrective measures through engineering changes or the elimination of the hazard.

Where safety boots are required by the Employer or WorkSafeBC, the Employer shall remunerate the employee up to a maximum of two hundred dollars (\$200) per year.

24.06        Proper Training

No employee shall be required to work on any job or operate any piece of equipment until he/she has received proper training and instructions.

24.07        Injury Pay Provisions

An employee who is injured or made sick during working hours, and is required to leave for treatment or is sent home as a result of such injury or sickness, shall receive payment for the remainder of the shift at his/her regular rate of pay, unless a doctor or nurse states that the employee is fit for further work on that shift.

24.08        Transportation of Accident Victims

Transportation to the nearest physician or hospital for employees requiring medical care as a result of a work accident, shall be at the expense of the Employer.

24.09        Health and Safety Grievance

Where a dispute involving a question of general application or interpretation of this Article occurs, it shall be subject to the Grievance Procedure and Step 1 of the Grievance Procedure may be by-passed.

24.10        First Aid Attendant

The designated, on duty Level One First Aid Attendant, shall receive an additional fifty (50) cents per hour over their regular straight time rate.

**ARTICLE 25 TECHNOLOGICAL CHANGE**

25.01        Employer and Union Bound by Code

The Employer and the Union shall be bound by the provisions of the Labour Relations Code, or successor Acts, with respect to the introduction of Technological Change in the workplace.

## **ARTICLE 26 JOB SECURITY**

### 26.01 **Restrictions on Contracting Out**

The Employer will not contract out any work regularly performed by an employee.

## **ARTICLE 27 SAVINGS CLAUSE**

### 27.01 **Continuation of Acquired Rights**

All provisions of this Agreement are subject to applicable laws now or hereafter in effect.

If any law now existing, or hereafter enacted, or proclamation or regulation shall invalidate or disallow any portion of the Agreement, the entire Agreement shall not be invalidated and the existing rights, privileges and obligations of the parties shall remain in existence. In such an event the portion of this Agreement effected shall be re-opened for negotiation. If there is no agreement between the parties on this issue, the matter shall be resolved by Arbitration.

## **ARTICLE 28 COPIES OF AGREEMENT**

The Employer shall print sufficient copies of the Agreement.

## **ARTICLE 29 GENERAL**

### 29.01 **Plural or Feminine Terms May Apply**

Whenever the singular is used in this Agreement, it shall be considered as if the plural has been used where the context of the Party or Parties hereto so require.

All references throughout the Collective Agreement shall only use gender neutral terms while referring to individuals or groups.

### 29.02 **Notice**

The Employer, to the best of its knowledge, agrees to keep the Union apprised of ongoing communications with the City of Abbotsford with regard to future management of the Ledgeview Golf Club.

**ARTICLE 30 TERM OF AGREEMENT**

30.01 Duration

The parties agree the term of the new collective agreement shall be March 01, 2025 to and including February 28, 2030.

30.02 Extension of Agreement

If negotiations extend beyond the anniversary date of the Agreement, this Agreement shall continue in full force and effect, unless the Union commences a legal strike or the Employer commences a legal lock-out, or the parties conclude a renewal or revision of this Agreement.

**SCHEDULE A – WAGES**

The parties agree to amend Schedule “A” to reflect the following wage increases:

March 1, 2025	7%
March 1, 2026	5%
March 1, 2027	4%
March 1, 2028	2.5% up to a maximum of 4% with COLA
March 1, 2029	2.5% up to a maximum of 4% with COLA

The parties agree to add Groundskeeper IV to Schedule “A” at a rate of \$20.00 effective March 1, 2025.

IN WITNESS WHEREOF BOTH PARTIES HERETO HAVE EXECUTED THESE PRESENTS

On the 7th day of March, 2025.

SIGNED ON BEHALF OF LEDGEVIEW GOLF CLUB

SIGNED ON BEHALF OF CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 774



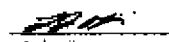
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Tim O'Brian, President (Ledgview)



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Ryan Doman, President (CUPE L774)



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Brad Clapp, General Manager (Ledgview)



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Liam O'Neill, National Rep (CUPE)

**SCHEDULE "A"**

**Grounds Wage Rates per Hour**

<b>CLASSIFICATION</b>	<b>March 1, 2025</b>	<b>March 1, 2026</b>	<b>March 1, 2027</b>	<b>March 1, 2028</b>	<b>March 1, 2029</b>
	7%	5%	4%	2.5% (up to 4% with COLA)	2.5% (up to 4% with COLA)
Equipment Technician	33.27	34.93	36.33	37.24*	38.17*
Asst. Superintendent	31.16	32.72	34.03	34.88*	35.75*
Supervisor	30.50	32.02	33.30	34.13*	34.98*
Irrigation Technician	29.84	31.33	32.58	33.39*	34.22*
Gardener	25.80	27.09	28.17	28.87*	29.59*
Groundskeeper I	28.15	29.56	30.74	31.51*	32.30*
Groundskeeper II	25.80	27.09	28.17	28.87*	29.59*
Groundskeeper III	24.03	25.23	26.24	26.90*	27.57*
Groundskeeper IV	20.00	21.00	21.84	22.39*	22.95*

\*The above wages for 2028 and 2029 reflect 2.5% minimum wage increase. Each of these years may be subject to an additional 1.5% increase based on COLA.

RE: Cost of Living Adjustments (COLA)

The parties agree that in determining the level of any Cost of Living Adjustments (COLAs) that will be paid out starting on the first pay period after March 1, 2028 and March 1, 2029, respectively, the "annualized average of BC CPI over twelve months" in Schedule "A" of the collective agreement means the *Latest 12-month Average (Index) % Change* reported by BC Stats in March for British Columbia for the twelve months starting at the beginning of January 2027 and January 2028, respectively, and concluding at the end of December (2027 and 2028, respectively). The percentage change reported by BC Stats that will form the basis for determining any COLA increase is calculated to one decimal point. The *Latest 12-month Average Index*, as defined by BC Stats, is a 12-month moving average of the BC consumer price indexes of the most recent 12 months. This figure is calculated by averaging index levels over the applicable 12 months.

The *Latest 12-month Average % Change* is reported publicly by BC Stats in the monthly BC Stats *Consumer Price Index Highlights* report. The BC Stats *Consumer Price Index Highlights* report released in mid-January will contain the applicable figure for the 12-months concluding at the end of December.

## **SCHEDULE "A"**

### **Groundskeeper Progression**

1. For the purpose of progression through the salary scale a year shall be defined as 1100 hours of work, including time off while receiving WorkSafeBC benefits, vacation, sick leave and education leave of not more than thirty (3) days.
2. Groundskeeper IV shall move to Groundskeeper III after completing two (2) years, or two thousand two hundred (2200) hours of work, whichever comes first as per Article 2.01 of the collective agreement.
3. Groundskeeper III shall move to Groundskeeper II after completing four (4) years or four thousand four hundred (4400) hours of work, whichever comes first as per Article 2.01 of the collective agreement.
4. Groundskeeper II shall move to Groundskeeper I after completing four (4) years or six thousand six hundred (6600) hours of work, whichever comes first as per Article 2.01 of the collective agreement.

**LETTER OF UNDERSTANDING**

**BETWEEN**

**LEDGEVIEW GOLF CLUB**

**AND**

**CUPE LOCAL 774**

**EMPLOYEE PRIVILEGES**


During the term of this Agreement, the Employer will maintain the following employee privileges in accordance with current practice:

- Free Parking.
- Golf Course Play (includes Spouse)  
For clarification, this benefit shall extend beyond an employee's period of lay-off for returning regular full-time employees. It is understood that play times shall not conflict with member's play or play of individuals who pay green fees.
- Power Carts at Members' Rate
- Grounds Staff can purchase meals from the Restaurant at a forty-five percent (45%) discount immediately before or immediately after their shift and during their lunch period.
- Employer to provide Coffee supplies free of charge.
- Employer to provide Microwave and Fridge for employee use.

Signed this 7th day of March, 2025.

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LEDGEVIEW GOLF CLUB


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