

COLLECTIVE AGREEMENT

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 3338**



AND

**CANADIAN UNION OF POSTAL WORKERS
VANCOUVER LOCAL 846**



Canadian Union of Postal Workers

January 1, 2023 to December 31, 2027

Table of Contents

ARTICLE 1 - PURPOSE OF AGREEMENT.....	3
ARTICLE 2 - RECOGNITION.....	3
ARTICLE 3 - TERMS OF AGREEMENT.....	3
ARTICLE 4 - DEFINITION OF EMPLOYEES	3
ARTICLE 5 - UNION SECURITY	5
ARTICLE 6 - CHECK-OFF	6
ARTICLE 7 - UNION ACTIVITY	6
ARTICLE 8 - HUMAN RIGHTS	7
ARTICLE 9 - HIRING	8
ARTICLE 10 - LAYOFF AND RECALL.....	9
ARTICLE 11 - WORKING CONDITIONS.....	10
ARTICLE 12 - LEAVE OF ABSENCE.....	11
ARTICLE 13 - BEREAVEMENT LEAVE	12
ARTICLE 14 - BIRTHDAY LEAVE.....	12
ARTICLE 15 - CULTURAL AND RELIGIOUS OBSERVANCE LEAVE.....	12
ARTICLE 16 - DOMESTIC VIOLENCE LEAVE.....	13
ARTICLE 17 - SPECIAL LEAVE	13
ARTICLE 19 - VACATION.....	14
ARTICLE 20 - DESIGNATED HOLIDAYS	15
ARTICLE 21 - HOURS OF WORK	16
ARTICLE 22 - OVERTIME	17
ARTICLE 23 - MATERNITY LEAVE	17
ARTICLE 24 - ADOPTION LEAVE	18
ARTICLE 25 - CO-PARENTING LEAVE	19
ARTICLE 26 - SICK LEAVE	19
ARTICLE 27 - DISCIPLINE AND DISCHARGE.....	20
ARTICLE 28 - GRIEVANCE PROCEDURE AND ARBITRATION	20

ARTICLE 29 - SENIORITY	22
ARTICLE 30 - HEALTH AND SAFETY.....	23
ARTICLE 31 - TECHNOLOGICAL CHANGE.....	24
ARTICLE 32 - JOB CLASSIFICATION AND WAGES.....	26
ARTICLE 33 - EMPLOYEE FILES	27
ARTICLE 34 - INJURY ON DUTY AND WorkSafeBC COVERAGE	28
ARTICLE 35 - CHILD CARE TAX	28
ARTICLE 36 - MEDICAL AND DENTAL COVERAGE	29
ARTICLE 37 - PENSION FUND.....	29
ARTICLE 38 - REGULAR UNION-EMPLOYER MEETINGS.....	29
APPENDIX "A"	30
JOB DESCRIPTION	30
QUALIFICATIONS:.....	30
APPENDIX "B"	31
CUPW MERGER.....	31
LETTER OF AGREEMENT	32
ARTICLE 4.4 – CASUAL EMPLOYEES	32
LETTER OF AGREEMENT	33
RETROACTIVITY.....	33
LETTER OF AGREEMENT	34
UNPAID PERSONAL TIME.....	34
LETTER OF AGREEMENT	35
PAID SICK LEAVE UNDER THE EMPLOYMENT STANDARDS ACT	35

ARTICLE 1 - PURPOSE OF AGREEMENT

1. The purpose of this Agreement is to maintain a harmonious relationship between the Employer and its employees, to define clearly the hours of work, rates of pay and conditions of employment, and to provide for a fair method of settling differences which may arise from time to time.
2. The Union agrees that the confidentiality of the Employer's business and activities is a condition of employment.

ARTICLE 2 - RECOGNITION

1. The Employer recognizes the Canadian Union of Public Employees, Local 3338 as the sole and exclusive bargaining agent for all employee(s) of CUPW Vancouver Local for whom the Union is certified under voluntary recognition granted by the Employer on July 26, 1983 pursuant to the letter of March 24, 1983.
2. Employees shall not be required or permitted to make a written or verbal agreement with the Employer or its representatives which is contrary to the terms or intent of this Agreement.

ARTICLE 3 - TERMS OF AGREEMENT

This agreement shall be from and including January 1, 2023 to December 31, 2027. Failing to amend this agreement by December 31, 2027, this Agreement will continue in force until a new agreement is reached.

ARTICLE 4 - DEFINITION OF EMPLOYEES

1. An employee shall mean any person employed who is covered by the Certification granted by the Employer voluntarily. This agreement does not apply to any officer or representative of the Employer.
2. A permanent employee shall mean any employee who normally works the regular work week as outlined in Article 21 (Hours of Work). Such employee(s) shall be paid every other Wednesday. All employees will receive a record of earnings and deductions with their pay cheques.
3.
 - a) Casual employees may be utilized as relief for permanent employees or to work on a temporary basis due to work overload or temporary labour shortage.
 - b) The Employer shall not hire casual employees to permanently replace permanent employees.

4. All employees are entitled to the rights and privileges of the Agreement unless otherwise noted.
5. No member of CUPW shall be considered to be an employee under this Collective Agreement.
6. It is agreed and understood that full-time officers or committee members (including Shop Stewards) of CUPW may, from time to time, do work of a similar nature to that of the administrative support staff employee(s), or at times, do relief Bargaining Unit work.
 - (i) The "Update," "Postal Worker" will be reproduced by the employee(s) and shall bear the CUPE union bug.
 - (ii) Any other publication subsequently established by the Employer shall be reproduced by the employee(s) during regularly scheduled hours and shall bear the CUPE union bug.
 - (iii) It is understood that in circumstances not directly attributed to the Employer that arise outside of regular working hours or during periods when staff are not on shift, publications and correspondence may be reproduced by the Employer.
- b) It is understood that the format of all CUPW publications and correspondence will be determined by the CUPW officer(s) or committee member(s) (including shops stewards) responsible for those publications and correspondence.
- c) The CUPW Vancouver website will not be subject to the provisions of this Collective Agreement.
- d) The final layout of these publications will be determined by the CUPW officer or committee responsible.
- e) It is understood that correspondence regarding confidential medical information about members will be the responsibility of the Second Vice-President or Acting Second Vice-President. The officer may, at her/his discretion, assign this correspondence to the clerical staff.
7. If the Employer hires an employee, it must follow the provisions of this Collective Agreement under Article 9 (Hiring).

ARTICLE 5 - UNION SECURITY

1. **Union Shop:** Each employee at the date of the signing of this Agreement who is covered by the certification shall be required to become or retain membership in the Union as a condition of employment. Each employee hired on or after the date of signing of this Agreement, shall as a condition of employment, become members of the Union within two (2) weeks (14 calendar days) from their date of hire.
2. **Recognition:** The Employer recognizes the steward(s) elected by the Union and shall not discriminate against such steward(s) for carrying out the duties proper to that position.
3. If the Employer chooses to interview an employee regarding any aspect of their attendance or work performance, the employee shall have the right to be accompanied by a Steward or Union representative if the employee so desires.
4. **No Loss of Pay:** The steward(s) may investigate and process grievances or confer with the representatives of the Union during working hours without loss of pay.
5. The Union shall regularly notify the Employer, in writing, of its Local executive officers.
6. When an employee has been fired, promoted, transferred, recalled or resigns. The Employer agrees to notify the Union within twenty-four (24) hours when an employee is laid off, suspended or terminated. Such notification shall be in writing.
7. The Employer shall not contract out bargaining unit work.
8. **Union Shop Card:** The Union shop card shall be posted in the Employer's premises and shall remain there as long as the terms and conditions of this Agreement are fulfilled.
9. The Union Label shall be extended to the Employer as long as this Agreement remains in full force and effect and the Employer is fulfilling all the terms and conditions. The Union Label shall be the official Union Label of the Canadian Union of Public Employees Local 3338 and shall remain the sole property of the Union.
10. Employees will be permitted to wear Union pins.

ARTICLE 6 - CHECK-OFF

1. Authorization: Each employee, on the date of hire, will be required to sign "an authorization form" for dues and assessment deductions. A copy of this authorization shall be sent to the Union.
2. Notification: The Union agrees that it will advise the Employer of all present assessments and dues and of any changes that may arise in connection with such dues and assessments.
3. Deduction of Dues: The Employer shall begin the deduction of monthly dues and assessments on the first payday following the completion of thirty (30) days of employment.
4. Collection of Dues: Before the 15th day of each month, the Employer shall forward the collected dues by cheque to the treasurer of the Union, together with a list of the employees, and the amount deducted for each.

ARTICLE 7 - UNION ACTIVITY

1. The Employer agrees that a member of the Local Executive or the steward shall be allowed up to one (1) hour during working hours to meet with and explain the functions of the Union to each new employee and to sign the new employee into the Union during their first week of employment.
2. The steward of the union or the employees designated representative shall have the right to contact employees at work on matters respecting this Agreement and its administration.
3. The Employer agrees to grant a leave of absence without pay of up to one (1) year to employees who have been elected to a full-time office or position in the Union. Further leave may be granted by mutual consent. Benefits and seniority shall be maintained but shall not accrue during the period of leave if the leave of absence is more than one (1) month's duration.
4. The Employer agrees to grant one (1) representative of the Union leave of absence without pay to attend Union conventions, or to perform other functions on behalf of the Union whenever possible.
5. The Employer agrees to provide a bulletin board in a permanent and prominent location acceptable to the Union. This bulletin board shall be used by the Union to convey information to its members.

6. Picket Lines: The Employer agrees that no employee will be subject to discipline or dismissal for refusing to cross a picket line. The Employer agrees that it will not request, require or direct employee(s) or volunteers to perform work during strikes that would normally have been carried out by those on strike.

ARTICLE 8 - HUMAN RIGHTS

1. The Employer agrees that there will be no discrimination against an employee by reason of Indigenous identity, age, race, creed, colour, national origin, political or religious affiliation, appearance, personal lifestyle, physical handicap unrelated to job performance, previous and/or current psychiatric treatment, economic status, sex, sexual orientation, marital status, or whether the employee has children. In particular, there shall be no discrimination in terms of hiring, promotion, discipline or dismissal.
2. Personal Rights: The Employer agrees that the rules, regulations and requirements shall be limited to matters pertaining to the work required of each employee.
3. The Employer agrees that there shall be no arbitrary rules regarding dress.
4. The Employer agrees that its representatives shall in no way, at any time, harass, belittle, or interfere with the work of an employee.
5. Employees shall not be asked or required to do any personal work for the representatives of the Employer.
6. Employees shall not be asked or required to do any personal favors for the representatives of the Employer.
7. Trade Union Activity: The Employer shall not discriminate against any employee because of membership or activity in the Union or for exercising the rights provided for in this Agreement.
8. No Discrimination or Harassment: The Employer shall provide a work environment free from any form of discrimination, harassment or sexual harassment from anyone.
9. Sexual Harassment is defined as any conduct, comment, gesture or contact that might reasonably be perceived by an employee as placing a

condition on employment; or any persistent conduct, comment, gesture or contact that is likely to cause offense, embarrassment or humiliation to an employee.

10. Violence in the Workplace: The Employer shall provide employees with pertinent information relative to the potential for experiencing physical aggression and/or verbal abuse within the workplace. The employee shall be informed of specific instructions on the approach to be taken when in contact with potentially aggressive persons.

ARTICLE 9 - HIRING

1. The Employer shall fill any vacant positions from within the office first and second from the recall list, and third from the casual employees before hiring new employees.
2.
 - a) Casual employees shall be hired on the basis of seniority, the more senior given preference. In the application of this provision, it is agreed that an employee shall not be considered to be "bypassed" if employee is not available for the work or the employee cannot be contacted.
 - b) Casual employees can be hired for no more than a cumulative three (3) months per calendar year.
 - c) Notwithstanding the Article 9(2)(b), casual employees may be hired to cover the duration of absences of a regular employee provided that the extended hours are first offered to regular employees when the absence becomes known.
 - d) A casual employee's shift shall be not less than four (4) hours.
3. There shall be a probationary period for all employees, starting on the first day of work and ending once they have worked four hundred (400) hours. The probation period may be extended upon mutual agreement.
4. During the probationary period, there shall be two (2) written evaluations. The first evaluation will take place once the employee has worked one hundred and fifty (150) hours and the second will take place once the employee has worked three hundred (300) hours. A union steward or representative will be present at the evaluation meetings
5. The Employer may end a probationary employee's employment if it demonstrates through the two (2) written evaluations that the employee does not meet the requirements of the job.

6. The decision to terminate a probationary employee's employment shall be final unless it is grieved that it was made without just cause. In any arbitration relating to termination of an employee's employment, the burden of proof shall rest with the Employer.

ARTICLE 10 - LAYOFF AND RECALL

1. In the event of a shortage of work, the Employer and the Union shall meet to discuss the situation and the following procedures shall be adopted in the event of a layoff:
 - a) There shall be no reduction in the workforce without a corresponding reduction in the workload.
 - b) In the event of a staff reduction, employees will be laid off in reverse order of seniority.
 - c) For the purpose of staffing any subsequent vacant or casual positions, a regular employee who is laid off shall be kept on a recall list for a period of one (1) year.
 - d) The Employer shall give, to all regular employees who are laid off, three (3) months' notice and upon the effective date of the layoff, severance pay in a cash lump sum equal to one (1) week's pay for every year of service up to a maximum of forty-six (46) weeks. Such pay shall be calculated at the highest straight time weekly salary paid to the employee during the period of fifty-two (52) weeks immediately preceding the layoff.
 - e) Employees who have notified the Employer of their desire to be on a recall list shall be recalled in the order of their seniority, as positions become available. It is understood that an employee who is called back to work a regular position pursuant to this Article will begin to accrue severance pay entitlement based on the date of their return to work.
 - f) Notice of recall shall be made by telephone, or if unsuccessful, by registered mail, to the last address of the employee known by the Employer. A copy of the recall notice shall be sent to the Union.
 - g) It shall be the responsibility of the employee on the recall list to keep the Employer informed of their address and telephone number.

- h) The recalled employee must indicate their intention to return to work within five (5) days of the receipt of the recall notice. The employee, having received the recall notice and having agreed to return to work, shall return within a five (5) day period that allows adequate consideration to the employee to re-arrange their personal affairs.
 - i) When reinstated, the employee shall receive the same wages had the employee not been laid off and shall be credited with unbroken seniority upon recall within the recall period.
2. In the event of dissolution or redundancy of any position, Section 54 of the Labour Relations Code shall be applied.

Prior to a declaration of redundancy, the Employer agrees to take all reasonable measures, in consultation with the Union, to retain the position, in accordance with the requirements of Article 20 (Hours of Work).

3. In the event of a shortage of work, the Employer and the Union shall meet to discuss a general reduction of hours for the employee(s). If the parties cannot reach mutual agreement of these alternative arrangements, the normal provisions of the Collective Agreement shall apply.

ARTICLE 11 - WORKING CONDITIONS

1. The Employer agrees to maintain good working and health conditions in the employee's working areas at all times.
2. Consultation: Where new or additional equipment is required, or changes in methods of operations or services, or renovations are planned, employees concerned shall be consulted prior to such acquisition or changes. A request for the same by an employee will not be unreasonably denied by the Employer.
3. Working conditions, wages, privileges and benefits at present in force, which are not specifically mentioned in this Agreement, and are not contrary to its intention, shall continue in full force and effect.
4. Office space: If and when the Employer relocates to new or renovated office space, the Employer agrees to consult with the employees on office design for their work areas, including but not limited to, ergonomic workstations and the placement of office equipment (e.g. photocopiers).

ARTICLE 12 - LEAVE OF ABSENCE

1. An employee may apply for leave without pay for a period of up to one (1) year. Such requests shall not be unreasonably denied. All applications for such leave will be granted on the basis of seniority. The employee's seniority shall be maintained.
2. For an approved leave of absence of thirty (30) days or less, the Employer will maintain the employee's benefits during the leave. Such benefits include the medical, dental and extended health plans.
3. For leave greater than thirty (30) days the employee may maintain their medical, dental, and extended health benefits by paying the cost of the plans.
4. Employees granted leave greater than thirty (30) days and who wish to maintain their medical, dental and extended health benefits can pay the costs of the plan by deductions from the last pay cheque, or pre-pay the entire amount by cheque or monthly post-dated cheques.
5. While an employee is on unpaid leave of absence for more than thirty (30) days the employee shall not accumulate vacation leave credits, sick leave credits and severance pay credits.
6. Jury Duty: An employee who is called for jury duty or as a witness in a court action shall continue to receive their regular rate of pay, less any amount paid in respect to the employee's jury duty or witness fee, for any day the employee is regularly scheduled to work.
7. Where there is a Federal, Provincial, or civic election in the municipality in which the employee resides, the employee shall be given such time off as needed in order to ensure the employee has four (4) clear hours during the time the polls are open in which to cast their ballot.
8. Any employee may apply for and receive two (2) days leave with pay for citizenship processing.
9. While an employee is on any paid leave of absence under this collective agreement, the employee shall continue to accumulate vacation leave credits, sick leave credits, and severance pay. These leaves shall include maternity leave, adoption leave, co-parenting leave, injury on duty leave, special leave, bereavement leave and any other leave of absence with pay.

ARTICLE 13 - BEREAVEMENT LEAVE

1. In case of bereavement of a close family member or a close friend, the employee shall be entitled to five (5) working days bereavement leave with pay.
2. The employee shall be entitled to paid travel time as follows:
 - a) when outside of the Lower Mainland (beyond Hope, Whistler, on the Sunshine coast or on Vancouver Island) a total of two (2) days travel.
 - b) when outside of the province a total of three (3) days travel
3. In the circumstances not covered in one (1) above an employee shall be entitled to one (1) day mourner's leave to attend a funeral or memorial service.
4. An employee requesting leave under Article 13 shall be entitled to the leave. If the Employer questions the validity of such leave the employee shall be required to declare the relationship with the deceased.
5. If an employee is on vacation leave at the time of bereavement, the employee shall be granted bereavement and credited the appropriate number of days for vacation leave.

ARTICLE 14 - BIRTHDAY LEAVE

All employees shall be entitled to one (1) day off with pay on the week of their birthday. The choice of day shall rest with the employee and shall be communicated with the Employer a minimum of five (5) working days beforehand. Should the employee have a week of vacation scheduled during their birthday week, the aforementioned day with pay shall be taken on the Monday immediately following the scheduled vacation leave.

ARTICLE 15 - CULTURAL AND RELIGIOUS OBSERVANCE LEAVE

Recognizing that employees are from a diverse range of cultural and religious backgrounds, an employee shall be granted up to three (3) days leave without pay per calendar year for the observance of cultural or religious identity not already recognized in the collective agreement. An employee will give as much notice as possible but not less than five (5) business days.

ARTICLE 16 - 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 access ten (10) days of paid leave, per year, for attendance at medical appointments. Legal proceedings and any other necessary activities. This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day, without prior approval.
- c) The employee and Employer will only discuss relevant information on a need to know basis to protect confidentiality while ensuring workplace safety.
- d) When the occasion arises, the Employer, jointly with the Union, will implement workplace safety strategies, including risk assessments, safety plans, training and a timely and effective process for resolving concerns.

ARTICLE 17 - SPECIAL LEAVE

- 1. After completion of six (6) months' continuous employment an employee who gives the Employer at least five (5) days' notice shall be granted special leave with pay of not more than five (5) days for the purpose of:
 - a) getting married; or
 - b) engaging in a formal ceremony to have recognition of their same sex spousal relationship.
- 2. Where conditions warrant it, special leave with pay may be granted when circumstances not directly attributable to the employee, including but not limited to illness in the immediate family, as defined in Article 14, prevent an employee reporting for duty. Such leave shall not be unreasonably withheld.

ARTICLE 18 - FLEX DAYS

All employees will be eligible for three (3) paid flex days per calendar year. Employees will be permitted to carry over up to three (3) days to the following calendar year.

Employees will give as much notice as possible with a minimum of five (5) working days, except in circumstances not directly attributable to the employee.

ARTICLE 19 - VACATION

1. For the purpose of this Agreement, the calendar year shall mean the period from January 1 to December 31, inclusive.
2. Regular employees hired after July 4, 2004 shall be entitled to the following vacation leave with pay:
 - a) The annual vacation for employees with less than seven (7) years of service shall be three (3) weeks per calendar year
 - b) The annual vacation for employees after the completion of seven (7) years of service shall be four (4) weeks per calendar year
 - c) The annual vacation for employees after the completion of fourteen (14) years of service shall be five (5) weeks per calendar year
 - d) The annual vacation for employees after the completion of twenty-one (21) years of service shall be six (6) weeks per calendar year
 - e) The annual vacation for employees after the completion of twenty-eight (28) years of service shall be seven (7) weeks per calendar year

Notwithstanding the above, employees who are on staff as of July 4, 2004 shall have vacation as follows:

- i. The annual vacation for employees who have completed ten (10) years of service shall be six (6) weeks (30 days) per calendar year.
 - ii. The annual vacation for employees who have completed fifteen (15) years of service shall be seven (7) weeks (35 days) per calendar year.
 - iii. The annual vacation for employees who have completed twenty (20) years of service shall be eight (8) weeks (40 days) per calendar year.
3. Subject to the Employer's operational requirements, Employee(s) wishing to take their vacation leave in broken periods (in increments of less than a full week) will be allowed to do so.

4. Unless otherwise approved, employees shall bid on vacation leave in weekly blocks. It is understood that a weekly block runs from Sunday to Saturday. When there is a conflict of scheduling between employees, it shall be decided on the basis of seniority. Vacation requests shall be made six (6) months in advance unless mutually agreed otherwise.
5. In the event the scheduled vacation leave falls during a period of crisis in the Employer's activities, consultation may be requested by the Employer for the purpose of establishing an alternative vacation leave schedule.
6. Employees pay will be deposited with the employee's bank or credit union the usual pay date during the employee's vacation.
7. An employee may if they so choose, bank up to one half (1/2) of her/his the employees vacation entitlement. This banked vacation must be taken in the following calendar year.
8. When an employee becomes ill or suffers an accident while on vacation leave, the employee shall be entitled to draw on accumulated sick leave for the duration of the illness or disability without loss of vacation time.

ARTICLE 20 - DESIGNATED HOLIDAYS

1. The following have been designated as paid holidays:

New Year's Day	B.C. Day
Family Day (BC)	Labour Day
International Women's Day	Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
May Day	Christmas Day
Victoria Day	Boxing Day
Canada Day	

2. Any other day proclaimed as a holiday by the federal, provincial, or municipal government for the locality in which an employee is working shall also be a paid holiday.
3. Office Holidays: Any day other than Saturday or Sunday or a Designated Holiday on which the office of the Employer is officially closed shall be designated an office holiday, and each employee shall be given the day off with pay.
4. When an employee is on vacation leave and a day of paid holiday falls within that period the paid holiday shall not count as a day of vacation and

an additional day's vacation with pay shall be allowed for each holiday so occurring.

5. Paid holidays falling on Saturdays or Sundays shall be moved to the first day following the holiday, on which the employee is entitled to pay or is scheduled to work.

ARTICLE 21 - HOURS OF WORK

1. The total scheduled hours of work for the position of administrative staff shall be seven (7) hours.
2. The regular scheduled hours for shift will be:
 - a) Administrative Support Staff – 07:45 – 14:45 Monday to Friday
3. Rest Periods

- a) Employees shall be entitled to thirty (30) minute worth of rest periods shall be taken as follows:

Following the completion of two (2) hours work from the start of the shift, a fifteen (15) minute rest period may be taken.

A rest period of fifteen (15) minutes may be taken between four (4) and five (5) hours from the start of the shift.

Or,

By agreement between the parties, the above noted rest periods may be combined and taken at a mutually agreeable time.

- b) If an employee(s) is approved for leave and does not work a full seven (7) hour shift, rest periods shall be taken as follows:

When working four (4) hours, a ten (10) minute rest period may be taken at the mid-point of the shift.

When working five (5) hours, a fifteen (15) minute rest period may be taken at the mid-point of the shift.

When working six (6) hours, a twenty (20) minute rest period may be taken at the mid-point of the shift.

- c) If an employee works overtime as defined in Article 22 (Overtime), rest periods shall accrue at the rate of five (5) minutes for the first one and one-half (1 1/2) hour and five (5) minutes for every hour or part hour thereafter.
4. Transportation will be provided if the Employer requires a start time earlier than 7:30 am or a finish time later than 7:00 pm.

ARTICLE 22 - OVERTIME

1. Each employee has the right to refuse to work overtime without being disciplined.
2. Any time worked in excess of the regular hours of work as defined in Article 21 (Hours of work) shall be compensated as overtime.
 - a) Employees shall earn overtime for all hours worked in excess of thirty-five (35) hours in a week.
 - b) Employees shall earn overtime for all hours worked in excess of seven (7) hours in a day.
3. Overtime shall be paid at double the hourly rate of pay.
4. An employee may elect to be paid for overtime or take compensating time off. Should the employee select to take compensating time off, the time will be arranged by mutual consent.
5. An employee who elects to take compensating time off shall be given time off equivalent to the number of hours for which they would have been paid for the overtime so worked.
6. An employee who elects to be paid for overtime hours worked shall be paid in the pay period following the pay period that the overtime was worked.
7. Should overtime be offered, the principle of equal opportunity will apply. Equal opportunity shall be defined as an offering of overtime based on seniority. Employees accepting or declining shall be placed on the bottom of the equal opportunity list for the next offering of overtime.
8. The Employer will maintain a list showing all opportunities offered and whether each employee accepted or declined said offer.

ARTICLE 23 - MATERNITY LEAVE

1. In case of pregnancy, an employee shall not lose seniority entitlement and shall accrue seniority as if she had been continuously employed.
2. If eligible, the employee shall receive benefits of the Maternity Provision of the Employment Insurance Act. Upon return to work, the employee shall be reinstated in their former position.
3. After completing two (2) weeks' service following return to work after maternity leave, an employee will be paid by the Employer the difference of the benefits received from the Employment Insurance and the employee's

monthly salary for the period of time Employment Insurance benefits were received. Provided the employee has received the benefits mentioned above, the Employer will pay to the employee their salary for the two (2) week waiting period for employment Insurance. If the employee does not apply for, or qualify for, Employment Insurance benefits, the Employer will not pay monies to the employee for the period of time when the employee was on maternity leave.

4. Upon request, the employee shall be granted up to six (6) months' leave without pay, subject to extension upon application to the Employer. Upon return to work, the employee shall be reinstated in her former position at her former rate of pay, plus any increments.
5. Only permanent employees shall be eligible for maternity leave with pay.

ARTICLE 24 - ADOPTION LEAVE

1. If an employee adopts a child, the employee will not lose seniority entitlement and shall accrue seniority as if the employee had been continuously employed.
2. If eligible, the employee shall receive the benefits in accordance with the Employment Insurance Act. Upon return to work, the employee shall be reinstated in their former position.
3. After completing two (2) weeks' service following return to work after adoption leave, an employee will be paid by the Employer the difference of the benefits received from the Employment Insurance and the employee's monthly salary for the period of time Employment Insurance benefits were received. Provided the employee has received the benefits mentioned above, the Employer will pay to the employee's salary for the two (2) week waiting period for Employment Insurance. If the employee does not apply for, or qualify for, Employment Insurance benefits, the Employer will not pay monies to the employee for the period of time when the employee was on adoption leave.
4. Upon request, the employee shall be granted up to six (6) months' leave without pay, subject to extension upon application to the Employer.

Upon return to work, the employee shall be reinstated in their former position at the employee former rate of pay, plus any increments.

5. Only permanent employees shall be eligible for adoption leave with pay.

ARTICLE 25 - CO-PARENTING LEAVE

1. An employee who is co-parenting shall qualify for co-parenting leave and will not lose seniority entitlement and shall accrue seniority as if the employee had been continuously employed.
2. The employee shall be granted two (2) weeks leave with full pay. Upon request, the employee shall be granted leave without pay for a period of up to one (1) year. Upon return to work, the employee shall be reinstated in their former position with the same pay, including any increments and without loss of seniority entitlement.
3. For the purpose of the Article, co-parenting leave covers those instances in which an employee assumes a major responsibility for a child/children.
4. Only permanent employees shall be eligible for co-parenting leave with pay.

ARTICLE 26 - SICK LEAVE

1. No employee shall be terminated, laid off, lose seniority or be discriminated against because of illness or injury.
2. Sick leave shall be credited to an employee to protect them from loss of wages when an employee is incapacitated as a result of illness, non-compensable injury or for an injury/illness that is awaiting a decision from the WorkSafeBC.
3. Each employee will be entitled to one and one half (1 1/2) working days per month sick leave with full pay. Such sick leave may be accumulated from month to month and from year to year. For a continuous absence of more than seven (7) days duration, the Employer may ask for a medical certificate. If such certificate is required, the Employer will be responsible for any costs.
4. Sick leave may be used by a pregnant employee when there is a known or suspected case of contagious disease or condition which could be harmful to pregnancy in the place of work.
5. The Employer shall make sick leave records available on request of an employee.
6. In the event that illness in the immediate family or other extenuating circumstances prevents the employee from reporting to work, up to five (5) days sick leave shall be granted on each such occasion.

7. Effective upon the signing date of this Collective Agreement, the sick leave cap shall rise to one hundred (100) actual working days.

ARTICLE 27 - DISCIPLINE AND DISCHARGE

1. No employee shall be disciplined or discharged without just and reasonable cause.
2. In the event of any dispute or difference as to whether or not there was proper cause for the discharge or discipline of any employee, only the reasons so set forth in writing shall constitute cause to be argued under the grievance procedure.
3. In case of dismissal or resignation, the employee shall receive all vacation entitlement and salary due to the date of termination.
4. Effective upon the signing date of this Collective Agreement, in the event of retirement or resignation, the employee will receive three (3) week's severance pay.
5. Failure to cross a picket line or handle struck work shall not be considered grounds for disciplinary action or otherwise considered to be a violation of this Agreement.

ARTICLE 28 - GRIEVANCE PROCEDURE AND ARBITRATION

For the purpose of this Agreement, "grievance" shall mean any difference or dispute arising between the Parties of this Agreement with respect to discipline, including suspension and dismissal, and differences respecting its interpretation, application, operation or alleged violation, including a question as to whether a matter is arbitrable. For the purposes of the grievance procedure only, 'days' means all calendar days excluding Saturday, Sunday and Designated Holidays.

1. Grievance Procedure

Step 1

A written grievance shall be presented to the President or Designate within twenty-five (25) working days of the grievor(s) becoming aware of the action or circumstances first giving rise to the grievance. The employee shall be accompanied by a Steward or Representative of the Union in any meeting with the Employer. The President (or designate) shall reply in writing within ten (10) days of confirming receipt of the grievance.

Step 2

The Parties agree on the desirability of holding regular meetings for resolution of grievance following the receipt of a grievance(s). Such meetings should be agreed on mutually at the appropriate level to ensure that there is no delay in the resolution of grievance. The employee shall be accompanied by a Steward or Representative of the Union in any meetings with the Employer.

Step 3

Within twenty (20) working days following the application of Step 2 the Employer shall reply in writing to the grievance.

Step 4

The Union shall advise the Employer of its intention to submit the grievance to arbitration no later than fifteen (15) days after receipt of the written reply referred to in Step 3.

2. Arbitration

- a) The Employer and the Union shall choose an impartial arbitrator. If an Arbitrator cannot be agreed upon within ten (10) working days, the Parties shall request the Collective Agreement Arbitration Bureau to make the choice.
- b) The arbitrator shall, as soon as possible, settle the dispute and that decision shall be binding on both Parties.
- c) The Parties agree that an Arbitrator shall be vested with the powers set out in the *British Columbia Labour Code* to resolve any disputes that are referred to arbitration.
- d) The Parties further agree that the Arbitrator may not alter the terms of the Collective Agreement.
- e) Both parties to the arbitrator shall pay their own expenses, and one-half (1/2) of the expenses of the arbitrator.
- f) The Employer agrees to pay for all time lost by any regular employee who is summoned to testify as a witness, or participate as a grievor or, Shop Steward in any step of the grievance procedure and arbitration. It is understood that the amount of time lost referred to above shall not exceed regular employee's scheduled hours of work.

3. General

- a) The Employer agrees that after a grievance has been initiated by the Union, the Employer's representatives will not enter into discussion or negotiation with respect to the grievance, either directly or indirectly with the aggrieved employee(s) without the consent of the Steward or Union Representative.
- b) Policy Grievance: Where either party disputes the general application, interpretation or alleged violation of an Article of this Agreement such dispute shall be discussed within fourteen (14) days of the occurrence or the party becoming aware of the circumstances giving rise to the grievance. If the grievance is not resolved then the dispute may be referred to arbitration by a party notifying the other in writing within twenty (20) days of the meeting. Either party may refer the matter to Judi Korbin on an expedited arbitration basis.
- c) Technical Objections to Grievances: It is the intent of both Parties to this Agreement that no grievance shall be defeated merely because of a technical error other than time limit violations in processing the grievance through the grievance procedure. To this end, an arbitrator shall have the power to waive formal procedural irregularities in the processing of the grievance in order to determine the real matter in dispute and to render a decision according to equitable principles and the justice of the case.
- d) All time periods specified in the grievance and/or arbitration procedures may, by agreement of both Parties, be extended.

4. Time Limits

The time limits set out in Step 1 and Step 2 above are mandatory. It is further understood that the time limits may be extended by mutual agreement.

ARTICLE 29 - SENIORITY

1. Seniority shall mean length of service with the Employer and shall be credited for all service with the Employer prior to Union Certification. Calculation of seniority shall be on the basis of the total number of hours worked.

2. The calculation of a casual employee's seniority shall be on the basis of the total number of hours worked.
3. An employee shall not lose seniority for any of the following reasons: sick leave, Union leave, vacations, unjust discharge, maternity leave, adoption leave, special leave, co-parenting leave, leave of absence, or layoff.
4. Except as otherwise provided in this agreement, any employee who leaves their employment and is subsequently re-employed, the employee will be considered a new employee from the date of re-employment for the purposes of seniority credit. When an employee leaves the bargaining unit for a period of five (5) years or less for the purposes of raising a family, and wishes to return, the employee shall be given preference in hiring for any vacancy for which the employee is qualified and shall maintain the seniority the employee had previously accrued.

ARTICLE 30 - HEALTH AND SAFETY

1. No employee shall be disciplined or discharged for refusal to work on a job or to operate any equipment where the employee has reasonable grounds to believe that it would be contrary to the applicable federal, provincial or municipal legislation or regulations, or where the employee has reason to believe that it might be harmful to themselves or others.
2. When an employee refuses to do particular work in accordance with paragraph (a):
 - a) The employee shall inform the Employer without delay;
 - b) The employee is entitled to be present while the investigation provided for hereinafter is conducted;
 - c) Until the situation giving rise to the refusal work is corrected, the Employer may assign the employee temporarily to another job, provided that such an assignment does not violate the provisions of the Collective Agreement.
3. As soon as the Employer is informed by the employee, the Employer shall ensure that the necessary investigations and analyses of the situation giving rise to the refusal to work are conducted. This investigation shall be conducted in the presence of the employee or the Union Representative if the employee so requests. Should the employee or the Union Representative choose not to be present, the investigation may nevertheless proceed.

4. Following the investigation, the Employer shall take, without delay, all necessary measures to correct the situation giving rise to the refusal to work.
5. Where in such circumstances, the employee does not work, the employee shall suffer no loss of pay
6. Where an employee is injured on the job to the extent that medical attention is required, the Employer will provide transportation to the nearest medical facility and will provide return transportation home.
7. The Employer agrees to maintain good working and health conditions in the employee's work area generally, including, but not limited to, maintaining and/or providing adequate heating and lighting facilities.
8. The Employer agrees to provide a proper first-aid kit for its employees on the premises.
9. The parties agree to establish a Health and Safety Committee consisting of one Employer representative and one employee representative. The purpose of the committee will be to address working conditions as well as health and safety concerns, review accident reports and WorkSafeBC orders. Committee members will be entitled to yearly training sessions per the WorkSafeBC Regulations.

ARTICLE 31 - TECHNOLOGICAL CHANGE

1. Definition: "Technological change" means the introduction of equipment, material or processes different in nature or type or quantity from that the previously utilized, a change related to the introduction of this equipment, in the manner in which the Employer carries on operations and any related change in work methods and operations affecting one or more employees.
2. Notice: The Employer shall notify the Union forty-five (45) days before the proposed changes. Notwithstanding the requirement of forty-five (45) days' notice, the parties, upon mutual agreement, waives a portion of the forty-five (45) days' requirement. Such a waiver shall have no effect on any other requirement stipulated in this Article.

This notice shall be given in writing and shall contain pertinent information including:

- a) the nature of the change;
- b) the date on which the Employer proposes to effect the change;

- c) the specific type of equipment to be purchased or rented, if applicable;
 - d) the employee(s) likely to be affected by the change;
 - e) the effects of the change may be expected to have on the employee's health and safety and working conditions and terms of employment;
 - f) all other pertinent information relating to the anticipated effects on employee(s)
3. Consultation and Agreement: Technological change shall be introduced by the Employer after the Union and the Employer have engaged in meaningful consultations regarding the measures to be taken by the Employer to protect the employees from any adverse effects to the extent possible. If the parties cannot agree on such measures, the matter may be referred to arbitration. The arbitrator's jurisdiction is limited to the measures to be taken; not whether the technological change will be introduced.
4. Health and Safety: This consultation and agreement as stated above, shall include health and safety matters such as type of equipment to be acquired, maintenance procedures and office set-up including location of equipment, lighting, seating and any other matters which may affect the health and safety of employee(s).

If considered desirable by the Union, a health and safety committee may be constituted which shall identify potential dangers, institute means of improving the health and safety of employees and obtain information from the Employer and other persons respecting the identification of hazards and health and safety experience and work standards and practices elsewhere. Time spent in such meetings is to be considered time worked.

The Employer shall provide an ergonomic workstation for any computer that has been purchased for the office. Such items shall include: adjustable seating with five legs and castors, adjustable back rest, cloth seat cover, round front seat edge, a desk of adequate size to hold document holder, incoming and outgoing document trays, calculators, pencils, etc. area for handbags and briefcases, reduced ambient lighting; a radiation shield shall also be a part of the VDT terminal.

5. Definition of Displacement: Any employee shall be considered displaced when the employee services shall no longer be required in the same capacity or for the same number of hours as a result of technological change as defined.
6. Measures: In the event of technological change the following measures shall

be taken:

- a) Any employee who is displaced from their job as a result of technological change shall have an opportunity to fill any vacancy, without loss of pay or benefits, provided such positions are available. If there is no vacancy such employee shall have the right to displace employees with less seniority.
 - b) Where new or further skills are required, affected employees shall, at the expense of the Employer, be given a reasonable period of time, without reduction of hours of work or rates of pay, during which they may require the skills necessary to equip them for the operation of new equipment or procedures or to qualify for transfer to new positions.
 - c) No additional employees shall be hired by the Employer until employees affected by the technological change are allowed a reasonable training period to acquire necessary skills to retain their employment.
7. All training necessary to operate any new equipment shall be the Employer's responsibility including time for training shall be paid.

ARTICLE 32 - JOB CLASSIFICATION AND WAGES

1. Official job titles for all positions currently covered by this Collective Agreement shall be as per Appendix A. It is understood that employees who are covered by either job description may be required to perform any of the duties set out in either job description within their skill, knowledge, and ability, in order to meet the operational requirements of the Employer. Employees will follow instructions from any of the full-time CUPW officers, or Committee Members (including shop stewards) working in the office.
2. Job Description: Each job classification covered by the bargaining unit shall have a written job description. The description in Appendix A of this Agreement shall be the official, recognized job description. Each employee, upon date of hire, shall be given a copy of their job description.
3. New Classification: Any new classification (including job description and rate of pay) during the life of this Agreement shall be mutually agreed upon by the Union and the Employer.

The new rate of pay shall be retroactive to the date the job was filled.

4. Wherever there is a significant change in the job content of working conditions the parties shall discuss the appropriateness of a rate revision.
5. If agreement cannot be reached with respect to section 3 and 4 above, the matter may proceed through the Grievance Procedure and Arbitration.
6. The hourly rate for the position of administrative support staff shall be as follows:

Wages:	January 1, 2023	\$34.22 (5%)
	January 1, 2024	\$35.25 (3%)
	January 1, 2025	\$36.31 (3%)
	January 1, 2026	\$37.04 (2%)
	January 1, 2027	\$37.78 (2%)

7. At the beginning of each calendar year the Employer shall provide each employee with a statement of deductions and rate of income tax to be deducted for the calendar year as prepared by a Chartered Public Accountant, or a Certified General Accountant.
In addition, the Employer will provide each employee with a quarterly payroll summary of all deductions.
If any employee has concerns regarding any information provided above, the employee shall submit those concerns in writing to the Secretary-Treasurer with a copy to the Local President. The Employer shall reply in writing within ten (10) working days.

In the event of a dispute/disagreement the matter shall be referred to the firm that prepared the original statement to provide clarification and/or corrections. Any remaining dispute/disagreement shall be addressed under Article 28 grievance procedure.

8. Employees shall be paid on a bi-weekly basis, every second Wednesday, except when pay day falls on a paid holiday; in that case, the pay day shall be on a day preceding the regular pay day.

ARTICLE 33 - EMPLOYEE FILES

1. Files: Employees shall have access to all books and records relating to their own employment with the Employer. The employee may add written comments to these files. The employee shall be informed in writing, within two (2) working days of any additions to these personal files and shall have the right to include her/his written reply to these comments as a permanent part of the file.

2. Personal Information Reporting: The Employer shall not give any information about an employee to anyone without written permission of the employee concerned, except when inquiries are made, the following information shall be given:
 - a) confirmation of employment;
 - b) length of service;
3. A statement that is not company policy to give out further information without prior approval of the employee concerned.
4. Any written censures, letters of reprimand and adverse reports resulting from disciplinary action shall be removed from the employee's file and destroyed after six (6) months from the date it was issued.

ARTICLE 34 - INJURY ON DUTY AND WorkSafeBC COVERAGE

1. An employee shall be granted injury on Duty Leave with pay for the period of time approved by the WorkSafeBC that the employee is unable to perform their duties because of:
 - a) personal injury, accidentally received in the performance the employee duties and not caused by the employee's willful misconduct;
 - b) sickness resulting from the nature of the employee's employment;
 - c) over-exposure to radioactivity or other hazardous conditions, in the course of the employee's employment.

If the employee agrees to pay the Employer any amount received by the employee for loss of wages in settlement of any claim the employee may have in respect of such injury, sickness or exposure.

2. The Employer agrees to pay the appropriate assessment to ensure WorkSafeBC coverage of all employees.

ARTICLE 35 - CHILD CARE TAX

The Employer agrees to pay \$.10 per hour per employee to the Union to cover the cost of childcare. This amount is to be paid for each and every employee whether or not the employee has children. The amount shall be paid on the first day following the completion of thirty (30) days of employment and shall be forwarded to the treasurer of the Union together with a list of employees by the 15th of each month.

ARTICLE 36 - MEDICAL AND DENTAL COVERAGE

The Employer agrees to pay the full cost of the British Columbia Medical Services Plan for all employee(s) and their dependents.

The Employer agrees to pay the full cost of extended medical and dental plans for all employee(s) and their dependents.

ARTICLE 37 - PENSION FUND

1. The Employer shall establish and maintain a Pension Fund for members of the Union.
2. The Pension Fund will consist of Registered Retirement Savings Plans (RRSP) registered in the name of the employee. There will be a separate RRSP for each employee.
3. The RRSP's will be held at a unionized Credit Union within the locality of the employee's place of work.
4. The employee's contribution to the employee's pension fund shall be calculated at the rate of seven- and one-half percent (7.5%) of the employee's gross hourly rate for all hours worked during the month.
5. The Employer's contribution shall consist of eight percent (8%) of the employees' gross hourly rate for all hours worked the month.
6. The employee's contribution shall be deducted from each paycheck by the Employer and deposited to the employee's RRSP at the same time as the Employer's contribution.
7. Contributions to the Pension Fund shall be deposited once per month no later than ten (10) days following the end of the previous month worked and a duplicate of the deposit slip shall be given to each employee within two (2) working days of the deposit.

ARTICLE 38 - REGULAR UNION-EMPLOYER MEETINGS

The Employer and the Union recognize that constructive and meaningful consultation is necessary in order to create a more harmonious and mutually beneficial working arrangement. Accordingly, the Parties agree that consultation may be held upon request by either party.

APPENDIX "A"

JOB DESCRIPTION

Administrative Support Staff

SUMMARY:

Under the direction of the President or Designate, provides administrative support services.

DUTIES:

- a. Performs a variety of duties such as reception, mail, filing, photocopying, scanning, record keeping, typing documents, faxing, directing/relaying messages, telephones for machine service requests.
- b. Assists grievance officer in processing grievances and maintains grievance filing system.
- c. Maintains membership database and updates membership information, as required.
- d. Ensures office equipment is shut down at the end of shift, as required.
- e. Greets all incoming visitors and in-person inquiries regarding general information.
- f. Maintains a sufficient level of office supplies and materials, upon request.
- g. Assists in the production of "The Postal workers, "The Update," and bulletins as directed.
- h. Performs other related duties, as required

QUALIFICATIONS:

- a. Minimum Grade 12 education plus the completion of recognized programs/courses in business administration and/or office administration,
- b. Minimum two years office experience
- c. Or, the equivalent combination of education and experience.,
- d. Working knowledge of computers and Microsoft Office Software
- e. Preference given to experience working for a Union or non-profit organization

APPENDIX "B"

CUPW MERGER

In the event that a merger between CUPW and any other Union has the effect of changing the manner in which the Employer carries on business and/or methods of operations of that business and/or the working conditions of employee(s), the parties agree to the following:

- a. The Employer agrees that the provisions of Article 28 will apply.
- b. Notwithstanding (1) above, upon mutual agreement the parties may waive a portion of the six (6) months' notice requirement. Such a waiver shall have no effect on any other requirement stipulated by this Agreement.
- c. For further clarification, the Employer agrees that present employees will be offered additional hours of work in order of seniority before new employees are hired.
- d. Any new Classification (including job description and rate of pay) during the life of this Agreement shall be mutually agreed upon by the parties. The new rate of pay shall be retroactive to the date the job was filled

LETTER OF AGREEMENT

ARTICLE 4.4 – CASUAL EMPLOYEES

The Parties agree that this Letter of Understanding shall be incorporated into Article 4.4 of the Collective Agreement between CUPW Local 846 and CUPE Local 3338 (expiry date: December 31, 2014).

1. It is understood that the following provisions of the Collective Agreement shall not be applicable to casual employees, subject to the qualifications noted:

Articles 10, 12, 13, 14*, 15*, 16*, 17, 18 (excluding 18.5)*, 19, 20, 21, 22, 23.4*, 25 (excluding 25.2), 27, 28 (excluding 28.6, and 28.8); 30.1, 31, 32, 33, Appendix B, Appendix C Letter of understanding re: job descriptions, and Letter of Agreement re Start time Shift/Transportation

*Subject to *B.C. Employment Standards Act*

2. Casual employees will be assigned work within either of the existing job descriptions

LETTER OF AGREEMENT

RETROACTIVITY

Retroactive pay shall be paid to all employees on strength as of the signing date of this Collective Agreement. The Employer agrees to pay retroactive pay for all hours worked within two weeks of the signing of this Collective Agreement.

LETTER OF AGREEMENT

UNPAID PERSONAL TIME

1. The Employer agrees that employees will be granted five (5) unpaid Mondays off per calendar year.
2. The employee will provide as much notice as possible for this leave with a

LETTER OF AGREEMENT

PAID SICK LEAVE UNDER THE EMPLOYMENT STANDARDS ACT

Whereas the employer recognizes the provisions of Article 22 may not fulfil the obligations set out under section 49.1(1)(a) of the Employment Standards Act, the Employer and the Union agree on the following without prejudice or precedent to any position that any party may take in the future should the relevant legislation change:

- 1) All new employees, upon completion of ninety (90) consecutive days of employment, shall be advanced one half ($\frac{1}{2}$) of a day of sick leave credit in addition to the four and a half ($4 \frac{1}{2}$) days of sick leave already accrued per Article 22.3 of the collective agreement. This will give the employee a total of five (5) days credit.
- 2) All employees shall, on January 1st of each calendar year, be advanced five (5) days of sick leave credit in addition to any sick leave credits already accrued.
- 3) All sick leave credits advanced to an employee must be accrued thereafter in accordance with Article 22.3 before any additional credits are earned.
- 4) Should the Employment Standard Act be amended in regard to the aforementioned sick leave provisions, the Employer and the Union shall have meaningful consultation on any changes needed for compliance with any changes.

This Collective Agreement between The Canadian Union of Public Employees, Local 3338 and Canadian Union of Postal Workers is valid and in effect until December 31, 2027. Failing to amend this agreement by December 31, 2027 this agreement will continue in full force until a new agreement is reached.

Dated at Vancouver, British Columbia, this 21st day of November, 2025.

FOR THE EMPLOYER

Angu Parmar

FOR THE UNION

Shaneza Bacchus, President L3338

Shaneza Bacchus, President L3338 (Nov 21, 2025 10:11:39 PST)

VT/COPE 491