

**Addendum to the Letter of Understanding
Workforce Adjustment Measures
“the Framework”**

between

City of Vancouver and the Vancouver Board of Parks and Recreation and Vancouver Public Library Board (Hereinafter referred to as “the Employers”)

and

**Canadian Union of Public Employees, Locals 15; 1004; 391
(Hereinafter referred to collectively as “the Unions”; or individually as:
“CUPE 15 ”, “CUPE 1004 ” or “CUPE 391”)**

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The parties have engaged proactively to review the Framework. These discussions have covered various areas of concern. Not all areas are resolved; some are deferred and some are forwarded to separate tables with particular employers. This agreement deals primarily with the restart process and how to effectively return staff to suspended operations.

1. Expression of Interest (“EOI”)

The Framework EOI process has been reviewed. Consensus interpretation points include:

- a. The EOI is intended to fill assignments for work that is new, or in addition to work that was done prior to a workgroup suspending/scaling back its operation.
- b. The EOI was intended to give priority to Regular employees. It was not intended as a means for auxiliary or TFTs to maximize hours or claim work in areas that they are not traditionally employed.
- c. Assignments across bargaining units are at the discretion of the Employer.
- d. The EOI was not intended to be used to re-staff for reopening/reactivation. Upon reopening/reactivation, employees who were working within the workgroup at the time it suspended / scaled back operations are to be called for the work if their historic work is being reactivated.
- e. The EOI can be utilized if work remains after historic employees have been given an opportunity to return; however, other avenues may be more appropriate if restarts are partial, or phased with departments.

2. Restart

After discussion, the parties are agreed to trial the following guidelines for restart.


- a. The Employer will provide information regarding reopening/reactivation plans for specific workgroups/operations in their jurisdiction where possible.
- b. When restarting a suspended operation:
 1. Regular employees return to their position in the workgroup being restarted. (a “recall”)
 2. The Employer will look to offer work that is not Regular to the senior qualified laid off regular employee within the classification; first within the workgroup; then department. (an “assignment”)
 3. Assign the remaining work to qualified employees within the existing workforce; first within the workgroup, (then Branch, if 1004), then the department.

- c. Notwithstanding the provision of 2.b.2:
 - 1. CUPE 15 / CUPE 1004 : Priority to restart may be given to a local workgroup's existing workforce (any status) where the restart sequencing is staggered within 21 days of other similar workgroups. If the previously planned sequence is delayed beyond the 21 day guide, the parties should again discuss the appropriate staffing per the criteria in point 2.b.
 - 2. CUPE 391 : Recall by workgroup as per the Framework LOU may be followed for the VPL Recovery Plan. If the planned sequencing is delayed beyond the scheduled plan (5 weeks for Phase 2), the parties should again discuss the appropriate staffing per the criteria in point 2.b.
- d. Employees must be qualified and have the ability to perform the expected work, at the time of the offer or assignment.
- e. A Regular employee who is working outside their usual position shall still be entitled to be recalled to their own position. (Framework, 31).
- f. Once agreed, the Unions collectively or the Employers collectively may rescind these guidelines with 4 weeks written notice. Subsequent restarts and recalls shall be pursuant to the Framework.


3. Assessment period

- a. Employees are subject to an assessment period of up to 21 days in duration. (All assignments, recalls or redeployments, except employees returning to their own position).


This agreement is reached without prejudice to the interpretation or application of the collective agreements between any of these parties.


 On behalf of the Union, CUPE 15

16 / 07 / 2020
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 On behalf of the Union, CUPE 1004

16 / 07 / 20
 dd / mm / yy


 On behalf of the Union, CUPE 391

16 / 07 / 2020
 dd / mm / yy


 On behalf of the Employer, City of Vancouver

16 / 07 / 2020
 dd / mm / yy


 On behalf of the Employer, VPL

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