

MEMORANDUM OF AGREEMENT

BETWEEN:

VantageOne Credit Union

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**The Canadian Office and Professional Employees Union, Local 378 d.b.a.
MoveUP**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from December 1, 2012 through November 30, 2016 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of three (3) years from December 1, 2016 to November 30, 2019 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A".
- 3. Except as specifically amended below and by the attached, all terms and conditions of the Collective Agreement effective from December 1, 2012 through November 30, 2016, including Letters of Understanding or Memorandum of Agreement, shall remain in full force and effect for the renewed term of the Collective Agreement, unless subsequently amended by mutual agreement of the Parties.
- 4. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals. The Employer expressly agrees, however, that the Union shall not be required to conduct any ratification vote with respect to this

Memorandum unless and until the Employer has ratified this Memorandum and advised the Union in writing of its acceptance.

5. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
6. Upon ratification by both Parties in accordance with this Memorandum, the following provisions of Appendix "A" shall come into force and effect and the general increase shall be fully retroactive as follows;

General Increases & Retroactive Payments:

All employees who are active on the 1st day of the pay period following date of ratification by the bargaining unit, and who were actively employed as a MoveUp member during the period prior to the ratification date, shall receive retroactive pay on all earnings from pay period twenty-four (24) up to and including the last day of the pay period prior to the date of ratification. These earnings shall be considered eligible for Employer RRSP contributions.

7. All items not addressed herein will be considered withdrawn on a without prejudice basis.
8. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
9. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
10. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within ninety (90) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have thirty (30) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within one-hundred and twenty (120) calendar days of the date of completion of the ratification vote.

Signed at VERNON, B.C. this 28th day of FEBRUARY, 2017

McCannon

y. Coleman

BKed.

FOR THE EMPLOYER

Kathleen Schneider

Erin M.

Jess Hense

FOR THE UNION

APPENDIX "A"

All sign offs as attached



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date: Agreed September 13, 2016	Time:
UP 1	Various	<i>Housekeeping</i>	

Union Name change to MoveUP

Change COPE & COPE 378 to "the Union" as required.

Legal reference shall be changed to:

"MoveUP (Canadian Office and Professional Employees Union, Local 378)"

E&OE
Signed off this 6th day of October 2016

For the Union *Jens Hansen* For the Employer *McLannan* *Blid y Cooney*



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date: Agreed September 13, 2016	Time:
UP2	Any applicable provision of the Collective Agreement	<i>Housekeeping</i>	

The Union proposes the entire Collective Agreement be updated to become gender neutral. Ie. 'he/she' be changed to 'the employee'.

E&OE
Signed off this 6th day of October 20 2016

For the Union *Jewell Hansen*

For the Employer *McLannan Peter J. Conway*



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date: Agreed September 13, 2016	Time:
UP3	Any applicable provision of the Collective Agreement	<i>Housekeeping</i>	

Remove all underlining from previous agreement

E&OE
Signed off this 6th day of October 2016

For the Union *[Signature]*

For the Employer *[Signature]*



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
		September 13, 2016	
UP4	Article 1	<i>Amend</i>	

1.2 Neither the Union nor the Employer in carrying out their obligations under this Agreement shall discriminate in matters of hiring, training, promotion, transfer, lay-off, discharge or otherwise because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity, gender 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 person.

E&OE
Signed off this 6th day of October 2016

For the Union *[Signature]*

For the Employer *[Signature]*

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: U - 5

Agreed September 14, 2016

2.4 Assignments of Wages and Employee Information

The Employer will honour written assignments of wages for union dues, initiation fees and general membership assessments and shall remit such to the Union monthly together with the following information as to the persons from whose pay such deductions have been made:

- a) Name
- b) Monthly salary
- c) Amount of dues deducted
- d) Job classification (home position)
- e) Employee Status
- f) Date of Hire
- g) New Hires
- h) Terminations
- i) Promotions
- j) Demotions
- k) Employee on Extended Leave of Absence

Such information shall be supplied by the Employer electronically.

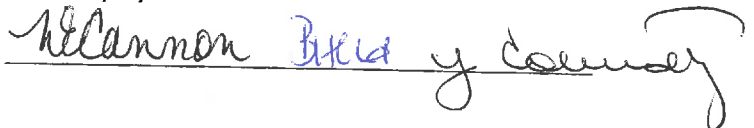
E&OE

Signed off this 6th day of October 2016

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #1
Agreed September 15, 2016

ARTICLE 5 – DEFINITION OF EMPLOYEES

- 5.1 **Probationary Period** — An employee shall be considered probationary for his/her first **ninety (90)** working days'. This period may be extended by mutual agreement between the Employer and the Union.
- 5.2 **Full-Time Regular Employees** — All employees hired to work on a regular full-time basis.
- 5.3 **Part-time Regular Employees** —
- a) All employees hired to work regular hours or days on a continuing basis but who work less than the normal working hours in a month.
 - b) These employees shall be covered by all conditions of this Agreement, except as follows:
 - Vacations — see Article 8, Section 3
 - Benefit Plans and Sick Leave — included in wage rates, for those working less than sixty (60) hours per month, see Appendix "B".
 - c) Every effort will be made to schedule part time regular employees to qualify for benefits as provided for under Clause 10.1 (c) of this Collective Agreement.
 - d) Any hours in addition to the hours required above will be scheduled on the basis of seniority.
 - e) Employees may decline to work additional hours on a seniority basis providing there are other qualified employees available to perform the work. In such cases, the junior employees cannot decline to work. **In instances where the most junior employee is not available for reasons of health, the employee next above on the seniority list cannot decline to work.**
- 5.4 **Temporary Employees**— A temporary employee is one so informed by the Employer at the start of employment. Temporary employment shall be for a specified period not exceeding three (3) months' duration, except when replacing for temporary periods due to extended leave, maternity leave, parental leave, long-term illness or when extended by mutual agreement between the Union and the Employer. A temporary employee reaching regular status will have rights under this Agreement which are based on length of service or seniority dated from the start of continuous employment.

E&OE

Signed off this 6 day of October 2016

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #2

Agreed October 6, 2016

ARTICLE 6 – HOURS OF WORK AND OVERTIME

- 6.1 (a) The work week shall be thirty-six and one-half (36.5) hours' worked on five (5) consecutive days' during the period Monday to Saturday inclusive.
- (b) A work day shall be a maximum of eight (8) hours' between the hours of **7:00** a.m. and 8:00 p.m.
- (c) It is agreed that the determination of the starting time of daily and weekly work schedules shall be made by the Employer and such schedules may be changed by the Employer from time to time to suit varying conditions of business. In the event of a permanent change in existing hours of work or shifts, the Employer agrees to give at least two (2) weeks notice of any change.
- (d) **Notwithstanding 6.1(c) above, where a position with a staggered start time has more than one full time regular incumbent, the most senior full time regular employee in the position will have the choice of start time. Once the choice of shift has been made, the senior employee may not use seniority to "bump" a more junior employee from a start time.**

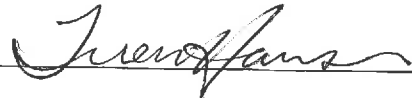
For purposes of administration of this Clause, staggered starts in place prior to the ratification of this collective agreement shall remain in place until such time as a change to those shifts is made.

- (e) All work schedules will be posted a minimum of two (2) weeks in advance of their effective dates.

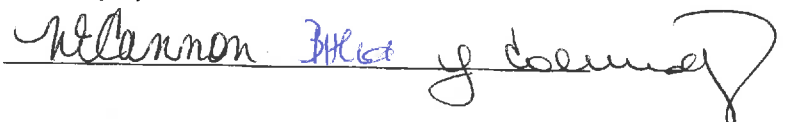
E&OE

Signed off this 6th day of October 2016

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: M3 8.1(d)
Agreed September 15, 2016

ARTICLE 8 — ANNUAL VACATION

- 8.1 (a) The vacation year shall be January 1st to December 31st.
- (b) Vacation shall be taken in the vacation year in which it is being earned subject to the provisions of Section 6 of this Article, with no restriction to any period of the vacation year, except as provided elsewhere in this Article.
- (c) Vacation pay shall be at current salary for the number of days vacation when vacation is taken.
- (d) It is the **Part Time** employee's responsibility to notify the Credit Union **on the timesheet submitted on the Wednesday before the final pay period** at least ~~three (3) weeks~~ prior to taking vacation if **the employee wants any accumulated vacation pay in that pay period** ~~they want an advance in pay covering the vacation period.~~

E&OE

Signed off this 6th day of October 2016

For the Union

Jessie Fausse

For the Employer

McLannan Attica J. Coleman

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #3
Agreed September 15, 2016

ARTICLE 8 — ANNUAL VACATION

8.4 The Employer shall post a vacation list by **November 1st** ~~January 15th~~ each year. **The deadline for applying for vacation shall be December 15th each year.** Not later than **December 31st** ~~February 28th~~, the Employer shall notify employees whether or not the vacation periods selected are approved. Any selections made thereafter will not be by seniority but on a first come first served basis and taken at a time mutually agreed between the Employer and employee. All employees shall make their final vacation selection by May 31st, in each calendar year.

E&OE

Signed off this 6th day of October 2016

For the Union

Travis House

For the Employer

Mcannon Bruce J. Cole

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #3
February 27, 2017 2:30PM

8.5 (f) Vacation by Department

- i. **Commercial Services** which includes commercial account managers, commercial assistants and commercial representative – Three bargaining unit employees may be on vacation at one time, except that only one employee from each job may be on vacation at any one time.
- ii. **Member Services (excluding Call Centre)** – 2 bargaining unit employees may be on vacation at one time.
- iii. **Retail Services** which includes Account Managers and Retail Services Support, shall be permitted vacation as follows:
 - Retail Account Managers** – 2 bargaining unit employees may be on vacation at one time. **Agreed October 13, 2016
 - Retail Services Support** – 1 bargaining unit employee may be on vacation at one time.
- iv. **In all other departments**, one (1) bargaining unit employee may be on vacation, exclusive of part-time employees in the department.
- v. **Subject to operational requirements**, the employer may increase the number of employees on vacation as set out above.

FOR THE UNION:

Jerome Hense

FEBRUARY 27, 2017

FOR THE EMPLOYER

McLannan
y. calumet

B. Hest

February 27, 2017

2:50 pm.

**COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER**

**MANAGEMENT EXPLANATION RE: M#3
SIDE BY SIDE COMPARISON VACATION BY DEPARTMENT
Date: February 27, 2017**

CURRENT COLLECTIVE AGREEMENT	CURRENT EMPLOYER PROPOSAL
Retail Services – 2 employees on vacation -Retail Account Managers -Retail Services Support -Credit Control <i>Now in "All Other Departments"</i>	Retail Services – 3 employees on vacation -Retail Account Managers (2) -Retail Services Support (1)
Business Services – 2 ees on vacation -Commercial Acct Mgrs -Commercial Assistants -Commercial Representatives	Commercial Services – 3 ees on vacation -Commercial Acct Mgrs -Commercial Assistants -Commercial Representatives
All Other Departments – 1 ee on vacation -Call Centre <i>Now in "Member Services"</i> -Accounting	All Other Departments – 1 ee on vacation -Accounting -Credit Control <i>Moved from "Retail"</i>
Member Services – 2 ees on vacation -Teller Front Line -Teller Business Services -Information Representative -Work Leader Member Services	Member Services – 3 ees on vacation <i>INCLUDING CALL CENTRE</i> -Teller Front Line -Teller Business Services -Information Representative -Call Centre Representative

NOTES:

1. Employer is willing to move Call Centre into "All Other Departments" and have current language apply to them.
2. Member Services Department would be moved back to 2 employees as per current collective agreement, if Call Centre Representative is removed.
3. Retail Services Support provides support to all branches in the retail lending area. Therefore, 2 of the 3 employees cannot be gone at the same time.
4. Employer still requires language that no more than one person from any job class in Commercial Services can be absent at one time.

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #3
Agreed September 15, 2016

ARTICLE 8 – ANNUAL VACATION

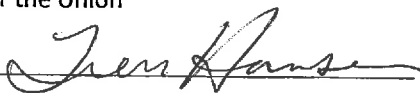
8.5 Senior employees shall be given preference by department in the selection of vacation period. Employees may submit approval for vacation as follows:

- g) Vacations which are booked in the peak vacation period of June 15 to September 15, shall be limited to a maximum of two (2) weeks on a first selection basis and must be booked in the period between **November 15th** ~~January 1~~ and **December 15th** ~~February 15~~ and confirmed by the Employer by **December 31st** ~~February 28~~.

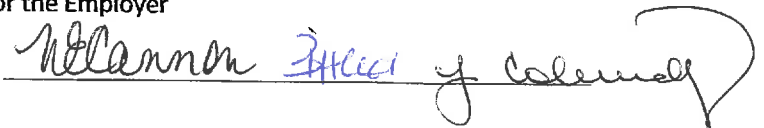
E&OE

Signed off this 6th day of October 2016

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: M4/UP11

9.6 (a) Agreed September 16, 2016

9.6 (b) Agreed September 13, 2016

9.6 Bereavement Leave

- (a) In the case of death in the immediate family of a full-time or part-time employee, **an employee must request time off in the usual manner. Upon application**, the employee shall be granted leave of absence without loss of pay, **provided the employee was scheduled for work during the leave period** for up to five (5) **consecutive business** days for immediate family members and any person who lives with an employee as a member of the employee's family. Immediate family shall be: employee's fiancé, spouse, parent, guardian, children, step-children, foster children, sibling, parent-in-law step-parents, grandparents and grandchildren. It also includes common law spouses, and same sex partners and their children, as long as they live with the employee as a member of the employee's family.
- (b) In the case of grandparents-in-law, sibling-in-law, niece and nephew, three (3) days leave of absence with pay shall be granted upon request.

E&OE

Signed off this 6th day of October 2016

For the Union

Trent Hays

For the Employer

William B. H. J. Coleman



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date: Agreed October 12, 2016	Time:
UP13	9.10	<i>New</i>	

9.10 Transitioning Leave

An employee who provides a certificate from a medical practitioner confirming that the employee requires a leave of absence in order to undergo the medical or non-medical procedure(s) related to a physical and/or emotional change from one gender to another shall be granted a leave of absence without loss of service or seniority. The employee may apply for short and/or long term disability coverage, as per Clause 10.4 of the Collective Agreement.

E&OE
Signed off this 13th day of October 2016

For the Union *Jean Hanson*

For the Employer *McLannan* *Patricia y Colman*

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: U15
Agreed September 15, 2016

9.11 Compassionate Care Leave

Preamble:

The Employer shall grant, upon request, unpaid Compassionate Care Leave in accordance with the Employment Standards Act, as amended from time to time.

- a) In this section, "family member" means:
- i) A member of an employee's immediate family, and
 - ii) Any other individual who is a member of a prescribed class.
- b) An employee who requests leave under this section is entitled to up to 8 weeks of unpaid leave to provide care or support to a family member if a medical practitioner issues a certificate stating that the family member has a serious medical condition with a significant risk of death within 26 weeks, or such other period as may be prescribed, after
- i) The date the certificate is issued, or
 - ii) If the leave began before the date the certificate is issued, the date the leave began.
- c) The employee must give the employer a copy of the certificate as soon as practicable.
- d) An employee may begin a leave under this section no earlier than the first day of the week in which the period under subsection (b) begins.
- e) A leave under this section ends on the last day of the week in which the earlier of the following occurs:
- i) The family member dies;
 - ii) The expiration of 26 weeks or other prescribed period from the date the leave began.
- f) A leave taken under this section must be taken in units of one or more weeks.
- g) If an employee takes a leave under this section and the family member to whom subsection (b) applies does not die within the period referred to in that subsection, the employee may take a further leave after obtaining a new certificate in accordance with subsection (b), and subsection (c) to (f) apply to the further leave.
- h) **Under such leave, the employee shall accumulate seniority for three (3) months and, thereafter the employee's seniority shall be maintained for the duration of the employee's leave.**
- i) **Employees on Compassionate Care Leave will have vacation pay calculated as a percentage of gross earnings**
- j) **Vacation pay will not be adjusted to a percentage of gross earnings if the leave is for seven (7) weeks or less.**
- k) **Benefit coverage may be continued during this extended period providing the employee pays the full cost of the premiums monthly in advance.**
- l) **Changes to the Employment Standards Act in the area of Compassionate Care Leave will be implemented through the Standing Committee.**

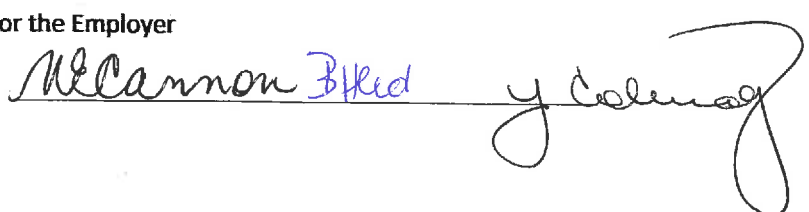
E&OE

Signed off this 12 day of October 2016

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #5

10.5 RRSP

(a) **Pension for Part-time Employees** —

- i. After two hundred (200) days' worked, the Employer shall contribute to an RRSP, separately set up. Except as described in (c) below, the RRSP will have no withdrawal privileges while an employee of the Employer. The Employer shall contribute ~~seven and one half percent (7.5%)~~ **eight and one half percent (8.5%)** of the employees gross earnings to such RRSP, ~~except that:~~
- ii. ~~Effective December 1, 2012 the RRSP for Part Time Employees will increase to 7.75%~~
- iii. ~~Effective December 1, 2013 the RRSP for Part Time Employees will increase to 8.0%~~
- iv. ~~Effective December 1, 2014 the RRSP for Part Time Employees will increase to 8.25%~~
- v. ~~Effective December 1, 2015 the RRSP for Part Time Employees will increase to 8.50%~~

(b) **Pension for Full-time Employees** —

Upon completion of one (1) year's service the Employer shall contribute to an RRSP separately set up. Except as described in (c) below, the RRSP will have no withdrawal privileges while an employee of the Employer. The Employer shall contribute ~~nine percent (9%)~~ **ten percent (10%)** of the employee's gross earnings, ~~except that:~~

- i. ~~Effective December 1, 2012 the RRSP for Full Time Employees will increase to 9.25%~~
- ii. ~~Effective December 1, 2013 the RRSP for Full Time Employees will increase to 9.50%~~
- iii. ~~Effective December 1, 2014 the RRSP for Full Time Employees will increase to 9.75%~~
- iv. ~~Effective December 1, 2015 the RRSP for Full Time Employees will increase to 10.0%~~

E&OE

Signed off this 28th day of FEBRUARY 2017

For the Union



For the Employer



**COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER**

MANAGEMENT PROPOSAL #5

The employee may contribute five percent (5%) of his/her gross earnings. Such employee contributions are optional.

- (c) First-time home buyers have the option to make withdrawals from their RRSP for home purchase.

E&OE

Signed off this _____ day of _____ 2017

For the Union

For the Employer

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: M14
Agreed September 16, 2016

Replace LOU#4 with the following:

- 12.3 Selections for job vacancies shall be made on the basis of ability to do the job, and seniority in that order. In the event two (2) or more employees have similar abilities, the employee with the greatest seniority shall be selected. **If a junior employee is selected by the employer over a senior employee, such junior employee must possess substantially and demonstrably more qualifications and abilities than the senior employee.** When job selection has been made, a posting will be made showing the successful candidate with copies to the Job Steward(s).

E&OE

Signed off this 6 day of October 2016

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: UP14 Article 15.5
Date February 16, 2017

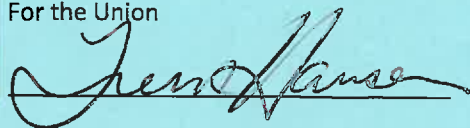
15.5 Doctor or Dentist Appointments –

- a) Where a Full Time Regular employee is required to attend a Doctor or Dentist, in the immediate area during working hours, attendance at such appointment shall be without loss of pay. All employees shall make all reasonable efforts to schedule such appointments outside of working hours.
- b) Where a Part Time Regular employee is temporarily filling a Full time vacancy for at least 6 months or longer and is required to attend a Doctor or Dentist, in the immediate area during working hours, attendance at such appointment shall be without loss of pay. All employees shall make all reasonable efforts to schedule such appointments outside of working hours.

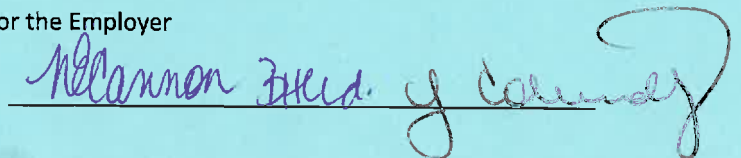
E&OE

Signed off this 17th day of FEBRUARY 2017

For the Union



For the Employer



COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: U18
Agreed October 6, 2016

15.10 Union Insignia

A Union member shall have the right to wear a lapel pin with the recognized insignia of the Union.

E&OE

Signed off this 6th day of October 2016

For the Union

For the Employer

James Fausch

McCannon

3/1/16 J. Coleman

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: UP19/UP20/UP23
Agreed September 16, 2016

15.11 Joint Occupational Health and Safety Committee

- a) A Joint Union/Employer Committee shall be established. It shall be composed of two (2) representatives named by the Union and two (2) representatives named by the Employer. One (1) representative from each side shall serve as co-chairs. The Employer **will act as the recording secretary.**
- b) The Health and Safety Committee shall meet regularly at least once each month. In addition, the Committee shall hold meetings, upon mutual agreement of the Union and the Employer, to deal with unsafe, hazardous or dangerous conditions. Meetings shall be scheduled during normal hours of operation. Representatives of the Union shall suffer no loss of pay for attending such meetings, jobsite inspections or accident/incident investigations.
- c) Minutes of all Health and Safety Committee meetings shall be kept and copies of such minutes shall be sent to the Employer, the Union and the Workers' Compensation Board; and a copy shall be posted on the **Corporate Intranet.** All recommendations and requests from the joint Health and Safety Committee shall be followed up by the co-chairs, who shall report thereon to the Committee.
- d) The Union and Employer shall co-operate in promoting and improving rules and practices which promote an occupational environment, which improves conditions and provides protection from factors adverse to employee health and safety.
- e) There shall be no discrimination, no penalty, no intimidation and no coercion when employees comply with this Health and Safety Article.

15.12 Occupational First Aid Requirements and Courses

Where the Employer requires an employee to perform first aid duties, in addition to the normal requirements of the job, the cost of obtaining and renewing the Occupational First Aid Certificate shall be borne by the Employer and leave of absence to take the necessary course(s) shall be granted with pay.

E&OE

Signed off this 6th day of October 2016

For the Union

Terry Lause

For the Employer

Mcannon Branch of Council

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT COUNTER RE: U25
Agreed September 16, 2016

18.2 Grievances shall be settled in the following manner:

- (a) If the employee has a grievance against the Employer the procedure for settlement shall commence with Step 1.
- (b) If the Employer or the Union has a grievance procedure for settlement shall commence with Step 3(b).

STEP 1: The employee involved shall first take up the grievance with the Manager directly in charge of the work within **ten (10)** working days of the circumstances giving rise to the grievance. The employee may be accompanied by a Job Steward or Representative of the Union. The Employer shall give a decision within five (5) working days of such meeting.

STEP 2: If the grievance is not resolved at Step 1, the matter shall be reduced to writing by the grievor and/or the Union and submitted to the management person(s) designated by the Employer within ten (10) working days following the decision rendered at Step 1. The grievor, along with the Job Steward and/or the Union Representative, shall meet with the designated management person(s) to attempt to settle the matter. The Employer shall give a decision within ten (10) working days of such meeting.

STEP 3(a): If the grievance is not resolved at Step 2, it shall be referred to the Representative of the Union and a Representative of the Employer within ten (10) working days of the decision rendered at Step 2. Failing settlement within ten (10) working days of receipt of the grievance at this Step, either Party may refer the matter to arbitration as provided in Articles 19 and 20.

STEP 3(b): In the event a dispute is initiated by the Employer or the Union, the initiating Party shall notify the other Party, in writing, of the nature of the dispute and such notice shall be given within **ten (10)** working days of the circumstances giving rise to the dispute unless the Parties agree to an extension of time. Failing settlement within ten (10) working days of receipt of notice, either Party may refer the dispute to Arbitration as set forth in Article 19 or 20. Either Party must file its intention to proceed to Arbitration with the other within **twenty (20)** days of completion of Step 3(a) or (b).

E&OE

Signed off this 6th day of October 2016

For the Union

For the Employer

[Signature] [Signature] [Signature]



(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date: February 28, 2017	Time: 2:30 pm
UP28	21	<i>Amend</i>	

Article 21 – Duration

This Agreement will be in full force and effect on and after the 1st day of December 2016, up to and including the 30th day of November 2019, unless either Party serves written notice of termination upon the other Party hereto, at least sixty (60) days prior to the **30th** day of **November 2019** or sixty (60) days prior to the 30th day of November in any year subsequent thereto.

E&OE
Signed off this 28th day of FEBRUARY 20 17

For the Union *[Signature]*

For the Employer *[Signature]*

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT FINAL OFFER RE: MONETARY

Date: February 28, 2017 11: 30AM

THIS OFFER IS MADE CONTINGENT UPON ALL OTHER ITEMS BEING REMOVED FROM THE TABLE

1. All Items previously signed off by the Parties
2. Orthotics to a maximum of \$200.00 as per carriers policy
3. Hearing Aids to a maximum of \$500.00 every 60 months as per carriers policy
4. Eye Glasses Benefit will be a maximum of \$600.00 every two (2) years.
Effective June 1, 2017 Eye Exams shall be included as part of the \$600.00 limit as follows:
 - a) Adults Eye Exams once every 24 months as per carrier's policy
 - b) Child (18 years of age or under) every 12 months as per carrier's policy
5. **Full Time Employees:** A one-time floater day for all Full Time employees as follows:
 - a) To be known as XFT day – tracked on time sheet as XFT day
 - b) To be taken by mutual agreement between employer and employee
 - c) To be used not later than November 30, 2017 or will be lost
 - d) Cannot be carried forward to next year
 - e) No backfill scheduled for XFT day vacancy

Part Time Employees: A one-time extra vacation day for Part Time employees as follows:

- a) To be known as XPT day – tracked on time sheet as XPT day
- b) To be taken by mutual agreement between employer and employee
- c) To be used not later than November 30, 2017 or will be lost
- d) Cannot be carried forward to next year
- e) No backfill scheduled for extra XPT day vacancy

6. MONETARY PACKAGE:

The following adjustments to pay grids:

2016	PP24	1.00%
2017	PP24	1.00%
2018	PP24	1.00%

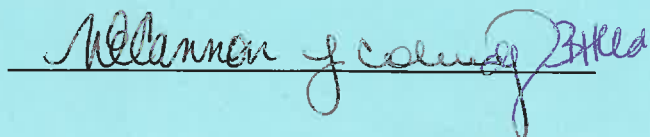
E&OE

Signed off this 28th day of FEBRUARY 2017

For the Union



For the Employer



**COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER**

MANAGEMENT PROPOSAL #9
Agreed September 14, 2016

APPENDIX A

<p>GROUP 1 Statement and File Clerk</p>	<p>GROUP 5 Account Manager I-Commercial Account Manager II-Retail Work Leader- Commercial Services/Centralized Administration</p>
<p>GROUP 2 Information Representative-Retail Teller-Frontline Teller-Business Services</p>	<p>GROUP 6 Account Manager II- Commercial Account Manager III-Retail Systems Support Analyst Credit Control</p>
<p>GROUP 3 Call Centre Representative Finance Administration Assistant-Clearing</p>	<p>GROUP 7 Account Manager III - Commercial</p>
<p>GROUP 4A Finance Admin Assistant-Payment Services Retail Services Assistant Work Leader-Member Services Commercial Service Representative</p>	<p>GROUP 8 Account Manager IV- Commercial</p>
<p>GROUP 4B Finance Administration Assistant Commercial Services Assistant</p>	

E&OE

Signed off this 6 day of October 2016

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

VantageOne Credit Union Proposals 2016 Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date: Agreed September 16, 2016	Time:
UP29	Appendix B	<i>Amend</i>	

Appendix B – Rate Calculations

4. UNDERFILLED POSITION

- a) From time to time, Vantage One will underfill a position. It is understood that a decision on whether or not to underfill a position is strictly that of the employer.
- b) An Underfill is defined as an employee in a position for which he/she is not qualified.
- c) Such employee is designated as an Underfill and will be placed in an on-the-job training program meant to assist the employee in acquiring the skills needed to perform the work. The training program shall be outlined in writing and include a timeline for completion. This document shall be provided to the employee at the time the position is underfilled.
- d) Employees placed on such programs who are not successful in the new position will be returned to either their former position or another position within Vantage One, where possible and/or practical.
- e) Until the on-the-job program is complete, the employee will be paid as an Underfill, one pay grade below the job grade assigned to the position.
- f) The Employees direct Supervisor will meet monthly with the underfilled employee to review their progress in the training program as described in 4 (c) above.

E&OE

Signed off this 7th day of October 2016

For the Union

Jens Hans

For the Employer

M. Cannon *By: y. Carney*

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #10
Agreed September 15, 2016

APPENDIX "B"
RATE CALCULATIONS

~~5. STUDENT RATE~~ — A student rate equal to the minimum wage as set out in the Employment Standards Act of BC shall be established but a student may not be hired so as to reduce current employee's hours, and current part-time employees will be offered available extra hours during peak vacation periods before the student is hired.

~~8. TRAINEE RATES (Moved to Appendix "C")~~

E&OE

Signed off this 6th day of October 2016

For the Union

Jeanne Hulse

For the Employer

Neil Cannon *Director of Community*

COLLECTIVE BARGAINING
VANTAGEONE CREDIT UNION AND MOVEUP TOGETHER

MANAGEMENT PROPOSAL #12
Agreed September 14, 2016

**MEMORANDUM OF AGREEMENT 1
EXCLUDED POSITIONS**

BETWEEN: *VantageOne Credit Union*
(hereinafter referred to as the "Credit Union")
PARTY OF THE FIRST PART

AND: *Canadian Office and Professional Employees Union, Local 378*
(hereinafter referred to as the "Union")
PARTY OF THE SECOND PART

With reference to the Union's Certification dated February 26th, 1979 and Article 2, Section 1 of the Collective Agreement, the Parties agree the following positions shall be excluded from the bargaining unit.

- Chief Executive Officer
- Compliance and Risk Manager
- Human Resources Manager
- Human Resources Coordinator
- Chief Financial Officer
- **Controller**
- Finance Administration Assistant – Payroll
- Marketing **and Customer Experience** Manager
- Marketing Coordinator/**Digital Media Manager**
- Executive Assistant
- Chief Operations Officer
- **Commercial Services and Credit** Manager
- **Commercial** Services Assistant Manager
- Main Branch Manager
- Member Services Manager
- **Payment Services/Process Development Manager**

E&OE

Signed off this 6 day of October 2016

For the Union

Tren House

For the Employer

McLannan Bkca. J. Colman