



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

## CIRCULAR LETTER

File: 2122-25.16  
May 22, 2009

**TO: All PSAC Members of the Bargaining Unit  
Victoria Airport Authority**

**RE: Tentative Settlement for a Renewal Collective Agreement**

On Thursday May 21, 2009, a Tentative Agreement was reached between the Public Service Alliance of Canada and the Victoria Airport Authority. This Tentative Agreement is subject to the ratification by both parties. The agreement will become effective upon the date of ratification unless otherwise agreed to. The following highlights some of the terms of the Tentative Agreement subject to your ratification:

- Duration – April 1, 2009 to March 31, 2012
- Increase to all Rates of Pay as follows
  - 1<sup>st</sup> Year – .60 cents
  - 2<sup>nd</sup> Year – .75 cents
  - 3<sup>rd</sup> Year – .90 cents
- Increase standby pay to \$20.00 (\$15.00)
- Increase meal allowances to \$14.00 (\$10.00)
- Medical Services Plan – Employer to pay 100% (50%) of the premium
- Extended Health Care – Employer to pay 100% (80%) of the premium
- Vision care increased to \$300.00 (\$250.00) per person
- Dental plan improvements: Increase major dental coverage to 70% (50%); Increase combined basic & major restorative annual maximum to \$2,500 (\$1,500)
- Firefighters are now entitled to the weekend premium
- Improvements to Bereavement Leave
- Improvements to Parental Leave



The negotiating team was comprised of the following members:

Leanne Shapka – member  
Cliff Howlett – member  
Scott Snow – member  
Stephen Dunsmore – observer  
Dave Jackson - chair

The negotiating team unanimously recommends acceptance of the Tentative Agreement.

All PSAC members in the bargaining unit are entitled to vote.

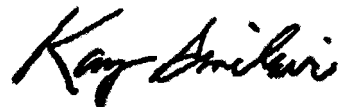
A majority vote in favour of the settlement authorizes the Regional Executive Vice-President of the PSAC BC to sign a Collective Agreement on behalf of the membership.

Full details of all amendments or additions will be provided and reviewed at the ratification meetings to be held:

Thursday, May 28, 2009 – 16:30 hours

Firehall

In Solidarity,



Kay Sinclair  
Regional Executive Vice-President  
Public Service Alliance of Canada

att.

c.c.: Team members S. Jones  
J. Schultz K. Rogers  
D. Jackson

### 5.03 Employee Representatives

- (b) The Employer will grant leave with pay for up to **three (3)** employees, to a maximum of **232** hours in total for up to **three (3)** employees, during regular working hours for purposes of attending negotiations for the renewal of the contract .
- (c) The Employer will grant leave with pay for up to **three (3)** employees, to a maximum of **232** hours in total for up to **three (3)** employees, during regular working hours for purposes of attending negotiations for the reopener of the contract.

### 13.03 Sick Leave

Unless otherwise informed by the Employer, a statement signed by the employee stating that because of illness or injury he or she was unable to perform his or her duties, will, when delivered to the Employer, be considered as meeting the requirements of clause 13.02 (a) provided the period of leave with pay requested does not exceed the hours shown below, but no employee will be granted more than the maximum hours sick leave with pay shown below in a fiscal year solely on the basis of statements signed by the employee.

#### For Firefighters

Average Weekly Hours of Work	When Each Period of Sick Leave Exceeds	When Annual Maximum Hours of Uncertified Sick Leave With Pay Exceeds
40 hours	40 hours	95 Hours

#### 15.01 Bereavement Leave With Pay

- (a) For the purpose of this clause, immediate family is defined as parent (father, mother or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild or ward of the employee, father-in-law, mother-in-law, **grandparent** and relative permanently residing in the employee's household or with whom the employee permanently resides.
- (b) When a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of **up to the number of hours in an employee's work week inclusive of the day of the funeral.**

#### 15.10

Leave without pay for personal needs shall be granted under the following provisions:

- (d) **leave without pay granted under this clause cannot be used to work for another employer without the consent of the Employer.**

#### 15.03 Parental Leave and Adoption Leave Without Pay

An employee who intends to request parental leave or an employee who intends to request adoption leave, shall notify the Employer at least fifteen (15) weeks in advance of the expected date of birth or as soon as the application for adoption has been approved, and shall request such leave four (4) weeks prior to the date of commencement unless there is a valid reason why that notice cannot be given. Such leave shall be granted for a period beginning no sooner than the date of birth or acceptance of custody and ending no later than thirty-seven (37) weeks after commencing. **An employee is also entitled to a parental allowance as per Article 15.02 (d) (ii).**

## 29.07 Meal Allowance

- (a) An employee who works three (3) or more hours of overtime immediately prior to, or immediately after, the employee's scheduled hours of work shall be reimbursed for one (1) meal in the amount of **fourteen** dollars **(\$14.00)** except where free meals are provided or when the employee is being compensated on some other basis. Reasonable time with pay shall be allowed the employee in order that the employee may take a meal break either at or adjacent to the employees' place of work.
  
- (b) When an employee works overtime continuously beyond the period provided in (a) above, the employee shall be reimbursed for one (1) additional meal in the amount of **fourteen** dollars **(\$14.00)** for each four (4) hour period of overtime worked thereafter, except where free meals are provided or when the employee is being compensated on some other basis.

## 31.01 Standby

Where the Employer requires an employee to be available for standby during off-duty hours, the employee shall be entitled to a standby payment of **twenty dollars** **(\$20.00)** for each eight (8) consecutive hours or portion thereof that he or she is on standby.

33.01

The Employer will pay the premium cost specified below to provide the following insurance benefits:

<b>BENEFIT</b>	<b>% OF PREMIUM PAID BY EMPLOYER</b>	<b>% OF PREMIUM PAID BY EMPLOYEE</b>
Medical Services Plan	<b><u>100%</u></b>	0%
Extended Health Care	<b><u>100%</u></b>	0%
Dental	100%	0%
Employee Life Insurance:		
→ Basic Coverage	63%	37%
→ Optional Coverage	0%	100%
Employee Accidental Death & Dismemberment:		
→ Basic	100%	0%
→ Optional	0%	100%
Long Term Disability Insurance	100%	0%
Dependent Life Insurance	0%	100%
Dependent Accidental Death & Dismemberment	0%	100%

**Dental Plan**

**Major dental coverage has been increased to 70% from 50%. The combined basic & major restorative annual maximum has been increased to \$2,500.00 from \$1,500.00**

**Vision Care**

**Vision care has been increased to \$300.00 every two years from \$250.00.**

#### 41.02 Classification Review Process

**When an Employee feels that his or her job responsibilities have been materially expanded or changed, they may request in writing a classification review by the Employer.**

(Re-number the current 41.02 through to 41.05)

#### 46.01 Duration

The provisions of this Collective Agreement will become effective **April 1, 2009**, unless otherwise specified in this agreement, and the provisions of this Collective Agreement will expire on March 31, **2012**.

► **Renew letters of understanding #'s 1 and 2.**

### **LETTER OF UNDERSTANDING #3 FIREFIGHTER 19 HOUR SHIFTS**

**Letter of understanding between the PSAC (Union) and Victoria  
Airport Authority (VAA)**

Re: 19 Hour Shifts in Firehall

- The parties agree to a 19-hour shift for firefighters commencing June 25, 2004;
- Cancellation of this LOU by either party will require sixty days written notice;
- This shift arrangement will not result in increased costs to the employer;
- Shift schedules will be posted 30 days prior to the beginning of the year and will cover the entire year;
- At least two members of each three-person crew will be scheduled to be on shift at all times;
- As the hours of work do not change on the 19-hour shift schedule, Shift Premiums do not apply;
- This shift arrangement must be reviewed and approved by HRDC to ensure continued compliance with the Canada Labour Code.

Appendix "A"

**Incorporate 5% business premium into a single supervisory premium of 15% which will be applicable for applicable acting circumstances (for greater clarity, any employee who currently receives the 5% business premium will continue to receive this premium).**



	1-Apr-08	\$	1-Apr-09	Actual Percentage	\$	1-Apr-10	Actual Percentage	\$	1-Apr-11	Actual Percentage
Level 1	\$19.14	\$0.60	\$19.74	3.13%	0.75	20.49	3.80%	\$0.90	\$21.39	4.39%
Level 2	\$21.38	\$0.60	\$21.98	2.81%	0.75	22.73	3.41%	\$0.90	\$23.63	3.96%
Level 3	\$24.19	\$0.60	\$24.79	2.48%	0.75	25.54	3.03%	\$0.90	\$26.44	3.52%
Level 4	\$26.73	\$0.60	\$27.33	2.24%	0.75	28.08	2.74%	\$0.90	\$28.98	3.21%
Level 5	\$29.83	\$0.60	\$30.43	2.01%	0.75	31.18	2.46%	\$0.90	\$32.08	2.89%
Level 6	\$32.36	\$0.60	\$32.96	1.85%	0.75	33.71	2.28%	\$0.90	\$34.61	2.67%

Average 2.54% (Level 1-5) Average 3.09% (Level 1-5) Average 3.59% (Level 1-5)  
 2.42% (All levels) 2.95% (All levels) 3.44% (All levels)

Three years
11.76%
10.52%
9.30%
8.42%
7.54%
6.95%

Average 9.51% (Level 1-5)  
 9.08% (All levels)

April 1st, 2009 Increase  
 April 1st, 2010 Increase  
 April 1st, 2011 Increase

\$0.60
\$0.75
\$0.90