

Letter of Understanding (7)

Between

Surrey Public Library Board  
("The Library")

And

Canadian Union of Public Employees Local 402-02  
("The Union")

Whereas Librarian 1's and 2's ("the Librarians") were varied into CUPE, Local 402-02 on October 19, 2018:

The Parties agree that the Collective Agreement applies to the Librarians except as specifically varied as follows (note: Article and Section references are drawn from the 2016-2020 Collective Agreement).

Wages

2019 base wage rates are as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5
PSL A	34.00	35.53	37.13	38.80	40.54
PSL B	38.79	40.54	42.37	44.27	46.27

2020 base wage rates are as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5
PSL A	34.68	36.24	37.87	39.57	41.35
PSL B	39.57	41.35	43.21	45.16	47.19

Upon completion of 1820 paid hours in a step, an employee will be placed on the next higher step within the wage range.

Article 2 - Definitions

Article 2.6 Casual Librarians shall be entitled to benefits as noted in Article 20 Group Health Benefits 20.2 and 20.3, with service calculated from date of hire.

Article 3 - Recognition and Negotiations

Article 3.1 Delete 'Professional Librarians'.

Add Library Managers

Article 7.2 - Bargaining

Article 7.2 (a) Amend to reflect four (4) committee members for the Library and four (4) committee members for the Union.

Article 10 - Promotions and Staff Changes

The method of making staff changes, promotions and transfers will be as per Article 10.5 for Librarians.

Article 12 - Working Conditions

12.1.3 does not apply

12.9 (Shift Premium) applies January 1, 2020.

The Library confirms it does not intend to change current Librarian scheduling practice, and will not make any such change before December 31, 2019. Any proposed variations to practice will be resolved at the Labour Management Committee.

Article 14 - Vacation

Article 11, Vacation leave entitlement in the Exempt Staff Manual applies for Librarians.

Article 15 - Sick Leave

Gratuity day program concludes February 28, 2019. Earned credits must be used before December 31, 2019.

Article 18 - Payment of Wages and Allowances

Article 18.9 does not apply

Article - 20 - Group Health Benefits

Article 20.2 Group medical and insurance benefits will apply effective January 1, 2020.

Article 20.3 Group dental plan: will apply effective January 1, 2020.

Letter of Understanding #3

Bullet point 3 does not apply

Bullet point 5 (Sunday Premium) applies effective January 1, 2020.

Other

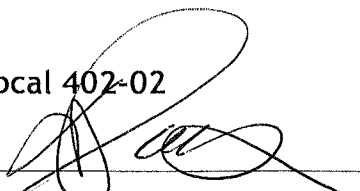
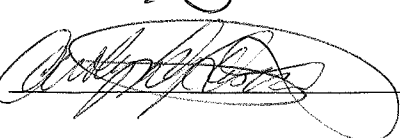
Other exempt entitlements (RRSP, Bonus time, etc.) including but not limited to those outlined in the Exempt Staff Manual will cease immediately.

The Library will pay a regular Librarian's personal membership fees to one of the Canadian Library Association, British Columbia Library Association, or any other professional library or library relation association at the discretion of the Chief Librarian or designate.


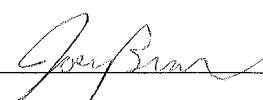
The parties agree that the Library may convert up to six (6) Librarian positions to exempt over the three years following the signing of this LOU. Consequential workload concerns raised by Librarian staff will be resolved at the Labour Management Meeting. Such positions will be posted.

As agreed, February 21, 2019, by:

CUPE Local 402-02

  
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Surrey Public Library Board

  
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