

January 20, 2015



Mr. Harry Nott
CUPE National Representative
Kelowna Area Office
303 - 1912 Enterprise Way
Kelowna BC, V1Y 9S9

Dear Harry:

Re: Contracting Out L.O.U. # 1 - Employer Obligation to Employees - List

This letter is in response to your concern regarding the intent and interpretation of the L.O.U. # 1 in the new collective agreement. After the new agreement was ratified and signed you advised us that CUPE presumed the names of employees with ten years seniority would be added to the list.

In our initial proposal to renew the 2010-2013 Collective Agreement and during collective bargaining meetings we believe we were very clear with the CUPE Bargaining Committee that the proposal was to "delete terminated employees from the list". There was never any intention of the city to add any new employees to the list and CUPE never requested such or bargained adding employees to the list.

However, after careful consideration we accept the explanation that the bargaining committee did not fully understand the city's proposal to which it agreed to and that in retrospect the union should have asked for clarification or alternatively attempted to negotiate adding employee names to the list.

Therefore, we are prepared to include in the application of L.O.U. # 1, those employees that achieved ten years seniority as of the date of signing of the collective agreement (additional names attached) provided CUPE agrees during future negotiations a renewal of L.O.U. # 1 will only involve deleting retired and terminated employee names from the list, unless CUPE successfully bargained additions.

Yours truly:

A handwritten signature in black ink, appearing to read "Stu Leatherdale".

Stu Leatherdale
Divisional Director Human Resources & Corporate Performance

cc: Paul Sourisseau, Human Resources Manager
Lee Mossman, President CUPE 338

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Alexander, Stephanie
Antunes, Melanie
Aulenback, Dale
Boback, Corinne
Butler, Patricia
Bytelaar, Jacqueline
Casler, D. Marc
Clark, Jodi
Cmolik, Susan
Cooper, Robert
Dale, Megan
Dickson, Jason
Dirks, Debbie
Enevoldson, Darren
Euloth, Delores
Evans, Stuart E
Falvo, Peter
Fisher, Joe
Francis, David
Guidi, Tracy
Harborne, Neil
Harvie, Alex
Holloway, Patricia
Isfan, Scott
Jacques, Gilbert
Kam, Michelle
Keki, Steve
Klassen, Dennis
Koga, Steve
Kokorudz, Sheldon
Lamprecht, Herb
Larente, Nathen
Leger, Rene
Lesko, Terry
Lundman, Laurie
MacDougall, Kevin
Marquardt, Carol-
Anne

Marquardt, Carol-Anne
Martin, Brent
Melynychuk, Wyatt
Mintram, Kenneth
Mitschke, Kenneth G
Moody, Cameron
Nelson, Todd
Nicholas, Pamela
Orr, Donald
Paziuk, Terry
Penny, Jeffrey
Petillion, Todd
Pighin, Dean
Plamondon, Lindsay
Reid, Tania
Robertson, Valerie
Rowe, Kathleen
Roy, Jules
Roy, Richard
Ryder, Trevor
Saran, Sukh
Sartori, Sergio
Scarrow, Todd
Scheidl, Melissa
Schultz, Jason
Stapleton, Wendy
Stuart, Bradley
Swayze, George
Thind, Binder
Thompson, Scott
Tomlin, Douglas
Westlund, Alison
Whapshare, Dudley
Wiebe, Lyla E
Wong, Wayne
Yamabe, Troy R
Zsoldos, Brian