

**MEMORANDUM OF UNDERSTANDING  
CURRENT EMPLOYEE ACCEPTANCE OF THE LIMITED TERM  
MAINTENANCE WORKER AND LEAD MAINTENANCE WORKER**

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and Teamsters, Local 58 ("Union").

**Background:**

During the biennium budget 2023-2024, the Public Works Department was approved to fill a Maintenance Worker and a Lead Maintenance Worker in a limited term capacity to adequately staff this department. Both the City and the Union recognize the benefit of having experienced employees and understand the effect of limited term positions on current employees should they accept a limited term position. The parties agree they want to provide a level of job protection should the limited term positions not become a regularly funded position in the next budget cycle in 2025.

**THEREFORE**, the City and Union have come to a conclusion that is agreeable and satisfactory to all parties.

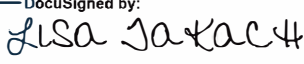
**WHEREBY** the parties agree as follows:

**Agreement:**

1. This agreement is non-precedent setting, does not set a past practice, and evidence of this agreement cannot be used in any current or future disputes between the parties, including, but not limited to, contract negotiations.
2. Should the limited term position not become a regular funded position in the 2025 budget, the following will apply to affected employees:
  - a. For a new employee hired for the limited term Maintenance Worker, it is understood that should the position be eliminated through no fault of the employee, the incumbent employee will not be liable to pay back cost incurred by the City for their CDL license or training.
  - b. For a current employee hired for the limited term Lead Maintenance Worker, it is understood that should the position be eliminated through no fault of the employee, the incumbent employee will return to their previous job classification in which they held prior to accepting the Lead Maintenance Worker. If the employees' previous position is not available, the least senior employee in that position will be laid-off and placed on a recall list.
3. This agreement will sunset when the positions become regularly budgeted or on January 1, 2025, which ever happens first, unless otherwise mutually agreed upon in writing.

Dated this 15th of June 2023.

**For the Employer:**

DocuSigned by:  
  
13E8A46F4C144DF...

Lisa Takach, Human Resources Director

DocuSigned by:  
  
ADC5EF1C48E3489...

Tim Buck, Operations Manager

**For the Union:**

  
Walter LaChapelle, Business Representative