



**COPE LOCAL 378 / ICBC PROPOSALS 2010
Union U-Item Proposals**

Union			
Number	Affected Article/MOU	Date: January 12, 2011	Time:
U-85	LOU 24	<i>New</i>	

LETTER NO. 24

LETTER OF UNDERSTANDING

RE: 2014 TRANSFORMATION ACCORD

Preamble

It is anticipated that ICBC will be going through significant change over the next few years. Such changes include the 2014 Transformation Project. The nature and extent of the changes require measures, the principles of which are set out below.

The term of the Accord will be for the same term as the renewed Collective Agreement.

Principles

1. The Corporation will provide retraining for all regular employees (*) where employees are taking on new duties.
2. During the term of the Accord, job evaluation processes will be streamlined to reflect the increases in the rate of changes occurring within the Corporation. Regular employees (*) will be protected against any adverse effects from changes to the evaluation of their jobs.
3. Reductions in employment will be accomplished by attrition, early retirement incentive programs, and other voluntary means and not by laying off any existing regular employees (*).
4. Where the parties agree that an employee cannot adapt to their new job duties after a period of retraining, the employee shall be eligible for alternate employment or special severance arrangements at the employees option.

*'Regular employees' as referenced in this Accord include regular employees as at date of ratification and temporary employees who are employed at date of ratification and who

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For the Union (COPE Local 378)

For the Employer (ICBC)



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subsequently secure a regular position without a break in service.

5. Pre-layoff canvassing, as set out in Article 8.01(e) will be used to facilitate voluntary attrition. Such canvassing will include an incentive to eligible employees to elect early retirement options under their respective Pension Plan by providing 12 months severance pay, or comparable salary continuance, for those electing early retirement or the provisions of Article 9, and LOU 24a, whichever is greater.

FOR THE UNION

FOR THE CORPORATION

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