

Greater Vancouver Community Services Society

Memorandum - 2

To: All GVCSS HandyDART Staff at Simon Fraser and Richmond Offices
From: Ron McLeod, Executive Director
Date: February 22, 2008
Re: Crosstown Accessible Transit Ltd. - Update

In response to our memorandum of January 28, 2008, we have received a number of questions from staff about our future plans for delivering HandyDART services. The majority of the questions related to what will happen to wage and benefit levels for current staff in January 2009, and concerns have also been expressed about what might happen to our administrative staff.

First let me say that we value and appreciate the dedicated efforts of all of our HandyDART employees, and both our Board of Directors and senior management are committed to ensuring that our staff receive comparable compensation levels to our colleague agencies in this region. We fully expect the creation of Crosstown Accessible Transit Ltd. will allow us to remove our workers from an inferior collective agreement (Community Subsector) and thereby enable us to make significant improvements in contract terms for our staff.

To summarize, in the event that Crosstown is awarded the HandyDART contract to deliver services in this region, it is our intention to do the following:

1. Transfer all of our current HandyDART employees whose function is included in the contract into Crosstown with full seniority and at least equivalent benefits.
2. To increase wage rates to a level that match those paid by Pacific Transit Cooperative. The Crosstown proposal to TransLink will be based on these higher wages.
3. Corresponding employees from the other agencies currently operating HandyDART in the consolidated service area will be hired by Crosstown. Subject to agreement of the union, we will recognize their seniority as well, and merge them with the Crosstown seniority list.
4. Crosstown and CAW will want to negotiate a replacement collective agreement more appropriate to the HandyDART operator. However, Crosstown will continue to honour the terms of the current agreement for GVCSS employees to the extent that it is legally possible to do so (except for increasing wages).

With respect to administrative staff, it is now clear that some duties currently performed by our office staff will be removed from the HandyDART operator and moved into TransLink. We will have no control over this and we can only speculate that TransLink will want to hire our office staff who have been performing these duties in the past. We will do our best to protect their interest in continued employment and will keep all administrative staff whose duties remain in the next operating agreement, and expect that TransLink will take those staff whose duties are centralized by TransLink.

I hope that this bulletin answers your questions about our future plans for delivering HandyDART services. We are extremely proud of the fact that we already have such an experienced and dedicated group of staff that we can rely upon as the foundation for a new and improved service model. You are the people who make such an important difference in the lives of those clients we serve on a daily basis.

Thank you for your input. Should you have any further questions about this process, I would encourage you to send them by email to info@crosstowntransit.ca, and we will respond to you as quickly as possible.