

SETTLEMENT AGREEMENT

BETWEEN:

BC GOVERNMENT AND SERVICE EMPLOYEES' UNION

(The "Union")

AND:

AIM ROADS INC (CONTRACT AREA 8 & 13)

(The "Employer")

(Benefit Plan Grievances)

WHEREAS:

1. The Union filed Grievance No. 237625 alleging that the Employer had provided benefits plans that are inferior to what the Employer was obligated to provide under the Collective Agreement in Highways Service Area 8.
2. The Union and Employer agreed to deal with alleged deficiencies in benefits provided in Service Area 13.

NOW THEREFORE THE UNION AND THE EMPLOYER AGREE TO THE FOLLOWING TERMS:

3. The Employer agrees to update its benefit plans in Service Area 8 and 13 so that they are consistent with the terms of those collective agreements and with the benefit plans in Service Area 8 and 13 in place under the predecessor contractors.
4. The Union will provide the Employer with copies of the benefit plans in place under the predecessor contractors in Service Area 8 and 13 to facilitate this process.
5. Employees with receipted expenses for benefits that are covered by the terms of the relevant collective agreement or by the relevant predecessor benefit plan and that were paid out of pocket may submit those receipted expenses to the Employer for reimbursement, subject to the benefits plan eligibility criteria and benefits plan maximums.
6. Jurisdiction for any dispute regarding the interpretation or application of this Settlement Agreement will be with Arbitrator Corinn Bell who will resolve the dispute on an expedited basis.

7. The Grievance will be resolved on this basis.

EXECUTED AND DELIVERED by the undersigned on the respective date indicated below.

AIM ROADS INC on this ___th day of October, 2020.

A handwritten signature in black ink, consisting of several overlapping, sweeping strokes, positioned above a horizontal line.

BC Government and Service Employees' Union on this 27th day of October, 2020.

A handwritten signature in blue ink, featuring a complex, cursive style with many loops and flourishes, positioned above a horizontal line.