

GREATER VANCOUVER REGIONAL DISTRICT

LABOUR RELATIONS SERVICE BYLAW NO. 1182, 2012

**A bylaw to establish the Labour Relations Service of the
Greater Vancouver Regional District**

WHEREAS:

- A. Subject to the limitations and conditions set out in the *Local Government Act* 1996 R.S.B.C. c. 323, a regional district may, pursuant to section 796(1) of the *Act*, operate any service that the board considers necessary or desirable for all or part of the regional district;
- B. In order to operate a service, the board of a regional district must first adopt an establishing bylaw for the service as provided for by section 800(1) of the *Local Government Act*;
- C. The board of the Greater Vancouver Regional District (the "**Board**") considers it desirable to provide labour relations services to its member municipalities and Tsawwassen First Nation;
- D. As required by subsections 800.2(1)(d) and 800.2(3) of the *Local Government Act*, each participant has approved the terms and conditions for withdrawal from the services established by this Bylaw; and
- E. In accordance with sections 801(2)(c) and 801.4 of the *Local Government Act*, each participating area has approved this service establishing Bylaw.

NOW THEREFORE the Board in open meeting assembled enacts as follows:

1. CITATION

- 1.1. This bylaw may be officially cited for all purposes as the "Greater Vancouver Regional District Labour Relations Service Bylaw No. 1182, 2012".

2. DEFINITIONS

"Collective Bargaining Service Recipient" means the Regional District and those Participating Areas and Schedule "A" Entities that have retained the Regional District to provide Collective Bargaining Services;

"Job Evaluation Service Recipient" means the Regional District and those Participating Areas and Schedule "A" Entities that have retained the Regional District to provide Job Evaluation Services;

"Population" means, for each Participating Area, the population of that Participating Area as recorded in the most recent British Columbia population statistics available from BC Stats within the Ministry of Labour and Citizens' Services, or its successor;

"Unionized Employees" means, for each Collective Bargaining Service Recipient, the number of full time equivalent unionized employees that were employed by the Collective Bargaining Service Recipient on the date of its most recent calculation of full time equivalent unionized employees; and

“**Schedule “A” Entity**” means each public body listed in Schedule “A” of this Bylaw.

3. DEFINITION OF PARTICIPATING AREA

3.1. The Greater Vancouver Regional District (“Regional District”), the Tsawwassen First Nation and each member municipality of the Regional District, excluding Electoral Area “A”, is a participating area for the purposes of the Base Services (each a “**Participating Area**”).

4. SERVICE AREA

4.1. The service area for the Labour Relations Services is the area within the boundaries of all of the Participating Areas (the “**Service Area**”).

5. SCOPE OF SERVICES

5.1. The Regional District will undertake and carry out for all Participating Areas the following services (the “**Base Services**”):

- a) Assisting and facilitating strategic discussions amongst Participating Areas on labour relations issues including compensation, benefits, economic trends and labour negotiations; and
- b) Researching, collecting data and distributing information to Participating Areas on labour relations issues including compensation, benefits, economic trends and labour negotiations.

5.2. If a Participating Area has retained the Regional District to provide Base Services it may also retain the Regional District to provide collective bargaining and labour negotiation services (“**Collective Bargaining Services**”).

5.3. If a Participating Area has retained the Regional District to provide Base Services it may also retain the Regional District to provide compensation, job evaluation and related research (“**Job Evaluation Services**”).

5.4. The Regional District may provide Collective Bargaining Services or Job Evaluation Services to any Schedule “A” Entity by entering into a contract for service containing the same terms regarding apportionment and withdrawal as are applicable to Participating Areas.

5.5. On a fee for services basis the Regional District may provide Collective Bargaining Services or Job Evaluation Services to other public bodies. For the purposes of this section, other public bodies include school boards, health boards, library boards, police boards, museum boards, parks and recreation commission, community associations and other municipalities outside the Regional District other than Schedule “A” Entities.

6. COST RECOVERY

- 6.1. As provided in section 803 of the *Local Government Act*, the annual costs for providing the Base Services, Collective Bargaining Services and Job Evaluation Services (collectively, the “**Labour Relations Services**”) shall be recovered by one or more of the following:
- (a) property value taxes imposed in accordance with Division 4.3 of the *Local Government Act*;
 - (b) parcel taxes imposed in accordance with Division 4.3 of Part 24 of the *Local Government Act*;
 - (c) fees and charges imposed under section 363 of the *Local Government Act*;
 - (d) revenues raised by other means authorized by the *Local Government Act* or another Act; or
 - (e) revenues received by way of agreement, enterprise, gift, grant or otherwise.

7. COST APPORTIONMENT

- 7.1. The total annual costs of the Labour Relations Services, after deducting from the total annual cost of providing the Labour Relations Services the revenues, if any, raised or received under subsections 5.5, shall be apportioned on the basis of whether they will be incurred for Base Service, Collective Bargaining Services or Job Evaluation Services.
- 7.2. The Regional District's total budgeted cost of providing the Base Services shall be apportioned among all Participating Areas on the basis of the proportion that each Participating Area's Population bears to the total Population of all Participating Areas.
- 7.3. For the purposes of calculating the Regional District's apportionment pursuant to section 7.2, the Regional District's population is deemed to be equal to the average population of the City of Burnaby, the City of Richmond, the City of Surrey and the City of Vancouver.
- 7.4. The Regional District's total budgeted cost of providing the Collective Bargaining Services, after deducting anticipated revenues raised or received under subsection 5.5, will be apportioned as follows among the Collective Bargaining Service Recipients:
- (a) One half apportioned on the basis of the proportion that the total number of each such Collective Bargaining Service Recipient's Unionized Employees bears to the total number Unionized Employees of all such Collective Bargaining Service Recipients; and
 - (b) One half apportioned on the basis of the proportion that the total number of collective agreements entered into by each such Collective Bargaining Service Recipient bears to the total number of collective agreements of all such Collective Bargaining Service Recipients.

7.5. The Regional District's total budgeted cost of providing the Job Evaluation Services, after deducting anticipated revenues raised or received under subsection 5.5, will be apportioned among the Job Evaluation Service Recipients on the basis of the proportion that each Job Evaluation Service Recipient's average annual number of requests for Job Evaluation Services for the most recent five year period bears to the total average annual number of requests for Job Evaluation Services for the most recent five years period requested by all such Job Evaluation Service Recipients.

8. WITHDRAWAL FROM BASE SERVICES AND ADDITIONAL SERVICES

8.1. After January 1, 2014 a Participating Area may withdraw from Base Services by providing notice in writing to the Regional District's Corporate Secretary and such withdrawal shall become effective 24 months after the date that notice was provided to the Regional District's Corporate Secretary.

8.2. After January 1, 2014 a Collective Bargaining Service Recipient may withdraw from the Collective Bargaining Services by providing notice of such intention in writing to the Regional District's Corporate Secretary and such withdrawal shall become effective 24 months after the date that notice was provided to the Regional District's Corporate Secretary.

8.3. After January 1, 2014 a Job Evaluation Service Recipient may withdraw from the Job Evaluation Services by providing notice of such intention in writing to the Regional District's Corporate Secretary and such withdrawal shall become effective 24 months after the date that notice was provided to the Regional District's Corporate Secretary.

9. MAXIMUM REQUISITION

9.1. The annual maximum amount that may be requisitioned for the Labour Relations Services is the amount equivalent to \$0.03425 for each \$1,000.00 of net taxable value of land and improvements included in the service area.

READ A FIRST TIME this 30th day of November, 2012.

READ A SECOND TIME this 30th day of November, 2012.

READ A THIRD TIME this 30th day of November, 2012.

THIRD READING RESCINDED this 22nd day of February, 2013.

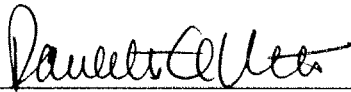
READ A THIRD TIME AS AMENDED this 22nd day of February, 2013.

THIRD READING RESCINDED this 12th day of April, 2013.

READ A THIRD TIME AS AMENDED this 12th day of April, 2013.

APPROVED BY THE INSPECTOR OF MUNICIPALITIES this 24th day of April, 2013.

RECONSIDERED, PASSED AND FINALLY ADOPTED by an affirmative vote this 26 day
of April, 2013.



Paulette A. Vetleson
Secretary



Greg Moore
Chair

Schedule "A"

Burnaby Public Library
Coquitlam Public Library
Delta Police Board
New Westminster Police Board
New Westminster Public Library
North Vancouver City Public Library
North Vancouver District Public Library
Port Moody Police Board
Richmond Public Library
Surrey Public Library
Vancouver Public Library
Vancouver Police Board
West Vancouver Police Board
West Vancouver Library Board



Statutory Approval

Under the provisions of section _____ 801 _____

of the _____ Local Government Act _____


I hereby approve Bylaw No. _____ 1182 _____

of the _____ Greater Vancouver Regional District _____,

a copy of which is attached hereto.

Dated this _____ 24th *day*

of _____ April _____, **2013**



Deputy Inspector of Municipalities