

LETTER OF UNDERSTANDING #4

Between: The City of West Kelowna (CWK)
And: The Association of Local Government Employees Union (ALGEU)
Date: January 2, 2025
Subject: Article 18 HOURS OF WORK – Police Services

Due to the operational requirement to provide administrative call handling 24 hours per day 7 days a week in our police detachment, we are required to change structure to meet contractual service requirements.

Employees in the Police Services – Watch Clerk roles will be on a rotational schedule working 4 consecutive shifts up to eleven (11) or twelve (12) hour shifts. Employees in the Watch Support Officer roles will be on a rotational schedule working 4 consecutive shifts of eleven and a half (11.5) hours each.

To implement the rotational schedules Article 18.02 will be applied where the employees will work an average of forty (40) hours per week over a period of eight (8) consecutive weeks.

The ALGEU and the City agree to review Article 22 Defined Holidays specifically the unions proposal to implement a STAT bank for these positions where employees in the rotational schedules would have the ability to take days off instead of compensated as per Article 22 (1). The City is not opposed to the concept however will require time to assess and understand the changed structure and implications. The City is prepared to review the LOU before March 31, 2026.

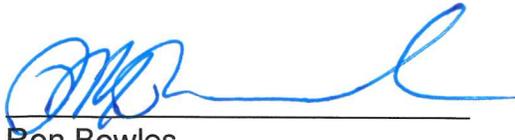
This Letter of Understanding will be specific to Police Services working the rotational schedules.

Article 18.01 Normal Work Pattern

*A normal work pattern shall consist of seven (7), seven and a half (7.5), eight (8), ten (10), **eleven (11), eleven and a half (11.5) or twelve (12) hours in a given shift.***

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 2nd day of January 2025.

CITY OF WEST KELOWNA

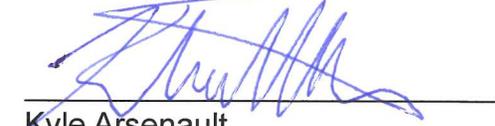


Ron Bowles
Chief Administrative Officer

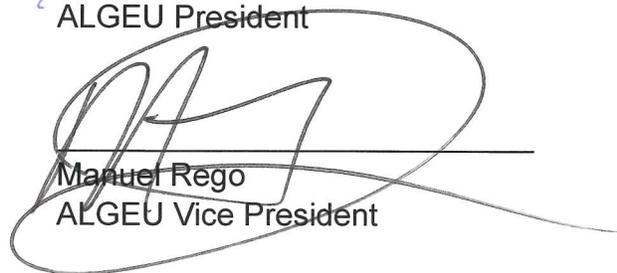


Trevor Seibel
Deputy Chief Administrative Officer

**THE ASSOCIATION OF LOCAL
GOVERNMENT EMPLOYEES UNION**



Kyle Arsenault
ALGEU President



Manuel Rego
ALGEU Vice President