

LETTER OF UNDERSTANDING #7

Between: The City of West Kelowna (CWK)
And: The Association of Local Government Employees Union (ALGEU)
Date: February 26, 2026
Subject: **Article 34.05 Acting Pay**

Current Language:

Article 34.05 Acting Pay:

When an employee has been directed to undertake duties of management staff for a minimum of three (3) consecutive working days, they shall receive ten percent (10%) over their current base rate of pay. The ten percent (10%) acting pay is applied for regular hours of work only.

CWK Proposed Language:

Article 34.05 Acting Pay:

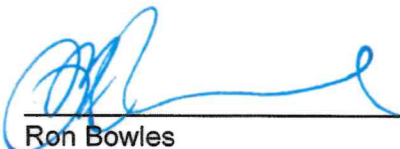
When an employee has been directed to undertake duties of management staff for a minimum of three (3) consecutive working days, they shall receive ten percent (10%) over their current base rate of pay. The ten percent (10%) acting pay is applied to all hours while in the acting role.

If it is determined that the employee will be acting in the position for three (3) pay periods or more, the employee will be paid the acting pay rate for Annual Vacation as per Article 21, Defined Holidays as per Article 22, and Health Leave as per Article 25 from the time the employee starts in the acting role.


This Letter of Understanding runs concurrently with the term of 2024-2027 collective agreement.

IN WITNESS WHEREOF the Parties hereto, by their authorized representatives, have affixed their signatures hereto on this 26th day of February 2026.

CITY OF WEST KELOWNA

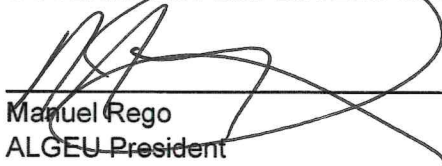


Ron Bowles
Chief Administrative Officer

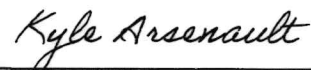


Eni Knaitner
Human Resources Manager

**THE ASSOCIATION OF LOCAL
GOVERNMENT EMPLOYEES UNION**



Manuel Rego
ALGEU President



Kyle Arsenault
ALGEU Vice President