

LETTER OF UNDERSTANDING #6
between the
CITY OF CAMPBELL RIVER
and the
CANADIAN UNION OF PUBLIC EMPLOYEES,
Local 401

RE: Bylaw Enforcement Officer – Hours of Work

In order for the City to meet the community's current bylaw enforcement services and support needs, an expansion of working hours for the Bylaw Enforcement Officer classification has been agreed to by the parties, and will comprise the following terms and conditions effective the date of signing below:

1. The hours of work for the Bylaw Enforcement Officer shall consist of four (4) ten (10) hour day shifts, followed by four (4) consecutive days off. The hours of work shall not exceed ten (10) hours between 8:00 a.m. and 9:00 p.m., broken only by one (1) hour allowed for the lunch period.
2. Bylaw Enforcement Officers will have their statutory holidays frontloaded as per Article 19.05.
3. For the purposes of calculating overtime rates on regular working days (Article 18.01), overtime shall be paid at time and one-half (1-1/2x) for the first (1st) hour worked after the employee's ten (10) hour shift and double time (2x) thereafter.
4. The Employer reserves the right to alter the hours of work, using shift change notice, as per Article 17.02.
5. Shift work bonus would apply for hours worked between 6:00 p.m. and 6:00 a.m. as outlined in Article 17.01.
6. Bylaw Enforcement Officers will be provided with a protective industry standards vests, and vehicles will be identified as Bylaw Enforcement.

Dated in Campbell River this 17 day of February, 2026



Human Resources Manager
City of Campbell River



President
CUPE Local 401



First Vice-President
CUPE Local 401