

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF NEW WESTMINSTER

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 387

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF NEW WESTMINSTER, THE NEW WESTMINSTER POLICE BOARD AND THE NEW WESTMINSTER PUBLIC LIBRARY BOARD (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THEIR RESPECTIVE PRINCIPALS;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 387 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2020 JANUARY 01 AND EXPIRING 2021 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2016-2019 Collective Agreement continue except as specifically varied below.

2. Term of Agreement.

The term of the new Collective Agreement shall be for two (2) years from 2020 January 01 to 2021 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

3. General Wage Increases

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2020 January 01, all hourly rates of pay that were in effect on 2019 December 31st shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.

- (b) Effective 2021 January 01, all hourly rates of pay that were in effect on 2020 December 31st shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Retroactive payments arising from (a) and (b) will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

4. Article 1.4 – Use of Gender

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete this provision, and amend all Collective Agreement language to be gender neutral. All such amendments shall be by agreement between the parties during the drafting of the new Collective Agreement.

5. Article 1.4 – Diversity, Equity and Inclusion (New)

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add a new provision to read as follows:

“The Employer and Union are committed to supporting a diverse, equitable and inclusive workplace for everyone.”

6. Review – Definitions and Hours of Work

Upon ratification of this Memorandum of Agreement, the parties agree to meet in good faith, to discuss and review the Definitions and Hours of Work provisions, with a commitment to identify amendments to better align the Definitions and Hours of Work provisions and application to respond to current operational needs. The results of the discussion and agreed to amendments to be incorporated into a Letter of Understanding.

7. Discussion – Labour Management Committee

Upon ratification of this Memorandum of Agreement, the parties agree to discuss terms of reference for the Labour Management Committee.

8. Letters of Understanding (LOU)

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to the following:

- (a) Delete “Contracted Services Review Committee” Letter of Agreement
- (b) Delete “Employment Status Conversion Review Committee” Letter of Agreement
- (c) Delete “Classification Review” Letter of Agreement
- (d) Renew “Compressed Day Off Program (CDO)” Letter of Agreement

9. Housekeeping

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to make the following amendments:

- (a) amend Article 9.3(a) Maternity, Parental and Adoption Leave to reflect current Employment Standards Act legislation;
- (b) delete references to Medical Services Plan or MSP to reflect the elimination of the Medical Services Plan.
- (c) delete expired effective dates; and
- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

10. Drafting of New Collective Agreement

The Employer and the Union agree that in all instances where an amendment to the Collective Agreement is effective on a specific date, only the amendment shall appear in the new Collective Agreement together with a sentence referencing its effective date.

11. Ratification


The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which this Memorandum of Agreement is signed.


DATED this 19th day of March, 2021.


2020 MEMORANDUM OF AGREEMENT

CITY OF NEW WESTMINSTER, NEW WESTMINSTER POLICE BOARD, NEW WESTMINSTER PUBLIC LIBRARY BOARD – CUPE 387 (cont'd)

BARGAINING REPRESENTATIVES ON BEHALF OF THE CITY OF NEW WESTMINSTER, THE NEW WESTMINSTER POLICE BOARD AND THE NEW WESTMINSTER PUBLIC LIBRARY BOARD:







BARGAINING REPRESENTATIVES ON BEHALF OF CUPE 387:

