

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF WHITE ROCK

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 402-01

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF WHITE ROCK (hereinafter called the "Employer"), AGREE TO RECOMMEND TO THE CITY OF WHITE ROCK COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 402-01 (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

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. Housekeeping

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

- (a) delete expired effective dates;
- (b) amend Article 13.5 (Maternity and Parental Leave) to align with changes to the Employment Standards Act;
- (c) amend all the new Collective Agreement language to be gender neutral; and
- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

5. 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.

6. 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 8th day of July, 2021.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

“Jacquie Johnstone”

“Tracey Arthur”

“Danielle Paterson”

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

“Rob Bacile”

“Alanna Claffey”

“Kirsch Uppal”
