

2016

MEMORANDUM OF AGREEMENT

between the

CITY OF LANGLEY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 2058
(hereinafter called "the Union")

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 2058 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2016 JANUARY 01 AND EXPIRING 2019 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. **Previous Conditions**

All of the terms of the 2012-2015 Collective Agreement continue except as specifically varied below.

2. **Term of Agreement**

The term of the new Collective Agreement shall be for four (4) years, from 2016 January 01 to 2019 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. **Wage Increases**

The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2016 January 01, all hourly rates of pay which were in effect on 2015 December 31 shall be increased by one and one-half percent (1.5%). The new hourly rates shall be rounded to the nearest whole cent.

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- (b) Effective 2017 January 01, all hourly rates of pay which were in effect on 2016 December 31 shall be increased by one and one-half percent (1.5%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Effective 2018 January 01, all hourly rates of pay which were in effect on 2017 December 31 shall be increased by two percent (2%). The new hourly rates shall be rounded to the nearest whole cent.
- (d) Effective 2019 January 01, all hourly rates of pay which were in effect on 2018 December 31 shall be increased by two percent (2%). The new hourly rates shall be rounded to the nearest whole cent.
- (e) Retroactive payments will be made as soon as possible following the date of ratification of the Memorandum of Agreement.

4. Article 5, Section 5.03 – Annual Vacations

Effective 2018 January 01, the Employer and the Union agree to amend Section 5.03 to read as follows:

“Paid annual vacation for all Regular Full-Time Employees covered by this Agreement shall be allowed as follows (see Section 6.07 for benefits applicable to Regular Part-Time and Casual Employees and Section 6.08 for benefits applicable to Temporary Full-Time Employees):

- (a) In the first (1st) part calendar year of service, vacation will be granted on the basis of one-twelfth ($\frac{1}{12}$) of fifteen (15) working days for each month, or portion of a month greater than one-half ($\frac{1}{2}$) worked by December 31st. For the purpose of calculation of vacation entitlement, the first (1st) part calendar year of service shall be considered as the first (1st) year of service.
- (b) During the second (2nd) and each subsequent calendar year of service, fifteen (15) working days.
- (c) During the eighth (8th) and each subsequent calendar year of service, twenty (20) working days.
- (d) During the fourteenth (14th) and each subsequent calendar year of service, twenty five (25) working days.
- (e) During the twentieth (20th) and each subsequent calendar year of service, thirty (30) working days.
- (f) Employees who leave the service during their second or subsequent calendar year of service shall receive vacation pay for the calendar year in which termination occurs on the basis of one-twelfth ($\frac{1}{12}$) of their vacation

entitlement for that year for each month greater than one-half (½) worked to the date of termination.

- (g) Calendar year for the purpose of this Agreement shall mean the twelve (12) month period January first (1st) to December thirty-first (31st) inclusive.
- (h) Adjustments will be made on the employee's regular pay cheque for any overpayment of vacation pay.
- (i) Vacations for employees shall be taken at such times when quantity and regularity of the work of the City shall be least impaired, and is mutually agreed upon by the employee and the Supervisor. Vacation shall be taken in the year in which it is earned; there shall be no cash payout of any vacation not taken during the year.
- (j) Vacation shall be prorated for employees who have unpaid leaves of absence that accumulate to more than fifteen (15) working days in a calendar year. The proration shall be based on the total amount of leave including the first fifteen (15) days. For the purposes of this paragraph, leave without pay for Union business where the City is reimbursed by the Union shall not be counted as unpaid leave. In the case of maternity and parental leave, vacation pay shall be prorated based on the length of the leave however the employee may elect to take the unpaid portion of their vacation time entitlement.
- (k) Each employee will receive five (5) working days of supplementary vacation at the beginning of each five (5) calendar years of service commencing at the beginning of the eleventh (11th) calendar year of service, with each supplementary five (5) day allotment to be taken during the year in which they are granted."

5. **Article 6 – Employees' Benefits**

While not to be included in the Collective Agreement, the Employer and the Union agree that effective 2018 April 01, the Employer shall instruct the benefits carrier to amend the Extended Health Care Plan (the "Plan") as follows:

- (a) Amend the Plan to reimburse drug expenses based on mandatory generic pricing, except where the employee's physician provides confirmation of no generic substitution on the prescription.
- (b) Introduce a maximum dispensing fee of \$12.00 per prescription.

6. **Article 6, Section 6.02 – Medical Plan and Extended Health Benefits**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 6.02(b) to read as follows:

"All Regular Full-Time Employees shall, effective the first day of the month following completion of one (1) month of employment from the date of hire, enroll in the Extended benefits Plan (except those with spousal plans), subject to the rules of the Plan. The City will pay 100% of the premium provided that the EI reduced premium rate is applicable. If not applicable, the City will pay 75% of the premium. The EHB package also includes coverage for expenses incurred relative to the purchase of vision care (\$500 including coverage for laser eye surgery) per person in a two (2) calendar year period), eye exams (\$100 per person every two (2) calendar year period), hearing aids (\$700 per person in a five (5) calendar year period), orthopedic shoes, diabetic equipment and supplies, and ostomy. The EHB lifetime maximum is to be \$3,000,000 per person. The EHB Plan annual deductible is \$125."

7. **Article 6, Section 6.07(a) – Percentage in Lieu of Benefits**

Effective the date of ratification, the Employer and the Union agree to delete the second paragraph of Article 6.07(a) and to further amend Article 6.07(a) as follows:

"(a) **Percentage in Lieu of Benefits**

Effective the date of ratification, Regular Part-Time shall be paid an amount equal to sixteen percent (16%) of their regular earnings which shall be considered to be in lieu of all employee benefits including those providing for time off with pay except as provided in Section 6.06.

Effective 2018 January 01, Casual Employees shall be paid an amount equal to twelve point five percent (12.5%) of their regular earnings which shall be considered to be in lieu of all employee benefits including those providing for time off with pay.

Regular Part-Time and Casual Employees shall be paid the applicable premiums for working on a Statutory Holiday. However, as they receive a percentage in lieu of benefits, an employee who does not work on a Statutory Holiday will not receive any pay or compensating time off in lieu of the holiday."

8. **Article 7, Section 7.01 – Rest Periods and Lunch Breaks**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 7.01 to read as follows:

"All employees of the City shall be granted a ten (10) minute paid rest period in the first half and second half of each full working shift (e.g. seven (7) or eight (8) hours). Wherever possible, employees who work less than a full working shift but for no less than four (4) hours shall be granted one ten (10) minute paid rest period. Employees working longer than five (5) consecutive hours shall be entitled to an unpaid lunch period."

9. **Article 7, Section 7.04 – Absence Without Leave**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to delete the first sentence of Section 7.04.

10. **Article 8, Section 8.06 – Stand-by Pay**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 8.06 to read as follows:

“Weekend

An employee of the City who is required to stand-by on weekends shall be paid one (1) hour’s pay at the employee’s regular rate of pay or the Chargehand rate, whichever is greater, for standing by for the period 4:30 p.m. through 8:00 a.m. the following day and two and a half (2½) hours pay per day for standing by for the period 8:00 a.m. through 8:00 a.m. the following day.

Monday to Thursday

An employee of the City who is required to stand-by after completing a regular day shift shall be paid one (1) hour’s pay at the employee’s regular rate of pay or the Chargehand rate, whichever is greater, for standing by each day.”

11. **Article 9, Section 9.02 – Outside Employees**

Effective January 1, 2018, the Employer and the Union agree to amend Section 9.02 to read as follows:

“The regular hours of work for outside employees, except for Temporary Full-Time and Casual employees employed between March 1 and October 31, shall be any eight (8) consecutive hours between seven (7:00) a.m. and five-thirty (5:30) p.m. daily, and one-half (½) hour off for lunch, Monday through Friday inclusive. The regular hours of work for Temporary Full-Time and Casual outside employees employed between March 1 and October 31, shall be any eight (8) consecutive hours between seven (7:00) a.m. and five-thirty (5:30) p.m. daily, and one-half (½) hour off for lunch, and shall be any five consecutive days. The City shall have the right to establish shifts other than the regular day shift provided that in all cases shift schedules are posted. Any employee required to work a shift other than the shift posted on the schedule shall receive forty-eight (48) hours’ notice of change of shift. Notwithstanding the foregoing, all employees required to work in excess of eight (8) hours per day or forty (40) hours per week shall receive overtime rates of pay as provided by Article 8, Section 8.05 of this Agreement.”

12. **Article 10 – Seniority**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 10 to read as follows:

“ARTICLE 10 – SENIORITY AND LAYOFF

Section 10.01 – Seniority

(a) Accumulation of Seniority

Regular Full-Time and Temporary Full-Time Employees shall accumulate seniority on the basis of their continuous service with the City, calculated, after completion of the probationary period, from the first day of the probationary period. Regular Part-Time Employees shall accumulate seniority on the basis of the hours worked, calculated, after completion of the probationary period, from the first day of the probationary period. All Regular Full-Time, Temporary Full-Time, and Regular Part-Time Employees shall be placed on one seniority list.

(b) Retention of Seniority

Seniority of employees shall be retained and accumulated on the following basis:

- (i) Employees who are laid off shall retain their seniority for a period of one (1) year.
- (ii) Employees who are on Sick Leave as per Section 6.05.
- (iii) Employees who are on an authorized leave of absence.
- (iv) Employees who are absent while serving the Armed Forces, during a national emergency and for a period of ninety (90) days after honourable discharge.

(c) Loss of Seniority

An employee shall lose seniority and be deprived of any further rights under the collective agreement for any of the following reasons:

- (i) Voluntarily leaving the service of the City.
- (ii) Discharge for proper cause, failing reinstatement.
- (iii) Continuous lay-off for a period exceeding one (1) year.

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- (iv) In the case of Temporary Full-Time Employees, not working for a period of twelve (12) months.
- (d) Probationary Period
 - (i) All new Regular Full-Time, Temporary Full-Time and Regular Part-Time Employees are hired on a probationary basis. The probationary period of employment shall continue for six (6) months.
 - (ii) Temporary Full-Time Employees who have completed their probationary period and are re-employed within six (6) months as a Temporary Full-Time Employee shall not re-serve the probationary period contained in paragraph (i).
- (e) Transfers Within the Bargaining Unit

Transfers may be made within the City from one department to another on the following basis:

 - (i) An employee may apply for transfer to the Chief Administrative Officer or designate.
 - (ii) No employee shall be transferred without due regard to the seniority provisions of this Section of the Agreement. That is, when more than one employee in a department is qualified and suitable for a transfer, the opportunity for transfer shall be provided first to the most senior employee.
- (f) Transfers Outside the Bargaining Unit

No employee shall be transferred to a position outside the bargaining unit without the employee's consent. If an employee is transferred to a position outside of the bargaining unit, that employee shall retain seniority acquired at the date of leaving the bargaining unit, but shall not accumulate any further seniority. Bargaining unit employees transferred on a temporary basis shall accumulate seniority within the bargaining unit. Such an employee who later returns to the bargaining unit shall be placed in a job commensurate with the employee's competency and seniority. Such return will not result in the layoff or bumping of an employee holding greater seniority.
- (g) Regular Part-Time Employees shall have preference to available work on the basis of seniority provided the employee has the required knowledge, abilities, and skills.

Section 10.02 – Layoff Process

- (a) When an employee's regular job, temporarily or permanently ceases to exist, because of temporary conditions or because of permanent changes in work procedures, the employee shall gain access to the provisions of Sections 10.02, 10.03, and 10.04.
- (b) Layoff notice will be issued in reverse order of seniority within each classification, provided the remaining employees have the knowledge, skills, and ability to perform the required work.
- (c) All employees shall receive at least ten (10) working days' notice of their layoffs or pay in lieu thereof, except those employees who have more than one (1) year of service with the City, who shall receive fifteen (15) working days' notice or pay in lieu thereof. If work is made available by the City, the affected employee must work those ten (10) or fifteen (15) working days of notice, whichever is applicable, and if work is not made available by the City, the employee shall be paid in lieu of notice.
- (d) If there is a vacant position at the employee's current pay grade for which the Employer deems the employee qualified, the Employer may, at its discretion, place the employee who has received layoff notice in that position without posting. Employees who do not wish to be so placed will be deemed to have accepted layoff and shall exercise the options as per Article 10.03(b) and will not have a right of recall to the rejected position.

Section 10.03 – Service Severance Pay

- (a) A regular employee who has received written notice of lay-off and has not been offered a placement to a vacant position shall, within five (5) calendar days, elect to:
 - (i) Exercise seniority rights for bumping purposes; or
 - (ii) accept lay-off.
- (b) If the employee accepts lay-off, the employee shall, within thirty (30) calendar days from the effective date of lay-off, elect to:
 - (i) either retain seniority rights of lay-off and recall; or
 - (ii) accept severance pay.
- (c) If the employee elects to exercise seniority rights for bumping purposes, the employee shall attempt to bump a more junior employee in the following order:

- (i) the least senior employee in any classification at the employee's current pay grade
- (ii) the least senior employee in a lower pay grade

In all cases, bumping shall be contingent on the employee having the required knowledge, skills, and ability.

- (d) The employee may elect to transfer to a vacant position at a lower pay grade if the employee deems it preferable to bumping or if bumping is unsuccessful.
- (e) Upon acceptance of severance pay, all seniority rights and rights to recall under the agreement are terminated; or upon acceptance of retention of seniority rights of lay-off and recall, all rights to severance pay under these provisions are terminated.
- (f) Entitlement to, and severance pay for each regular employee will be as follows:
 - (i) Three (3) days' pay for each calendar year of service up to and including five (5) calendar years of service.
 - (ii) Five (5) days' pay for each calendar year of service after six (6) years of service.
 - (iii) The maximum number of days pay for severance will be ninety (90) days' pay. Part-time service shall be calculated on a pro-rata basis. Severance pay shall be based on the employee's rate of pay at the effective date of his or her termination.

Section 10.04 – Rehiring

Employees who have been laid off shall be recalled to work in the reverse order of their lay off. That is, the last employee laid off shall be the first rehired, subject to the following conditions:

- (a) The employee shall be first rehired into the Department from which the employee was laid off and second, shall be afforded the first opportunity to work in any other Department, provided, however, that the employee is capable of performing the work which may be available.
- (b) It shall be the duty of all laid off employees to provide to the City their current contact information, including email, address and telephone number.
- (c) In the event of recall, the City shall notify laid off employees by email, telephone, or registered letter. Employees shall notify the City of their intention

to return to employment within seventy-two (72) hours of delivery of the notification and shall report for work within five (5) days of acceptance of their recall.”

13. **Article 11, Section 11.01 – Postings**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Section 11.01 to read as follows:

“Vacancies and new positions covered by this Agreement shall be posted and remain posted for a period of five (5) working days prior to the filling of the vacancy or new position. The City will post all regular positions except the Engineering Worker position and the Parks Worker Position. It is agreed between the parties that should the necessity arise, the vacancy or new position can be filled by a temporary employee for a period not exceeding twenty (20) working days, however, due to unusual circumstances, this period may be extended by mutual consent. Appointees from within the bargaining unit shall be made within four (4) weeks, wherever possible, of the job posting date.”

14. **Article 13, Section 13.01(a) – Dirty Pay**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Section 13.01(a) to read as follows:

“Employees performing any assigned work where they come in contact with raw sewage shall receive an additional seventy-five cents (75¢) per hour over their regular classified rate of pay with a minimum of four (4) hours pay if they work in contact with raw sewage under four (4) hours and a minimum of eight (8) hours pay if they are in contact with raw sewage over four (4) hours.”

15. **Article 13, Section 13.03 – Provision of Clothing**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Section 13.03 to read as follows:

- “(a) Employees who are in the Engineering Operations and Parks Operations Divisions and who are listed in Schedule “C” shall be provided with overalls or coveralls and with gloves. The City shall provide laundry service for the above items.
- “(b) Clothing damaged during the course of an employee's work that is damaged beyond reasonable expectation may be replaced by the City on approval of the department head.
- “(c) Employees who are required to wear safety work boots in accordance with WorkSafeBC regulations shall be reimbursed up to fifty dollars (\$50) once per calendar year on receipt of proof of purchase.”

Note: The Employer will maintain the payroll deduction process for boot and rain gear purchases.

16. **Article 13, Section 13.04 – Labour Management Committee**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Section 13.04 to read as follows:

“The City and the Union agree that a Labour-Management Committee shall be set up to seek solutions to mutual problems and to achieve mutual objectives including any matter arising out of technological change.”

17. **Article 13, Section 13.10 – Co-Op Students and Grant/Incentive Programs**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to delete the definition of Incentive Programs under Section 1.04 and to amend Section 13.10 to read as follows:

“Section 13.10 – Co-Op Students and Incentive Employees

(a) **Co-Op Student**

- (1) A Co-Op Student shall be defined as an employee who is employed in fulfillment of the requirements of a Co-Op Program offered by a post-secondary institution.
- (2) No more than two (2) Co-Op Students shall be employed per year, unless the Union agrees to more.
- (3) Co-Op Students shall not be entitled to seniority or any benefits provided by the Collective Agreement unless specifically identified as being eligible.
- (4) The City shall provide the Union with written notice of the employment of any Co-Op Students.
- (5) Where the rate of pay for a Co-Op Student is not set by the educational institution, the rate of pay shall be determined on a case-by-case basis by agreement between the Employer and the Union.

(b) **Incentive Employee**

- (1) An Incentive Employee shall be defined as an employee hired under the provisions of a federal or provincial grant applied for by the City.

- (2) Where the City applies for government grants that require approval of the Union, the Union agrees that it will approve the application provided that:
 - (i) Not more than four (4) Incentive Employees shall be employed per year; and
 - (ii) the employees shall be paid the appropriate rate of pay provided in the Collective Agreement.
- (3) Incentive Employees shall not be entitled to seniority or any benefits provided by the Collective Agreement unless specifically identified as being eligible. However, if retained at the completion of their employment as an Incentive Employee, they shall have seniority rights recognized as retroactive to the date of their employment.
- (4) The City shall provide the Union with written notice of any grant applications and the government's acceptance or rejection of the application."

18. **LOU – Planner Position, First Aid Certification, and Shirts for Operations Centre Employees**

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend the Letter of Understanding entitled "Planner Position, First Aid Certification; and Shirts for Operations Centre Employees as set out in Appendix "A" of this Memorandum of Agreement. This Letter of Understanding is to be included in the Collective Agreement.

19. **Housekeeping**

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

- (a) delete the definition of "Disabled Employee" in Section 1.04 and move the information in this definition as follows:
 - (i) add a sentence to 6.01(d):

"Employees will not accrue sick leave, annual vacations or statutory holidays or be eligible for sick leave gratuity after four (4) weeks on a long term disability claim."
 - (ii) add a new section 6.04(f):

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“Disability – The City will pay 100% of the premiums for medical, AD &D, EHB, life insurance, and dental coverage for employees in receipt of a long term disability claim for a maximum of two (2) years.”

- (b) amend the first sentence of Section 4.01(b) to read as follows:

“Such difference or alleged grievance shall first be reduced to writing and submitted to the employee’s immediate non-bargaining unit supervisor within ten (10) calendar days of the meeting with the non-bargaining unit supervisor pursuant to Section 4.01(a).”

- (c) amend Section 6.03(a) to read as follows:

“All Regular Full-Time Employees shall, effective the first day of the month following completion of three (3) months of continuous employment from the date of hire, participate in a dental plan (except those with spousal plans) based on the agreement between the carrier and the City and on the following general principles:

- (1) Basic dental services (Part A) pays for:

Eighty Percent (80%) of approved schedule of fees. The coverage provides for check-ups every nine (9) months.

- (2) Prosthetics, crowns and bridges (Part B) plan pays for:

Ninety Percent (90%) of approved schedule of fees.

- (3) Orthodontics (Part C) pays for:

Ninety percent (90%) of lifetime limit per covered person of \$5,000.00.

- (4) The City will pay seventy five percent (75%) of the costs of the dental plan for employees and the deductions for employees shall be made through payroll deductions.

- (5) For employees hired on 1995 December 18 or earlier, the coverage is Plan A - 100%, Plan B - 90% and Plan C - 90%.”;

- (d) change “three (3) month probationary period” to “six (6) month probationary period” in Section 6.05(a);

- (e) amend Section 6.05(e) to read as follows:

“Employees leaving work to attend a medical or dental appointment will notify their immediate non-bargaining unit supervisor, and may charge this time away from work to their unused sick leave.”

- (f) Amend Section 7.09(b)(4)(a) to read as follows:

and”
“for the first six (6) weeks, which includes the Employment Insurance waiting period;

- (g) change references to “transfer” in Section 8.04 to “appointment”;
- (h) change the title of Section 9.01 to “Inside Employees”;
- (i) remove the second paragraph from Section 9.02;
- (j) amend Section 9.03 to read as follows:

“It shall be the duty of all employees to report for work on each and every working day at the prescribed hours as set out in the hours of work schedule.

Failure of employees to comply with the provisions of this clause may result in disciplinary action by the City, provided, however, that where employees are unable to report personally, they will notify their immediate non-bargaining unit supervisor or some other official of the City prior to the commencement of the working day, or as soon as possible thereafter.”

- (k) replace the second sentence of Section 11.01 to read as follows:

“The City will post all regular positions except the Engineering Worker position and the Parks Worker position.”

- (l) delete Section 13.02 and renumber the remainder of Article 13;
- (m) amend the section sentence of Section 13.06 to read as follows:

“Any complaint alleging sexual harassment will be dealt with in the Grievance Procedure and will commence at Step (c), as outlined in Article 4.”

- (n) delete expired effective dates wherever they occur; and
- (o) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

20. 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.

21. Ratification

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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 the Memorandum of Agreement is signed.

DATED this ____ day of _____, 2017 in the City of Langley.

BARGAINING REPRESENTATIVES ON BEHALF OF
THE CITY OF LANGLEY:

[Redacted signature area for City of Langley]

BARGAINING REPRESENTATIVES ON BEHALF OF
CUPE LOCAL 2058:

[Redacted signature area for CUPE Local 2058]

This is the Appendix "A" referred to in item #18 of this Memorandum of Agreement.

LETTER OF UNDERSTANDING

between the

CITY OF LANGLEY
(hereinafter called "the City")

and the

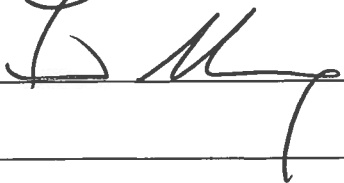
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 2058
(hereinafter called "the Union")

FIRST AID CERTIFICATION

The City and the Union agree to the following:

1. The City requires staff working in the Recreation Department to obtain and maintain a valid Emergency First Aid Certificate.
2. The following provisions affect the following employees in the Recreation Department:
 - Regular Full-Time Employees and Regular Part-Time Employees;
 - Casual Building Service Workers;
 - Casual Clerk Typist 3 – Recreation, Culture and Community Services
 - (a) Where possible, the City will attempt to provide re-certification for the Emergency First Aid Certificate to the employees listed above.
 - (b) Where the employees listed above are required to attend a re-certification course provided by the City outside of their normal working hours, they shall be paid at straight-time pay.
 - (c) Where the employees listed above are not offered or not able to take the City provided re-certification course, they shall be required to take the course on their own time. In that case, the City shall reimburse the employee in accordance with the City's current Travel and Expense Policy and shall reimburse the employee for the cost of the course.

SIGNED ON BEHALF OF THE CITY OF LANGLEY:



SIGNED ON BEHALF OF CUPE LOCAL 2058:

