

2016

MEMORANDUM OF AGREEMENT

between the

CITY OF PITT MEADOWS
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 622
(hereinafter called "the Union")

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 622 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2016 APRIL 01 AND EXPIRING 2020 MARCH 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2012-2016 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 April 01 to 2020 March 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 April 01, all hourly rates of pay where were in effect on 2016 March 31 shall be increased by one point five percent (1.5%). The new hourly rates shall be rounded to the nearest whole cent.

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

4. Article 2 – Definitions

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 2(f) to read as follows:

- “(f) "Time Duration Employee" shall mean an employee, other than a Probationary, Regular, Regular Part-Time, or Casual Employee, who is employed to augment the regular staff or who is employed on a special project of limited duration, not exceeding six (6) calendar months. The employee shall not be entitled to any fringe benefits except as provided for in this Article. For the first sixty (60) days worked the employee shall receive a ten percent (10%) cost settlement on their pay cheque to cover all employee benefits, vacation pay, general holiday pay, and any other miscellaneous benefits once they have worked at least fifteen (15) days on the time duration project for which they were hired. An employee working beyond these first sixty (60) days shall also be entitled to the sick leave provision as outlined in Article 14. After one hundred twenty (120) days have been worked as a Time Duration Employee, within a twelve (12) month period from the date of hire as a Time Duration Employee, the employee then becomes a Regular Employee.

For the purpose of this section, days worked means the days an employee is physically present at the Employer's place of work and is working. It does include approved leave of absences due to a disability if medical certificates from a recognized doctor are provided to the Employer, and statutory approved maternity leave, but does not include weekends, statutory holidays, vacation, absence due to sickness, or any other leave of absence.

Notwithstanding the foregoing, Time Duration Employees hired as a result of the temporary absence of a Regular Employee due to vacation, sickness or disability or leave of absence, may be appointed for a period in excess of one hundred

twenty (120) working days in a twelve (12) month period from the date of hire as a Time Duration Employee without becoming a Regular Employee. Such Time Duration Employee shall receive a twelve percent (12%) cost settlement on their pay cheque to cover all employee benefits, vacation pay, general holiday pay, and any other miscellaneous benefits, except that the employee shall continue to be entitled to the sick leave provisions as outlined in Article 14.”

5. Article 2 – Definitions

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 2(g) to read as follows:

“(g) "Casual Employee" shall mean an employee hired for the purpose of providing coverage for employees absent for short term periods not exceeding two (2) full consecutive pay periods, or such longer period as may be mutually agreed to between the Employer and the Union.

Casual Employees shall be considered on probation for the first sixty (60) days worked. On completion of probation the employee shall have seniority only within the Casual Employee Group based on days worked. The employee shall not be entitled to any fringe benefits except as provided for in this Article. For the first sixty (60) days worked the employee shall receive a ten percent (10%) cost settlement on their pay cheque to cover all employee benefits, vacation pay, general holiday pay, and any other miscellaneous benefits once they have worked at least fifteen (15) days. After working one hundred and twenty (120) days the cost settlement will be twelve percent (12%).

It is understood that Casual Employees who do not work for a period of thirteen (13) consecutive pay periods or refuse three (3) consecutive call-ins without reasons acceptable to the Employer shall cease to be employees.”

6. Article 9, Section 1(d) – Non-Standard Work Day/Work Week

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 9, Section 1(d) to read as follows:

“Under the conditions listed below employees can work “extended hours” (i.e. work outside of the standard work day or work week range, more than seven (7) hours in a day, or more than seventy (70) hours in a pay period all at straight time rates).

Extended hours worked are banked at straight time rates and may be taken as cash or as time off at a time mutually agreeable to the employee and their supervisor.

Extended hours may be implemented for any new employee hired or who posts into a position after date of ratification within the Information Technology Services department or whose duties include special event or Council committee support under any of the following conditions:

- (1) by mutual agreement between the employee and their supervisor;
- (2) with seven (7) calendar days' notice to the employee but only in the case of working outside of the standard work day range, (i.e., moving the seven (7) working hours outside of between 7 a.m. and 6 p.m. day to a maximum of five (5) occurrences per month not to exceed twenty-six (26) occurrences per year.

Extended hours may be implemented for any employee for the purpose of staffing City-planned community events by mutual agreement between the employee and the employee's supervisor and with seven (7) calendar days notification to the union prior to the event.

Should the appropriate notice not be provided then the overtime provisions of Article 9 Section 3 shall apply. It is understood that this provision shall not be used to effect a permanent change to an employee's shift."

7. Article 9, Section 2(a) – Shift Work and Shift Differential

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 9, Section 2(a) to read as follows.

"(a) We herein set forth the type of work that shall be considered eligible for shifts:

For Outside Employees

- (1) snow removal. Such shifts shall not be more than twelve (12) consecutive hours, lunch time excluded. The provisions of Article 9, Section 3 shall apply to any overtime hours worked.
- (2) the salting and sanding of roads for control of frost and black ice. Such shifts shall not be more eight (8) consecutive hours, lunch time excluded, between the hours of 5:30 a.m. and 10:30 p.m."

8. Article 9, Section 3(a)(2) – Emergency Callout

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 9, Section 3(a)(2) to read as follows.

"(2) Emergency Callout

- (i) The Employer agrees to pay all employees a minimum of two (2) hours at overtime rates when they are called back to work outside regular working hours, with the exception of prescheduled evening meetings.
- (ii) Notwithstanding Section 3(a)(2)(i) above, when an employee who is authorized by the employee's exempt supervisor or delegate to perform

after-hours support receives a telephone call, text or email and is able to respond to the problem over the telephone or by computer or by other electronic means, the employee shall be paid at overtime rates for the time actually worked, rounded to the nearest quarter ($\frac{1}{4}$) hour, with a minimum payment of one quarter ($\frac{1}{4}$) hour.”

9. Article 9, Section 3(b) – Overtime Rates

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 9, Section 3(b) to read as follows:

“Overtime worked shall be divided equitably among the employees in the unit who have the skills, knowledge, and ability to perform the work that is available.”

10. Article 9, Section 3(d)(6) – Overtime

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 9, Section 3(d)(6) to read as follows:

“(6) There is no limit on the amount of banked overtime that can be accumulated in any one (1) calendar year, however, unless otherwise approved by the Department Head and the Administrator no more than twenty (20) working days (one hundred and sixty (160) hours for outside employees and one hundred and forty (140) hours for inside employees) of accumulated banked overtime may be taken as time-off in any one (1) calendar year. Following December 31 of each year all accumulated banked overtime shall be paid out to employees except that an employee may elect to carry over a maximum of ten (10) working days of accumulated banked overtime.”

11. Article 10(j)(1)(i) – Premium Pay

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 10(j)(1)(i) to read as follows:

“(i) six (6) pairs of coveralls for all outside employees, and one (1) pair of clean coveralls per week for Building Inspectors(s), Engineering Technician(s), and By-law Enforcement Officer(s);”

12. Article 10(j)(3) – Premium Pay

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 10(j)(3) to read as follows:

“All employees required to wear safety boots shall receive an annual allowance of seventy-five dollars (\$75.00).”

13. Article 10(l)(3)—Standby Pay

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 10(l)(3) to read as follows:

“Where the employee is requested by the Employer to be on standby, the employee shall receive two (2) hour's pay at their regular rate of pay for each weekday for hours outside the standard working hours. Standby shall be dealt with on a six (6) person rotation, and standby time shall be paid at the rate of eight (8) hours per weekend (from Friday at 4:30 p.m. to Monday at 8:00 a.m.), and four (4) hours per statutory holiday at the employee's regular rate of pay. Standby shall be performed in one week periods.”

14. Article 12—Annual Vacations

Effective January 1, 2018, the Employer and the Union agree to amend Articles 12(b)-(e) to read as follows:

- “(b) Employees, during their second (2nd) calendar year of service, shall earn, one hundred and five (105) hours in the case of inside employees and one hundred and twenty (120) hours in the case of outside employees, annual vacation at their regular rate of pay. Employees, during their third (3rd), fourth (4th), fifth (5th), sixth (6th) and seventh (7th) calendar year of service, shall earn an annual vacation on the same basis as they did in their third (3rd) calendar year of service.
- (c) Employees, during their eighth (8th) calendar year of service, shall earn, one hundred and forty (140) hours in the case of inside employees and one hundred and sixty (160) hours in the case of outside employees, annual vacation at their regular rate of pay. Employees, during their ninth (9th), tenth (10th), eleventh (11th) and twelfth (12th) calendar year of service, shall earn an annual vacation on the same basis as they did in their eighth (8th) year of service.
- (d) Employees, during their thirteenth (13th) calendar year of service, shall earn, one hundred and seventy-five (175) hours in the case of inside employees and two hundred (200) hours in the case of outside employees, annual vacation at their regular rate of pay. Employees, during their fourteenth (14th), fifteenth (15th), sixteenth (16th), seventeenth (17th), eighteenth (18th) and nineteenth (19th) calendar year of service shall earn an annual vacation on the same basis as they did in their thirteenth (13th) calendar year of service.
- (e) Employees, during their twentieth (20th) calendar year of service and thereafter, shall earn, two hundred and ten (210) hours in the case of inside employees and two hundred and forty (240) hours in the case of outside employees, annual vacation at their regular rate of pay.”

15. Article 12 – Annual Vacations

Effective the date of ratification, the Employer and the Union agree to add a new Article 12(r) to read as follows:

“On hiring, a unionized employee from another employer may be started on the vacation schedule set out above at up to the entitlement held at their former employer, to a maximum entitlement of twenty-five (25) vacation days at the discretion of the Employer. New employees who receive recognition for previous service under this provision will not receive recognition in any other areas such as, but not limited to, seniority or length of service or supplementary vacation.”

16. Article 13 – Employee Benefits

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to delete Article 13(d).

17. Article 13 – Employee Benefits

While not to be included in the Collective Agreement, the Employer and the Union agree that effective the date of ratification of the Memorandum of Agreement, the Employer shall instruct the benefits carrier to amend the Extended Health Care Plan (the “Plan”) as follows:

- (a) amend the Plan so that in cases where an eligible drug can be substituted with an available generic drug, the Extended Health Care Plan shall reimburse the price of the lower cost generic drug, unless the physician indicates “no substitutions” on the prescription;
- (b) amend the Plan to provide for an Open Formulary from the current BC Formulary;
- (c) introduce a maximum dispensing fee so that dispensing fees will be eligible for reimbursement, in accordance with the terms of the Plan, up to the maximum dispensing fee per prescription eligible for reimbursement under the British Columbia PharmaCare program; and
- (d) eliminate the current fifteen (\$15.00) maximum for paramedical reimbursement after the first three (3) visits.

18. Article 13—Employee Benefits

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 13(b)(3)(iv) to read as follows:

- “(iv) Combined annual maximum of Parts A and B – \$2,500.”

19. Article 14(f) – Proof of Illness

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Article 14(f) to read as follows:

“An employee may be required by the Employer to produce a Certificate from a qualified Medical Practitioner for any illness, certifying that such employee is unable to carry out the employee’s duties due to illness or non-compensable accident. Where such Medical Certificate is not produced, there shall be no sick pay allowed.”

20. Article 14(k) – Emergency Short Term Sick Leave

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to delete Article 14(k) and to distribute any remaining sick leave in the Emergency Sick Leave Bank back to those employees who contributed the sick leave time.

21. Article 17(b)(3) – Probationary Employees

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend the first sentence of Article 17(b)(3) to read as follows:

“Newly hired employees shall be considered on a probationary basis for a period of six (6) calendar months (such probationary period may be extended up to three (3) calendar months by mutual consent of both parties in writing) from date of hiring.”

22. Schedule “F” – Non Standard Work Week

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Note “f” of Schedule “F” (as found in Appendix “A” of this Memorandum of Agreement) to read as follows:

“The following positions are based on a seven (7) hour day/thirty-five (35) hour week and shall work any seven (7) consecutive hours, exclusive of lunch, and any five (5) consecutive days, Monday to Sunday, within the hours of 6:00 a.m. and 10:00 p.m., with two (2) consecutive days of rest:

- Communications Assistant/Digital Media Coordinator – Parks and Recreation
- Bylaw Enforcement Officer 1 – Parks and Recreation
- Bylaw Enforcement Officer II & Inspector – Community Services”

23. Letters of Understanding

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to renew the Letter of Understanding “RE: Article 12(h) of the Collective Agreement” and

to amend and include in the Collective Agreement the Letter of Understanding “Parks and Recreation” as set out in Appendix “A” of the Memorandum of Agreement.

24. Housekeeping

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

- (a) amend Article 3(b) to read as follows:

“The following positions shall be excluded from the bargaining unit:

Chief Administrative Officer
Executive Assistant to the Mayor and CAO
Director, Financial Services
Director, Fire Services
Director, Engineering and Operations
Director, Corporate Services
Director, Community Services
Manager, Recreation
Manager, IT
Manager, Community Development
Manager, Parks and Facilities
Manager, Administration Services
Manager, Communications and Citizen Engagement
Deputy Clerk
Operations Superintendent
Human Resources Advisor
Assistant Fire Chief—Training Officer
Assistant Fire Chief—Fire Prevention Officer
Safety Program Coordinator
Human Resources/ Communication Assistant
Emergency Program Coordinator”

- (b) amend the third paragraph of Article 9, Section 1(d) to read as follows:

“Extended hours may be implemented for any new employee hired or who posts into a position after 2014 March 04 within the Information Technology Services department or whose duties include special event or Council committee support under any of the following conditions:”;

- (c) remove the words “six (6) person” from Article 10(l)(3);

- (d) amend Article 15(f)(4)(a) to read as follows:

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

- (e) replace “five (5) working days” with seven (7) days,” “ten (10) working days” with fourteen (14) days,” and “fifteen (15) working days with twenty-one (21) days” in Article 19.
- (f) with mutual agreement in each case, re-write the collective agreement in gender neutral language and delete Article 25(e);
- (g) update the positions listed in Schedules “A” and “C”;
- (h) update the “Supplemental Vacation Entitlement” grid in Schedule “D”;
- (i) delete “2007-2012 Negotiations” and subsequent paragraph from Schedule “E”;
- (j) replace the word “within” with the word “with” in item #5 of the Letter of Understanding—Parks and Recreation;
- (k) delete expired effective dates wherever they occur; and
- (l) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

25. 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.

26. 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 the Memorandum of Agreement is signed.

DATED this 20th day of March, 2018 in the City of Pitt Meadows.

BARGAINING REPRESENTATIVES ON BEHALF OF
THE CITY OF PITT MEADOWS:

BARGAINING REPRESENTATIVES ON BEHALF OF
CUPE LOCAL 622:

"Darrin Fast"

"Sandra Mallan"

"Forrest Smith"

"Stephanie St. Jean"

"Kelly Crowther"

"George Noga"

"Bob Williams"

"Harman Sandhu"

"Melissa Dunn"

"Darryl Ainsley"

"Duke (Jim) Mason"

This is Appendix “A” referred to in item #24 of this Memorandum of Agreement.

LETTER OF UNDERSTANDING

Between the

CITY OF PITT MEADOWS
(hereinafter called the “Employer”)

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 622
(hereinafter called the “Union”)

RE: PARKS AND RECREATION

Whereas

The agreement for provision of parks and recreation services between the City of Pitt Meadows and the City of Maple Ridge will end on October 31, 2016 so that these services will be provided by the Employer beyond that date.

The Employer and the Union agree as follows:

Effective August 1, 2016, the provisions of the Collective Agreement between the parties shall apply to the following City employees, except as varied by this Letter of Understanding:

- Employees in the Parks and Facilities Division;
- Employees in the Recreation Division;
- Employees in the Arts and Special Events Division; and
- The positions of Communications Assistant/Digital Media Coordinator – Parks and Recreation; Bylaw Enforcement Officer 1 – Parks and Recreation

This Letter of Understanding shall not apply to the incumbent as of July 1, 2016 in the position of Clerk -- Facility Support until such time as the position is vacated, at which time the Letter of Understanding will apply to the replacement in this position.

1. Article 2 – Definitions

Add a new category of employee and define as follows:

““Auxiliary Employee” shall mean an employee other than a Probationary, Regular, Regular Part-Time, Time Duration, or Casual Employee working within the Recreation, and Arts and Special Events Divisions.

Auxiliary Employees shall be entitled to the same cost settlement in lieu of benefits as provided for Casual Employees and shall not be entitled otherwise to any fringe benefits.”

2. Article 3(b) – Exclusions

Add the following positions to the list of excluded positions in Article 3(b):

- Manager, Recreation
- Manager, Parks and Facilities

3. Article 9, Section 1(c) – Non-Standard Work Week

Add a Schedule “F” to establish non-standard working hours particular to specific positions:

- a. “No classes of positions assigned to the Recreation Division and the Arts and Special Events Division receive a shift premium. Classes of positions assigned to the Parks and Facilities Division shall receive shift premium for all regular hours worked between 4:30 p.m. and 8:00 a.m. The positions of Communications Assistant/Digital Media Coordinator – Parks and Recreation, and By-law Enforcement Officer 1 – Parks and Recreation shall be eligible to receive a shift premium.
- b. Classes of positions assigned to the Recreation Division are based on an eight (8) hour day, between 5:45 a.m. and 10:15 p.m. for Regular Full-time employees and between 5:45 a.m. and 1:00 a.m. for Auxiliary employees, and forty (40) hour week, and may be required to work more than five (5) consecutive shifts in a week or more than forty (40) hours in a week without overtime rates being paid. Overtime rates are to be paid only for all hours worked in excess of eighty (80) hours in a two week period or for all hours worked in excess of eight (8) hours in a shift. It is expressly stated that any eight (8) hours need not be consecutive.
- c. Classes of positions assigned to the Arts and Special Events Division are based on an eight (8) hour day Monday to Friday. Shifts may be adjusted to as early as 6:00 a.m. and as late as 10:00 p.m. and to Saturday and Sunday to include preparation for and attendance at special events. Employees may be required to work more than five (5) consecutive shifts in a week or more than forty (40) hours in a week without overtime rates being paid. Overtime rates are to be paid only for all hours worked in excess of eighty (80) hours in a two week period, for all hours worked in excess of eight (8) hours in a shift, or where employees work more than six (6) consecutive shifts. It is expressly stated that any eight (8) hours need not be consecutive.
- d. Split shifts shall be scheduled within twelve (12) hours per day and shall include a maximum of two (2) shifts of at least two (2) hours each.
- e. Classes of positions assigned to the Parks and Facilities Division are based on an eight (8) hour day/forty (40) hour week and shall work any eight (8) consecutive hours between 7:00 am and 7:00 pm, exclusive of lunch, and any five (5) consecutive days, Monday to Sunday, with two (2) consecutive days of rest.

- f. The positions of Communications Assistant/Digital Media Coordinator – Parks and Recreation, and Bylaw Enforcement Officer 1 – Parks and Recreation are based on a seven (7) hour day/thirty-five (35) hour week and shall work any seven (7) consecutive hours, exclusive of lunch, and any five (5) consecutive days, Monday to Sunday, within the hours of 6:00 a.m. and 10:00 p.m., with two (2) consecutive days of rest.”

4. Article 9, Section 1(f) – Break Periods

Replace Article 9, Section 1(f) with the following:

“Offsite Seasonal Day Camp programs that require the maintenance of a ratio of program leaders to participants may require paid breaks to be taken with the program participants.”

5. Article 10(b) – Daily Guarantee

Replace Article 10(b) with the following:

“An employee reporting for a scheduled shift on the call of the Employer shall receive the employee’s regular hourly rate of pay for the entire period spent at the place of work, with a minimum of two (2) hours of pay at the regular hourly rate.

It is also understood that auxiliary employees covered by this Letter of Understanding may have shifts cancelled, changed, or shortened due to circumstances beyond the Employer’s control, including program registration. Notice to the employees will be provided within seventy-two (72) hours prior to the shift commencing, and there will be no payment for those hours not worked.”

6. Article 11 – General Holidays

Add the following to Article 11:

“A General Holiday (except Christmas Day, Boxing Day, and New Year’s Day) will be treated as a normal working day for all auxiliary employees covered by this Letter of Understanding who receive a cost settlement in lieu of benefits. Thus, an auxiliary employee covered by this Letter and receiving a cost settlement in lieu of benefits will be paid at straight-time rates for the normal daily hours and at the appropriate overtime rates for any hours worked in excess of the normal hours. Similarly, an auxiliary employee covered by this Letter who does not work on a General Holiday will not receive any pay for the holiday (except as provided for in Article 2).”

7. Schedule “A” – Schedule of Pay Grades

Add the following positions to Schedule “A”:

	<u>Pay Grade</u>
• Business Services Coordinator	22
• Arts and Special Events Coordinator	21
• Program Services Coordinator	21
• Recreation Programmer	18

- Recreation Program Assistant 14
- Recreation Facility Attendant 12
- Registration Clerk – Receptionist 12
- Recreation Clerk 14
- Building Services Worker 13
- Facility Maintenance Technician 19

8. Schedule “C” – Schedule of Wage Rates, Outside Staff

Add the following positions to Schedule “C”

Wage Rate, 2015, April 01

- Trades II – Gardener \$34.46
- Labourer II – Parks and Facilities Division \$27.36
- Parks Maintenance Worker \$27.92
- Ground Keeper \$32.35

9. Wage rates for Recreation Program Leaders and Child/Youth Workers

The following are the hourly wage rates shall apply as of August 1, 2016

Wage Rate

- Recreation Program Leader \$15.67
- Recreation Program Leader – Children and Youth \$15.67
- Child and Youth Worker \$18.52

Without prejudice to Article 21 of the collective agreement, the parties agree that the above positions can be reviewed up to one (1) year from the date the Letter of Understanding is signed. If a new higher rate is determined from the review, the adjustment will be made retroactively to the date of hire.

Implementation of the Letter of Understanding

In the event that issues arise regarding the implementation of this Letter of Understanding, the parties agree to meet to discuss the issues as soon as possible.

Amendments

This Letter of Understanding shall remain in effect throughout the term of the 2016–20XX Collective Agreement, including the period of bargaining during which the parties negotiate a renewal of the collective agreement.

Agreed to this 20th day of March, 2018.

Signed on behalf of the City of Pitt Meadows

Signed on behalf of the Canadian Union of Public
Employees, Local 622

“Darrin Fast”

“Sandra Mallan”

“Forrest Smith”

“Stephanie St. Jean”

“Kelly Crowther”

“George Noga”

“Bob Williams”

“Harman Sandhu”

“Melissa Dunn”

“Darryl Ainsley”

“Duke (Jim) Mason”