

MEMORANDUM OF AGREEMENT

BETWEEN:

**GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF THE
CAPITAL REGIONAL DISTRICT**

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1978

This MEMORANDUM OF AGREEMENT is entered into this 16 day of November, 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the Capital Regional District and the Canadian Union of Public Employees Local 1978.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

2. TERM OF AGREEMENT

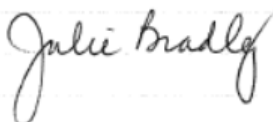
The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

3. WAGE INCREASES

Effective January 1, 2021, a two per cent (2.0 %) general wage increase shall be applied to the existing wages schedules.

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Agreement to be executed this 16 day of November in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:



EXECUTIVE DIRECTOR, GREATER VICTORIA
LABOUR RELATIONS ASSOCIATION

FOR THE UNION:

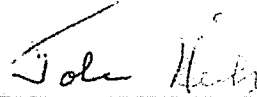


PRESIDENT, CUPE LOCAL 1978

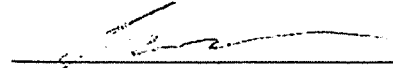


CHIEF ADMINISTRATIVE OFFICER,
CAPITAL REGIONAL DISTRICT

FOR THE UNION (continued):



**CHAIR OF THE BARGAINING COMMITTEE,
CUPE LOCAL 1978**



**CHAIR OF THE CRD BARGAINING UNIT,
CUPE LOCAL 1978**