

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF
TOWNSHIP OF ESQUIMALT

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this 14th day of December, 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the Township of Esquimalt and the Canadian Union of Public Employees Local 374.

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

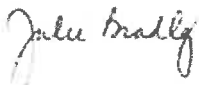
The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

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 14th day of December in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:



EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR
RELATIONS ASSOCIATION



CHAIR, GREATER VICTORIA LABOUR RELATIONS
ASSOCIATION

FOR THE UNION:



PRESIDENT, CUPE LOCAL 374



UNIT VICE PRESIDENT
CUPE LOCAL 374

MEMORANDUM OF AGREEMENT

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF
DISTRICT OF METCHOSIN

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this 14th day of December 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the District of Metchosin and the Canadian Union of Public Employees Local 374.

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

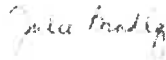
The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

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 14th day of December 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 374


CHAIR, GREATER VICTORIA LABOUR RELATIONS
ASSOCIATION
UNIT VICE PRESIDENT
CUPE LOCAL 374

MEMORANDUM OF AGREEMENT

BETWEEN:

**GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF
THE CITY OF COLWOOD**

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this 14th day of December, 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the City of Colwood and the Canadian Union of Public Employees Local 374.

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

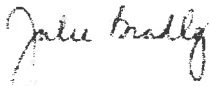
The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

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 14th day of December in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:



**EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR
RELATIONS ASSOCIATION**



**CHAIR, GREATER VICTORIA LABOUR RELATIONS
ASSOCIATION**

FOR THE UNION:



PRESIDENT, CUPE LOCAL 374



**UNIT VICE PRESIDENT
CUPE LOCAL 374**

MEMORANDUM OF AGREEMENT

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF
DISTRICT OF NORTH SAANICH

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this 14th day of December, 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the District of North Saanich and the Canadian Union of Public Employees Local 374.

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

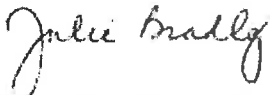
The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

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 14th day of December in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:




EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION


CHAIR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION

FOR THE UNION:



PRESIDENT, CUPE LOCAL 374


UNIT VICE PRESIDENT
CUPE LOCAL 374

MEMORANDUM OF AGREEMENT

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF
DISTRICT OF OAK BAY

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this 11th day of December 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the District of Oak Bay and the Canadian Union of Public Employees Local 374.

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 11th day of December in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:


EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR
RELATIONS ASSOCIATION


CHAIR, GREATER VICTORIA LABOUR RELATIONS
ASSOCIATION

FOR THE UNION:


PRESIDENT, CUPE LOCAL 374


UNIT VICE PRESIDENT
CUPE LOCAL 374

MEMORANDUM OF AGREEMENT

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF
TOWN OF SIDNEY

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this 11th day of December, 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the Town of Sidney and the Canadian Union of Public Employees Local 374.

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.

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.

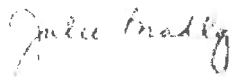
2. TERM OF AGREEMENT

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.

FOR THE EMPLOYER:



EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR
RELATIONS ASSOCIATION



CHAIR, GREATER VICTORIA LABOUR RELATIONS
ASSOCIATION

FOR THE UNION:



PRESIDENT, CUPE LOCAL 374



UNIT VICE PRESIDENT
CUPE LOCAL 374