

2021

MEMORANDUM OF AGREEMENT

Between the

DELTA POLICE DEPARTMENT (hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 454 (hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE DELTA POLICE DEPARTMENT (HEREINAFTER CALLED "the Employer"), AGREE TO RECOMMEND TO THE DELTA POLICE BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 454 (HEREINAFTER CALLED "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THE AGREEMENT COMMENCING 2021 JANUARY 01 AND EXPIRING 2022 DECEMBER 31 (HEREINAFTER CALLED THE "new Collective Agreements"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions:

All of the terms of the 2016 - 2020 Collective Agreement continue except as specifically varied below.

2. Term of Agreement:

The term of the new Collective Agreements shall be two (2) years from 2021 January 01 to 2022 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 Increase:

Effective 2021 January 01, all hourly rates which were in effect on 2020 December 31 shall be increased by two percent (2%). The new hourly rates shall be rounded to the nearest whole cent.

Effective 2022 January 01, all hourly rates which were in effect on 2021 December 31 shall be increased by two percent (2%). The new hourly rates shall be rounded to the nearest whole cent.

4. Housekeeping:

Effective 2021 January 01, all housekeeping items which have been, or shall be, mutually agreed to between the parties prior to or during the drafting of the new Collective Agreements, shall be included in those new Collective Agreements. Such items also include: (a) Delete expired effective dates and related transitional wording; and (b) Update wage schedules, notes and related Letters of

Understanding to reflect changes to class titles and rates of pay in effect when the new Collective Agreements are drafted.

5. Discussion Items:

The parties agree to meet in good faith, upon the completed signing of this Memorandum of Agreement, to discuss mutually agreed upon items including but not restricted to the following: auxiliary hours and telecommuting.

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 the Memorandum of Agreement is signed.

Signed this 18 day of February, 2021

BARGAINING REPRESENTATIVES FOR THE
THE DELTA POLICE DEPARTMENT



BARGAINING REPRESENTATIVES FOR
THE UNION


