

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF NEW WESTMINSTER

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL, LOCAL 213

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF NEW WESTMINSTER (hereinafter called “the Employer”), AGREE TO RECOMMEND TO THE NEW WESTMINSTER ELECTRICAL UTILITY COMMISSION AND THE CITY OF NEW WESTMINSTER COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 213 (hereinafter called “the Union”), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2020 APRIL 1 AND EXPIRING 2022 MARCH 31 (hereinafter called the “new Collective Agreement”), SHALL CONSIST OF THE FOLLOWING:

**1. Previous Conditions**

All of the terms of the 2015-2020 Collective Agreement continue except as specifically varied below.

**2. Term of Agreement**

The term of the new Collective Agreement shall be for two (2) years from 2020 April 01 to 2022 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. General Wage Increases**

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

- (a) Effective 2020 April 01, all hourly rates of pay that were in effect on 2020 March 31 shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.

- (b) Effective 2021 April 01, all hourly rates of pay that were in effect on 2021 March 31 shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Retroactive payments arising from (a) and (b) will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

**4. New – Diversity, Equity, and Inclusion Language**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add new language into the Collective Agreement to read as follows:

“The Employer and Union are committed to supporting a diverse, equitable, and inclusive workplace for everyone.”

**5. Letters of Understanding**

- (a) Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to renew the following Letters of Understanding:
  - Temporary Market Adjustment (Power Line Technician (PLT), PLT Foreperson, PLT, Sub-Foreperson, and PLT Apprentice)
  - Electricians
  - Meter Technician
  - Fire Rated Clothing
- (b) Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete the following Letter of Understanding:
  - Field Storekeeper

**6. Housekeeping**

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

- (a) delete expired effective dates; and
- (b) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

**7. 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.

**8. 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 this Memorandum of Agreement is signed.

DATED this 22nd day of March, 2021.

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE EMPLOYER:

\_\_\_\_\_  
*“Rod Carle”*

\_\_\_\_\_  
*“Jeannie Ziraldo”*

\_\_\_\_\_  
*“Wendy McDonnell”*

\_\_\_\_\_  
*“Arnie Dorner”*

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BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:

\_\_\_\_\_  
*“Darren Mullard”*

\_\_\_\_\_  
*“Tim Pennell”*

\_\_\_\_\_  
*“Jeff Wolgram”*

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*“Jeff Self”*

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*“Mike Logan”*