

2020

MEMORANDUM OF AGREEMENT

between the

CITY OF PITT MEADOWS

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 622

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 2020 APRIL 01 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 2016-2020 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. Article 13(b)(2) – Extended Health Plan**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Articles 13(b)(2)(i), 13(b)(2)(iii), and 13(b)(2)(v) to read as follows:

- “(i) Vision Care: When recommended by a physician or optometrist, frames, lenses and the fitting of any type of prescription glasses (including contact lenses), and laser eye surgery, up to a total payment of five hundred dollars (\$500.00) per person in a twenty-four (24) month period.”
- “(iii) Eye Exams: Coverage for eye exams in the amount of one hundred and twenty dollars (\$120.00) every two (2) years.”
- “(v) Paramedicals: Coverage for the following paramedicals:
  - massage and physiotherapy will have a combined maximum of seven hundred dollars (\$700.00) per calendar year;
  - chiropractic and naturopathy will have a combined maximum of five hundred dollars (\$500.00) per calendar year;
  - acupuncture will have a maximum of four hundred dollars (\$400.00) per calendar year;
  - podiatry will have a maximum of six hundred dollars (\$600.00) per calendar year; and
  - psychology will have a maximum of seven hundred dollars (\$700.00) per calendar year.”

**5. Article 13(b)(3) – Dental Plan**

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

- “(ii) Major (Crowns and Bridges) (Part B) – seventy percent (70%);”
- “(iv) Combined annual maximum of Parts A and B – three thousand dollars (\$3,000.00).”

**6. Article 13 – Employee Benefits**

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

- (a) eliminate the current fifteen dollar (\$15.00) maximum for paramedical reimbursement for the first three (3) visits; and

**7. Letters of Understanding**

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

- Renew “Article 12(h) of the Collective Agreement” Letter of Understanding.
- Renew “Parks and Recreation” Letter of Understanding.

**8. 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.

**9. 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.

**10. 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 13<sup>th</sup> day of July, 2021.

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE EMPLOYER:

*“Stephanie St. Jean”*

*“Laurel Williamson”*

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:

*“Neerje Harvey”*

*“Kim Reich”*