

2021

MEMORANDUM OF AGREEMENT

between the

CITY OF COQUITLAM

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 386

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF COQUITLAM (hereinafter called the "Employer"), AGREE TO RECOMMEND TO THE COQUITLAM CITY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 386 (hereinafter called the "Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2021 JANUARY 01 AND EXPIRING 2022 DECEMBER 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 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 Wage Increases**

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

- (a) Effective 2021 January 01, all hourly rates of pay that were in effect on 2020 December 31<sup>st</sup> shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2022 January 01, all hourly rates of pay that were in effect on 2021 December 31<sup>st</sup> 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. 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;
- (b) amend the Maternity and Parental Leave to align with the Employment Standards Act and incorporate the corresponding Letter of Understanding;
- (c) update gendered language throughout the Collective Agreement; and
- (d) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

**5. Discussion Items**

Upon ratification of this Memorandum of Agreement, the parties agree to establish a non-binding committee (the “Committee”) to discuss issues of mutual interest related to Hours of Work such as scheduling and the Earned Day Off program.

Within 30 calendar days of ratification, the parties will meet to begin to develop the Terms of Reference for the Committee.

The Committee’s function extends only to making recommendations to Collective Agreement language or practices by mutual agreement through either letters of understanding or the collective bargaining process. The Committee will not have any powers or authority beyond the scope as contained herein. This Committee will cease to exist at the expiration of the current Collective Agreement.

**6. 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.

**7. 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 sixty (60) calendar days from the date on which this Memorandum of Agreement is signed.

DATED this 14th day of October, 2021 in the CITY OF COQUITLAM.

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE EMPLOYER:

*“Renzo Del Negro”*

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*“Angela Christensen”*

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*“Darryl Lal”*

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*“Brian Forrester”*

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*“Kyle Van Veen”*

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BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:

*“Natasa Muhic”*

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*“Michael Fox”*

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*“Gord Willis”*

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*“Jason Friesen”*

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*“Brett Hobkirk”*

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