

2021

MEMORANDUM OF AGREEMENT

between the

CITY OF MAPLE RIDGE

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 622

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF MAPLE RIDGE (hereinafter called the "Employer"), AGREE TO RECOMMEND TO THE CITY OF MAPLE RIDGE MUNICIPAL 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 2021 APRIL 01 AND EXPIRING 2023 MARCH 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2016-2021 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 April 01 to 2023 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 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.

- (b) Effective 2022 April 01, all hourly rates of pay that were in effect on 2022 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. Extended Health Care Plan

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 as follows:

- (a) Increase per year coverage for psychological services from two hundred twenty-five dollars (\$225.00) to five hundred dollars (\$500.00);
- (b) Increase the combined maximum per year coverage for Physiotherapist, Massage Therapist, and Chiropractor from six hundred fifty dollars (\$650.00) to seven hundred dollars (\$700.00).

5. 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.

6. Committee

Upon ratification of this Memorandum of Agreement, the parties agree to establish a committee (the "Committee") to discuss the advanced placement of vacation for new hires.

Within 30 calendar days of ratification, the parties will meet to develop the Terms of Reference for the Committee. Where mutual agreement is reached between the parties on advanced placement of vacation for new hires, they shall enter into a Letter of Understanding.

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 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 Maple Ridge.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE CITY OF MAPLE RIDGE:

"Michelle Lewis"

"Christina Crabtree"

"Cynthia Ulrich"

"Chris Goney"

BARGAINING REPRESENTATIVES ON
BEHALF OF CUPE LOCAL 622:

"Neerje Dhillon"

"Kris Schmidt"

"Amelia Bowden"

"Marco Giacometti"