

2012

MEMORANDUM OF AGREEMENT

between the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1698
("the Union")

and the

FRASER VALLEY REGIONAL LIBRARY
("the Employer")

The Union bargaining committee agrees to recommend to the Union membership and the Employer bargaining committee agrees to recommend to the Fraser Valley Regional Library Board, that their new collective agreement will consist of the following:

1. **Previous Conditions**

All the terms of the 2009-2011 Collective Agreement will continue except as specifically varied below.

2. **Agreed Provisions**

All previously agreed changes will be included in the new Collective Agreement.

3. **Term of Agreement**

The term of the new Collective Agreement will be for 4 years from January 1, 2012, to December 31, 2015.

4. **Wage Increase**

- (a) Effective December 25, 2011, all hourly rates of pay will be increased by 2%.
- (b) Effective December 23, 2012, all hourly rates of pay will be increased by 2%.
- (c) Effective December 22, 2013 all hourly rates of pay will be increased by 2%.
- (d) Effective December 21, 2014 all hourly rates of pay will be increased by 2% with a wage re-opener.

5. **Benefits – Effective date of ratification unless otherwise stated**

1. Increase lifetime maximum for Extended Health Benefits from \$500,000 to \$1,000,000
2. Increase Hearing Aid coverage from \$750 every 60 months for adults and \$900 every 60 months for dependent children to \$1,000 every 60 months each for both adults and dependent children.
3. Increase Chiropractic coverage from \$500/calendar year to \$700/calendar year
4. Add Laser Eye Surgery benefit of \$500 lifetime maximum per eye
5. Remove exclusion of tissue graft from Periodontic coverage
6. Effective January 1, 2013, add coverage for dental implants under Major Restorative Services
7. a. Major services reimbursement increased from 50% to 60%
b. Effective January 1, 2015: Major services reimbursement increased from 60% to 75%
8. Orthodontic lifetime maximum to increase from \$5000 to \$7500
9. LTD: The benefit payable is sixty (60%) of monthly earnings to a maximum of four thousand dollars (\$4,000). If employees qualify for an amount of insurance in excess of four thousand dollars (\$4,000) the benefit may be increased to a maximum of five thousand dollars (\$5,000) provided evidence of good health is approved by the carrier.
10. a. Meal allowance increase to \$10
b. Effective January 1, 2014: Meal allowance to increase to \$15
11. Effective Date of Ratification: Casual Employees shall receive an amount equal to sixteen percent (16%) of their total earnings for all casual employees at the beginning of the pay period following their completion of 1,820 hours worked.
12. Amend Article 22.02 – Insurance Benefits – The premium cost of providing Extended Health benefits shall be eighty-five percent (85%) paid by the Employer and fifteen percent (15%) paid by the Employee.

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Signed on May 16, 2012.

For the Union:

Laurie Dyck
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A. Agn
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For the Employer:

M. J. Colgan
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