GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF TOWNSHIP OF ESQUIMALT

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this Way of Declary 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the Township of Esquimalt and the Canadian Union of Public Employees Local 374.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

2. **TERM OF AGREEMENT**

The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

3. **WAGE INCREASES**

Effective January 1, 2021, a two per cent (2.0%) general wage increase shall be applied to the existing wages schedules.

FOR THE UNION:

UNIT VICE PRESIDENT

CUPE LOCAL 374

RESIDENT, CUPE LOCAL 374

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Agreement to be executed this who day of MO mount in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:

July Bradly

EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION

CHAIR, GREATER VICTORIA LABOUR RELATIONS

ASSOCIATION

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF DISTRICT OF METCHOSIN

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this Way of 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the District of Metchosin and the Canadian Union of Public Employees Local 374.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

TERM OF AGREEMENT

The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

WAGE INCREASES

Effective January 1, 2021, a two per cent (2.0%) general wage increase shall be applied to the existing wages schedules.

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Agreement to be executed this Way of Carray in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER: mia Andig

FOR THE UNION:

EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION

CHAIR, GREATER VICTORIA LABOUR RELATIONS

ASSOCIATION

CUPE LOCAL 374

PRESIDENT, CUPE LOCAL 374

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF THE CITY OF COLWOOD

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this day of 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the City of Colwood and the Canadian Union of Public Employees Local 374.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

2. **TERM OF AGREEMENT**

The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

3. **WAGE INCREASES**

Effective January 1, 2021, a two per cent (2.0%) general wage increase shall be applied to the existing wages schedules.

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of day of Mclawy in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER: Inter Bradla

FOR THE UNION:

EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR

RELATIONS ASSOCIATION

CHAIR, GREATER VICTORIA LABOUR RELATIONS

ASSOCIATION

UNIT VICE PRESIDENT

PRESIDENT, CUPE LOCAL 374

CUPE LOCAL 374

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF DISTRICT OF NORTH SAANICH

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this I day of October 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the District of North Saanich and the Canadian Union of Public Employees Local 374.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

2. TERM OF AGREEMENT

The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

3. WAGE INCREASES

Effective January 1, 2021, a two per cent (2.0%) general wage increase shall be applied to the existing wages schedules.

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Agreement to be executed this <u>I How</u> day of <u>Occorder</u> in the year 2020, in the City of Victoria, Province of BC.

FOR THE EMPLOYER:

EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION

CHAIR, GREATER VICTORIA LABOUR RELATIONS

ASSOCIATION

FOR THE UNION:

PRESIDENT, CUPE LOCAL 374

UNIT VICE PRESIDEN

CUPE LOCAL 374

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF DISTRICT OF OAK BAY

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this Way of December 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the District of Oak Bay and the Canadian Union of Public Employees Local 374.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

TERM OF AGREEMENT

The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

WAGE INCREASES

Effective January 1, 2021, a two per cent (2.0%) general wage increase shall be applied to the existing wages schedules.

FOR THE EMPLOYER:

muce treating

EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION

CHAIR, GREATER VICTORIA LABOUR RELATIONS ASSOCIATION PRESIDENT, CUPE LOCAL 374

UNIT VICE PRESIDENT CUPE LOCAL 374

FOR THE UNION:

BETWEEN:

GREATER VICTORIA LABOUR RELATIONS ASSOCIATION ON BEHALF OF TOWN OF SIDNEY

AND

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

This MEMORANDUM OF AGREEMENT is entered into this \(\frac{\lambda}{\text{M}}\) day of \(\frac{\lambda}{\text{Combatter}}\) 2020, by representatives of the Greater Victoria Labour Relations Association on behalf of the Town of Sidney and the Canadian Union of Public Employees Local 374.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

The parties hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

1. PREVIOUS CONDITIONS

All of the terms and conditions of the collective agreement(s) commencing January 1, 2017 and expiring December 31, 2020 shall continue to apply except as specifically varied below.

2. TERM OF AGREEMENT

The parties agree that term shall be revised to provide for a one (1) year collective agreement from January 1, 2021 to and including December 31, 2021.

3. WAGE INCREASES

Effective January 1, 2021, a two per cent (2.0%) general wage increase shall be applied to the existing wages schedules.

FOR THE EMPLOYER:

men madly

EXECUTIVE DIRECTOR, GREATER VICTORIA LABOUR

RELATIONS ASSOCIATION

CHAIR, GREATER VICTORIA LABOUR RELATIONS

ASSOCIATION

FOR THE UNION:

UNIT VICE PRESIDENT

UPE LOCAL 374