

2025

MEMORANDUM OF AGREEMENT

between the

CITY OF NEW WESTMINSTER


and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW), LOCAL 213

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF NEW WESTMINSTER (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE NEW WESTMINSTER ELECTRICAL UTILITY COMMISSION AND THE CITY OF NEW WESTMINSTER COUNCIL;

AND


THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 213 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 APRIL 01 AND EXPIRING 2028  MARCH 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2022-2025 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

 The term of the new Collective Agreement shall be for three (3) years from 2025 April 01 to 2028 ~~2027~~ 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 Increase(s)

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

- (a) Effective 2025 April 01, all hourly rates of pay that were in effect on 2025 March 31st shall be increased by three and one-half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.



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1. Previous Conditions

All of the terms of the 2022-2025 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for three (3) years from 2025 April 01 to ²⁰²⁸ ~~2027~~ 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 Increase(s)

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

- (a) Effective 2025 April 01, all hourly rates of pay that were in effect on 2025 March 31st shall be increased by three and one-half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

- (b) Effective 2026 April 01, all hourly rates of pay that were in effect on 2026 March 31st shall be increased by three and one-half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Effective 2027 April 01, all hourly rates of pay that were in effect on 2027 March 31st shall be increased by three percent (3.00%). The new hourly rates shall be rounded to the nearest whole cent, and then effective 01 July 2027 increased by an additional twenty-five cents (\$0.25).
- (d) 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 5 – Working Conditions, Clause 5.4 Vacancies

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree amend Article 5 – Working Conditions, Clause 5.4 Vacancies to read as follows:

“5.4 Vacancies Postings

Postings for new or vacant positions will be posted electronically on the Employer’s intranet and on staff bulletin boards.”

5. Article 6 – Remuneration, Clause 6.3 Acting Manager

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 6 – Remuneration, Clause 6.3 Acting Manager to read as follows:

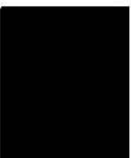
“6.3 Person In Charge (PIC)

Person In Charge is defined as an employee who has been assigned by the Department Head or delegate, to take on the added responsibility including by not limited to (Power Line technician Group) directing the operation over the Power System including the issuing of Safety Protection Guarantees, Live Line Permits, and Switching Operations to ensure the safe delivery of power to Electric Utility Customers.

Where an employee is assigned to carry out the duties and responsibilities of a PIC, the employee will be paid at the Foreperson rate plus an additional five percent (5%) for all hours worked as a PIC.”

6. Article 6 – Remuneration, Clause 6.6 Call-out

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 6 - Remuneration, Clause 6.6 Call-Out to read as follows:



“6.6 Call-out

...

- d) An employee who has been authorized by the Employer to receive a notification while off duty, and is able to deal with the problem remotely and does not have to report to a worksite, shall be paid Double time (2X) for the time actually worked, with a minimum of one (1) hours at double time for calls which do not require the employee to leave their home. Multiple notifications prior to the expiry of the one (1) hour period, will be treated as one (1) event for the purpose of pay.”

7. Article 6 – Remuneration, Clause 6.8 Shift Premium

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 6 – Remuneration, Clause 6.8 Shift Premium to read as follows:

“6.8 Shift Premium

- a) A shift premium of one dollar (\$1.00) per hour will be paid for all regular hours worked outside of the period 08:00 to 16:00 hours.
- b) Shift premium is not applicable to premium hours such as overtime, callout, etc., or to paid time not worked such as vacation, sick leave, holidays, etc.”

8. Article 7 – Vacation and Other Leaves, Clause 7.4 Bereavement Leave

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 7 – Vacation and Other Leaves, Clause 7.4 Bereavement Leave a) to read as follows:

“7.4 Bereavement Leave

- a) Any employee who has completed six (6) months of employment, may be granted Bereavement Leave without loss of pay for a period not to exceed twenty-two and one-half (22½) hours in case of death of the employee’s immediate family.
 - i) “Immediate family” means the spouse (including common-law spouse* and same sex partner), child (including step-child), ward, sibling, parent (including step-parent) guardian, grandparent, grandchild, and parent-in-law of an employee; or any other relative of the employee who lives in the employee’s household.
 - ii) “Common law spouse” means a person who has been cohabitating with an individual in a conjugal relationship for at least one (1) year prior to the individual’s death.
 - iii) The above definition of “immediate family” will be amended to reflect any changes to the Employment Standards Act of British Columbia where applicable.

- b) Any employee who qualifies for Bereavement Leave without loss of pay under Article 7.4(a) herein, and who is required both to attend to the affairs connected with the funeral and also to travel in connection with the funeral to a point outside the Lower Mainland of British Columbia (defined as the area included within the Metro Vancouver Regional District, Fraser Valley Regional District, Powell River Regional District, Squamish Lillooet Regional District and Sunshine Coast Regional District) may be granted additional leave without loss of pay for a further period of fifteen (15) hours.
- c) Requests for leave under Article 7.4(a) and (b) herein will be submitted to the General Manager or designate who will determine and approve the number of days required in each case.
- d) An employee who qualifies for Bereavement Leave without loss of pay under Article 7.4(a) herein may be granted such leave when on annual vacation if approved by the General Manager or designate. An employee who is absent on sick leave with or without pay or who is absent on Workers' Compensation, will not be entitled to such Bereavement Leave without loss of pay.
- e) Upon application to, and upon receiving the permission of the General Manager or designate, an employee may be granted leave of up to one-half (½) day, without loss of pay in order to attend a funeral as a pallbearer or a mourner in any case other than one covered by Article 7.4(a) herein."

9. **Article 7 – Vacation and Other Leaves, Clause 7.XX Maternity, Parental and Adoption Leave (NEW)**

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add a new Clause Article 7 – Vacation and Other Leaves to read as follows:

7.XX Maternity, Parental and Adoption Leave

a) **Length of Leave**

ii) **Birth Parent**

A pregnant employee will be entitled to up to seventeen (17) consecutive weeks of Maternity Leave and up to sixty-one (61) consecutive weeks of Parental Leave, all without pay. The Parental Leave must immediately follow the Maternity Leave.

In the event the birth parent dies or is totally disabled, an employee who is the non-birth parent of the child will be entitled to both Maternity and Parental Leave without pay.

iii) **Non-Birth Parent**

An employee who is the non-birth parent will be entitled to up to sixty-two (62) consecutive weeks of Parental Leave without pay. An employee

will take the leave within seventy-eight (78) weeks of the child's birth or date the child comes within the care and custody of the member.

iv) Extensions - Special Circumstances

An employee will be entitled to extend the Maternity Leave by up to an additional six (6) consecutive weeks' leave without pay where a physician certifies the employee as unable to return to work for medical reasons related to the birth.

An employee will be entitled to extend the Parental Leave by up to an additional five (5) consecutive weeks' leave without pay where the child is at least six (6) months of age before coming into the employee's care and custody and the child is certified as suffering from a physical, psychological or emotional condition.

Provided however, that in no case will the combined Maternity and Parental Leave exceed seventy-eight (78) consecutive weeks following the commencement of the leave.

b) Notice Requirements and Commencement of Leave

i) An employee who requests Parental Leave for the adoption or caring of a child will be required to provide proof of adoption or birth of the child.

ii) An employee will provide written notice, at least four (4) weeks in advance, of the intended commencement date of the Maternity and/or Parental Leave. In the case of adoption of a child, the employee will provide as much notice as possible.

iii) The Employers may require a pregnant employee to commence Maternity Leave where the duties of the employee cannot reasonably be performed because of the pregnancy. In such cases the employee's previously scheduled leave period will not be affected.

iv) An employee on Maternity Leave or Parental Leave will provide four (4) weeks of notice prior to the date they intend to return to work.

v) An employee who wishes to return to work within six (6) weeks following the actual date of the birth may be required to provide a certificate from a medical practitioner stating the employee is able to return to work.

vi) Where a pregnant employee gives birth before requesting Maternity Leave or before commencing Maternity Leave, their Maternity Leave will be deemed to have started on the date they gave birth.

c) Return to Work

On resuming employment, an employee will be reinstated in their previous or a comparable position and for the purposes of pay increments and benefits,



referenced in Paragraph (e) herein, and vacation entitlement (but not for Statutory Holidays or Sick Leave), Maternity and Parental Leave will be counted as service. Vacation pay will be prorated in accordance with the duration of the leave and an employee may elect not to take that portion of vacation which is unpaid.

d) Sick Leave

- i) An employee on Maternity Leave or Parental Leave will not be entitled to Sick Leave during the period of leave.
- ii) Subject to Paragraph (d)(i), an employee on Maternity Leave or Parental Leave who has notified their Department Head of their intention to return to work pursuant to Paragraph (b)(iv) and who subsequently suffers any illness or disability which prevents them from returning to work as scheduled, whether or not such illness or disability is related to pregnancy, will be entitled to Sick Leave benefits commencing on the first day on which they would otherwise have returned to work.

e) Benefits

- i) Dental, EHB and Life Insurance benefits will continue uninterrupted during the period of time the employee is on Maternity and/or Parental Leave provided that the employee makes arrangements prior to commencing the leave to pay their share of the benefit premiums for that period where the premiums are cost-shared. Where an employee makes arrangements to continue benefits coverage, all benefits named in this paragraph will continue.
- ii) Any purchase of pension for the leave period must be done in accordance with the Rules of the Municipal Pension Plan.”

10. Article 8 – Special Allowances, Clause 8.4 First Aid Premium

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 8 – Special Allowances, Clause 8.4 First Aid Premium to read as follows:

“8.4 First Aid Premium

- (a) Employees who are required by the Employer to perform first aid duties in addition to their normal duties, and who hold a valid WorkSafeBC Occupational First Aid Certificate, will be paid a premium in accordance with the certificate required by the Employer as follows:

Intermediate First Aid	One hundred dollars (\$100.00) per month
Advanced First Aid	one hundred and fifty dollars (\$150.00) per month

- (b) The Employer will pay course fees for the Intermediate First Aid/ Advance First Aid

course for employees who are required to have such certification.”

11. Article 9 – Employee Benefits, Clause 9.1 Extended Health Benefits Plan

Effective the first (1st) of the month following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 9 – Employee Benefits, Clause 9.1 Extended Health Benefits Plan to read as follows:

“9.1 Extended Health Benefits Plan

...

b) The Extended Health Benefits Plan will include the following coverage:

(i) Vision Care coverage in the amount of six hundred dollars (\$600.00) payable per person, per twenty-four (24) month period or six hundred dollars (\$600.00) lifetime maximum per eye for laser eye surgery when performed by a Physician or legally authorized optical provider;

(iv) The services of a clinical psychologist, clinical counsellor and social worker to a combined maximum amount of twenty-two hundred dollars (\$2,200.00) payable per person per calendar year;”

...

12. Article 9 – Employee Benefits, Clause 9.1 Extended Health Benefits Plan

Effective 01 April 2027, the Employer and the Union agree to amend Article 9 – Employee Benefits, Clause 9.1 Extended Health Benefits Plan to read as follows:

...

“e) The Extended Health Benefits Plan deductible is one hundred dollars (\$100.00) per calendar year.”

...

13. Article 9 – Employee Benefits, Clause 9.2 Dental Plan

Effective the first (1st) of the month following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 9 – Employee Benefits, Clause 9.2 Dental Plan to read as follows:

“9.2 Dental Plan

...

c) The Dental Plan will provide for the following services:

...



- (iii) Orthodontics (Plan C) -The Plan will pay for sixty percent (60%) of the approved Schedule of Fees for employees, spouses, and dependent, unmarried children to a lifetime maximum of four thousand dollars (\$4,000.00) per person.”

14. Article 9 – Employee Benefits, Clause 9.2 Dental Plan

Effective 01 April 2027, the Employers and the Union agree to amend Article 9 – Employee Benefits, Clause 9.2 Dental Plan to read as follows:

“9.2 Dental Plan

…

- c) The Dental Plan will provide for the following services:

- (i) Basic Dental Services (Plan A) - The Plan will pay for one hundred percent (100%) of the approved Schedule of Fees.”

15. Article 10 – Apprenticeships

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 10 – Apprenticeships to read as follows:

“10 Apprenticeships

- (a) Employees who are sponsored by the Employer for all or part of their Apprenticeship Program will, as a condition of their employment and participation in the Apprenticeship Program, be required to acknowledge the significant investment that the Employer is making in them and signify their agreement that should they resign from their employment either during the period when they are participating in the apprenticeship program or within thirty-six (36) months of certification from the apprenticeship program, or should the employee post into another position with the Employer other than a position within the trade the employee apprenticed in, the employee will reimburse the Employer for all costs associated with the employee's participation in the apprenticeship program which will include, but is not limited to, the costs of the courses, exams, supplies (i.e., books etc.) and anything associated with the Red Seal certification fees. The maximum amount that an employee will be required to reimburse the Employer under this provision is ten thousand dollars (\$10,000.00).
- (b) Upon successful completion of the Apprenticeship Program requirements, obtaining the Red Seal Certification, the employee shall be appointed to a permanent full-time position.”

16. Article 12 – Grievance Procedures

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 12 – Grievance to read as follows:

"12 Grievance Procedures

- a) Any difference concerning the interpretation, application or operation of this Agreement or concerning an alleged violation of this Agreement, (the "grievance"), will be finally and conclusively settled without stoppage of work in the following manner:

Step 1:

Within five (5) working days of the incident or difference arising, the employee, or the employee and a union representative, will informally bring the matter to the attention of the employee's manager or their designate.

Step 2:

If the matter is not resolved at Step 1, the union will then submit a written grievance with sufficient details to the General Manager or their designate, within ten (10) working days of the Step 1 informal meeting.

Step 3:

If the grievance is not resolved within ten (10) working days from Step 2, the union will refer the matter in writing to a representative of the Employer designated for that purpose, who will meet with the Business Agent of the Union and attempt to settle the grievance.

Step 4:

If the grievance remains unsettled ten (10) working days after being referred in writing to the said representative of the Employer, the grievance will be settled by arbitration pursuant to Article 13 of this Agreement;

- b) The time limits set out in paragraphs (i), (ii), (iii) and (iv) above may be extended by mutual agreement between the parties."

17. Article 13 – Arbitration

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 13 – Arbitration to read as follows:

"13 Arbitration

Arbitration under this Agreement will be conducted by a single arbitrator selected by the parties. Should the Union and the Employer fail to agree on an Arbitrator within the fourteen (14) calendar days, the Arbitrator will be appointed by the Minister of Labour of the Province of British Columbia. The decision of the Arbitrator will be final and binding

upon both parties and each party will bear one-half (0.5) of the expense of the Arbitrator and Arbitration.”

18. Schedule A

Effective 01 April 2026 the Employer and the Union agree to delete the Temporary Market Adjustment (Power Line Technician (PLT), PLT Foreperson, PLT Sub Foreperson, and PLT Apprentice Letter of Understanding) and permanently incorporate the ten percent (10%) market adjustment to the following positions in Schedule A:

- Power Line Technician
- Power Line Technician Foreperson
- Power Line Technician Sub-Foreperson
- Power Line Technician Apprentice

19. Schedule A

Effective 01 April 2026 the Employer and the Union agree to delete the Electrician Letter of Understanding and permanently incorporate the three percent (3.00%) IMSA premium.

- Electrician
- Sub-Foreperson Electrician
- Foreperson Electrician

20. Market Analysis

While not to be included in the Collective Agreement, within six (6) months of ratification of this Memorandum of Agreement, the Employer and Union agree that the Employer will implement a job evaluation review of the following positions:

- Sub-Foreperson Electric Meters
- Driver Helper
- Meter Technician
- Field Storekeeper

21. Letters of Understanding

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

Delete:

- #2021-02 Meter Technician Rate of Pay
- Fire Rated Clothing
- Temporary Market Adjustment (Power Line Technician (PLT), PLT Foreperson, PLT Sub Foreperson, and PLT Apprentice



- Electricians

Renew:

- Meals

22. 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) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.
- (c) delete Article 6 – Remuneration, Clause 6.3 Acting Manager
- (d) delete Article 6 – Remuneration, 6.9 Retirement pay
- (e) amend Article 11 – Layoff and Recall and replace “Competent” with “Qualified”

23. 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.

24. 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 10th day of February 2026 in the City of Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

[Redacted signature area for Employer representatives]

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

[Redacted signature area for Union representatives]

