

2025

MEMORANDUM OF AGREEMENT

between the

DISTRICT OF NORTH VANCOUVER

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE DISTRICT OF NORTH VANCOUVER (hereinafter called “the Corporation”), AGREE TO RECOMMEND TO THE NORTH VANCOUVER DISTRICT COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389 (hereinafter called “the Union”), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 JANUARY 01 AND EXPIRING 2027 DECEMBER 31 (hereinafter called the “new Collective Agreement”), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2022-2024 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

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

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

- (a) Effective 2025 January 01, all hourly rates of pay that were in effect on 2024 December 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 January 01, all hourly rates of pay that were in effect on 2025 December 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 January 01, all hourly rates of pay that were in effect on 2026 December 31st shall be increased by three percent (3.00%). The new hourly rates shall be rounded to the nearest whole cent, and then effective April 1, 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 2 – Union Security – Clause 2.3 New Employee Orientation (NEW)

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to add a new clause to Article 2 – Union Security to read as follows:

“2.3 New Employee Orientation

The Corporation shall invite the Union to participate in scheduled new employee group orientation sessions for the purpose of introduction and fostering collaboration between the Corporation and the Union.”

5. Article 4 – Hours of Work, Clause 4.10 Compressed Work Week

While not to be included in the Collective Agreement, the Corporation and the Union agree to form a working committee to discuss options for a compressed work week for Outside Employees.

6. Article 5 – Classifications and Pay, Clause 5.4 Acting in a Senior Capacity

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 5 – Classifications and Pay, Clause 5.4 Acting in a Senior Capacity to read as follows:

“5.4 Acting in Senior Capacity

- (a) Any employee (hourly rated) placed temporarily in a higher rated position than their regular position, shall be paid the higher rate of pay whilst so placed.
- (b) On every occasion that an Inside employee is temporarily required to accept the responsibilities and carry out the duties incidental to a position covered by this Agreement which is senior to the position which is normally held, the employee shall be paid for all hours actually worked that they carry out the duties of the higher rated position at the minimum rate in the scale for such higher rated position, except where the salary received in their own position is equal to or

exceeds the minimum of the higher rated position, in which case the employee shall receive the next higher rate in the pay range of the higher rated position.

For the purpose of this section, appointments of employees to a level of higher responsibility must be authorized in writing by the employee's exempt supervisor.

- (c) The Employer will advise the Union once an employee has been acting in a position for one (1) continuous year.
- (d) An employee who has been awarded a temporary full-time acting contract of twelve (12) months or more in a position senior to that which they normally hold, shall be granted annual vacation, sick leave, and statutory holiday pay at the rate for such senior position during the acting assignment.”

7. Article 5 – Classifications and Pay, Clause 5.7 Shift Premium

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to add a new section to Article 5 – Classifications and Pay, Clause 5.7 Shift Premium to read as follows:

“5.7 Shift Premium

Those classifications referenced in Schedule "C" as being eligible for shift differential shall be paid a shift differential of one dollar and twenty-five cents (\$1.25) per hour payable for all regular hours worked beyond the one hour on either side of the recognized regular daily hours of work, provided that where the majority of an employee's regular hours fall outside the period defined above, the shift premium shall be paid for all hours worked on the shift. For the purpose of this Clause, recognized regular daily hours of work are those hours defined in Clause 4.1.”

8. Article 7 – Benefits, Clause 7.2(a) Vacations (10)

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 7 – Benefits, Clause 7.2(a) Vacations (10) to read as follows:

- “(10) Any entitlement in Article 7.2 shall be reduced commensurately for an employee who is receiving Workers’ Compensation Payments for an occupational injury that occurred during service with the Corporation and is on leave, or for an employee's leave of absence without pay. In the case of a Regular Part-Time Employee, the vacation entitlement shall be on a pro-rata basis;”

9. Article 7 – Benefits, Clause 7.4 Sick Leave and Family Leave (f)

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 7 – Benefits, Clause 7.4 Family Illness to read as follows:

“(f) Family Illness

Where no one other than the employee can provide for the care of an immediate member of the employee's family (defined as spouse, child, parent and parent-in-law or any person who lives with an employee as a member of the employee's family) during an illness, an employee shall be entitled, after notifying the employee's immediate Supervisor, to use up to four (4) accumulated sick leave days per calendar year for this purpose.

In order to comply with the requirements regarding eligibility for EI Rebates, only those employees who have more than twelve (12) days' sick leave credits at the time of usage are entitled to use sick leave for family illness as outlined herein.”

...

10. Article 7 – Benefits, Clause 7.5 Bereavement Leave

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 7 – Benefits, Clause 7.5 Bereavement Leave to read as follows:

“7.5 Bereavement Leave

(a) Any employee who has completed six (6) months of employment, may be granted compassionate leave without loss of pay for a period not to exceed three (3) working days in the following events:

(1) In the case of the death of the employee's spouse (including common-law spouse and same-sex partner), child, ward, sibling, parent, parent-in-law, sibling-in-law, child-in-law, grandparent, grandchild, or guardian;

(2) In the case of the death of any person who lives with an employee as a member of the employee's family.”

...

11. Article 7 – Benefits, Clause 7.10 Medical Service Plan of British Columbia and Extended Health Benefits Plan

As soon as possible following the date of ratification of the Memorandum of Agreement, the Corporation will instruct the benefits carrier to amend Article 7 Benefits, Clause 7.10 Medical Service Plan of British Columbia and Extended Health Benefits Plan to read as follows:

- ...
- “(b) a vision care option six hundred dollars (\$600.00) per person, payable per twenty-four (24) month period;
- ...
- (e) massage practitioner and physiotherapist services to a combined maximum of one thousand dollars (\$1,000.00) per calendar year; chiropractor and naturopath services to a combined maximum of five hundred dollars (\$500.00) per calendar year; acupuncture treatments to a maximum of two hundred dollars (\$200.00) per calendar year and podiatrist services to a maximum of three hundred and fifty dollars (\$350.00) per calendar year.
- (f) Clinical Psychologists, counsellors, or other mental health services one thousand dollars (\$1,000.00) per person per calendar year.”
- ...

12. Article 7 – Benefits, Clause 7.11 Dental Plan

As soon as possible following the date of ratification of the Memorandum of Agreement, the Corporation will instruct the benefits carrier to amend Article 7 Benefits, Clause 7.11 Dental Plan to read as follows:

“7.11 Dental Plan

- ...
- (a) Basic Dental Services (Plan A) paying for ninety percent (90%) of the approved schedule of fees.
- (b) Prosthetics, Crowns and Bridges (Plan B) paying for fifty-five percent (55%) of the approved schedule of fees.
- (c) Orthodontics (Plan C) paying for fifty percent (50%) of the approved schedule of fees to a lifetime maximum of four thousand five hundred dollars (\$4,500.00) for adults and dependent children as defined by the Plan.”
- ...

13. Article 7 – Benefits, Clause 7.23 Safety Boot Allowance

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Article 7 – Benefits, Clause 7.23 Safety Boot Allowance to read as follows:

“7.23 Safety Footwear Allowance

- (a) Except as provided in paragraph (b) below, Regular Full-Time Employees who are required to wear safety footwear in accordance with WorkSafeBC regulations shall be reimbursed up to one hundred and fifty dollars (\$150.00) each year on September 1st.

- (b) Regular Full-Time Outside Employees who are assigned to the paving crew on a year-round basis shall be reimbursed up to three hundred dollars (\$300.00) each year on September 1st.”

14. Schedule C - Classes Required to Work Other Than the Normal Work Week

Effective the date of ratification of this Memorandum of Agreement, the Corporation and the Union agree to amend Schedule C – Classes Required to Work Other than the Normal Work Week to read as outlined in Appendix A.

15. Letters of Understanding

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

- (a) Renew - Hours of Work
- (b) Renew – Flexible Hours of Work – Inside Employees
- (c) Renew – Addiction Treatment Support
- (d) Renew - Compressed Work Week
- (e) Renew – Compensation Plan for Employees in the Building Inspector and Plumbing Inspector Mentorship Program

16. Labour Management

While not to be included in the Collective Agreement, the Employer and the Union agree to add the following topics to the Labour Management Meeting Agenda:

- Vacancies
- Rest Period Pay
- Amend and renew – Daylight Savings Letter of Understanding
- Amend and renew – Maplewood Children’s Farm

17. Housekeeping

Effective the date of ratification of this Memorandum of Agreement, the Corporation 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.

18. Drafting of New Collective Agreement

The Corporation 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.

19. 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 23rd day of March 2026 in the District of North Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE CORPORATION:

“Gurinder Gill”

“Michael Toland”

“Jason Johnson”

“Tanya Prevost”

“Sarah Dueck”

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

“Tony Volpe”

“Kolton Smith”

“Johnnie Tran”

“Ryan Wood”

“Appendix A”

SCHEDULE "C"

CLASSES REQUIRED TO WORK OTHER THAN THE NORMAL WORK WEEK

INSIDE EMPLOYEES

COMMITTEE CLERK SECRETARY: Employees in positions covered by the class of Committee Clerk-Secretary may work between the hours of 3:00 p.m. and 11:00 p.m.

INFORMATION TECHNOLOGY SERVICES: It is agreed between the parties - that shifts other than regular day shift may be instituted for Information Technology Services. Shift differential shall be paid for those hours which attract a premium in accordance with Article 5.7.

PLANNING

Hours of work for all Planners shall be scheduled between Monday to Thursday, 8:30 a.m. to 10:30 p.m., and on Friday between 8:30 a.m. and 4:30 p.m.

Employees will develop a proposed schedule of hours covering a two (2) week block which shall be submitted to the Supervisor for approval.

Where approval is not granted the employees may be required to have their work schedule adjusted by the Supervisor to meet the requirements of the Corporation.

In respect to the work schedule(s) the following will apply:

- Schedules shall be developed for a two (2) week period coinciding with a pay period.
- The total hours of work during the period shall equal seventy (70) hours bi-weekly.
- A maximum of twelve (12) hours may be worked in one (1) day.
- Unpaid meal breaks may vary from thirty (30) to ninety (90) minutes.
- Overtime will be paid for hours worked beyond the employees' scheduled shift, in accordance with the Overtime provisions in the Collective Agreement.
- Employees shall not be required to work more than two (2) evenings per week.
- Evening scheduled work does not have to be connected to an evening meeting.
- The employees' schedule may provide for a variable work week which would provide for a distribution of the seventy (70) hours bi-weekly over less than ten (10) working days.

- Supervisors shall not adjust an employee's work schedule that would require an employee to work a split shift.
- Where the Supervisor adjusts the employee's work schedule the employee shall have a minimum of ten (10) working days' notice of the schedule adjustment.
- Work schedules shall be submitted to the Supervisor at least two (2) weeks in advance of the commencement of the shift schedule.

MAPLEWOOD CHILDREN'S FARM: Employees in the positions covered by the class of Cashier Attendant – Children's Farm may work any five (5) days in a week with two (2) consecutive days off. The work day may be varied between the hours from 6:30 a.m. to 8:00 p.m. See related Letter of Understanding attached to the Collective Agreement.

ECOLOGY CENTRE: Employees in the positions covered by the class of Ecology Center Attendant 1 may work any five (5) days in a week with two (2) consecutive days off. The daily hours shall be from 9:00 a.m. to 5:00 p.m. Employees in the positions covered by the class of Ecology Center Attendant 2 may work any five (5) days in a week with two (2) consecutive days off. The daily hours shall be from 9:00 a.m. to 5:00 p.m. or from 12:00 p.m. noon to 8:00 p.m. The Ecology Centre Programmer and Graphics Display Technician commence work at 9:00 a.m.

BY-LAW ENFORCEMENT: For the forty (40) hour work week provision in Schedule "A", the By-Law Enforcement Supervisor may work Monday to Friday, 8:00 a.m. to 4:30 p.m. with one-half (½) hour for lunch included; the By-Law Enforcement Officer may work Sunday to Thursday or Tuesday to Saturday, 8:00 a.m. to 4:30 p.m. or 1:00 p.m. to 9:30 p.m. with one-half (½) hour for lunch included; the Parking By-Law Enforcement Officer may work Sunday to Thursday or Tuesday to Saturday, 8:00 a.m. to 4:30 p.m. or 9:00 a.m. to 5:30 p.m. with one-half (½) hour for lunch included.

TRAIL AND HABITAT COORDINATOR: Employees in the positions covered by the class of Trail and Habitat Coordinator may work any five (5) days of the seven (7) days per week with two (2) consecutive days off. The daily seven and one-half (7½) hours will be worked between the ~~period~~ **hours** of 8:00 a.m. to 10:00 p.m.

ANIMAL SERVICES: For the forty (40) hour week provision in Schedule "A", the Animal Services Coordinator, Senior Animal Services Officer and the Animal Welfare Officer may work Sunday to Thursday or Tuesday to Saturday from either 8:00 a.m. to 4:30 p.m., 9:00 a.m. to 5:30 p.m., 11:30 a.m. to 8:00 p.m., or from 1:00 p.m. to 9:30 p.m. with one-half (½) hour lunch included.

The Clerk-Animal Shelter may work any five (5) days of seven (7) days per week with two (2) consecutive days off except when there is a shift change. The daily eight (8) hours will be worked between the hours of 8:00 a.m. to 8:00 p.m. The Animal Shelter Attendant may work any five (5) days of seven (7) days per week with two (2) consecutive days off except when there is a shift change. The daily eight (8) hours will be worked between the hours of 7:00 a.m. to 9:30 p.m.

NORTH SHORE RECYCLING PROGRAM – ADMINISTRATION: Employees working in Administration positions may work any five (5) days of seven (7) days per week with two (2) consecutive days off except

when there is a shift change. The hours of work for the Recycling Assistant – Community Programs position shall allow for flexible daily schedules in order that evening and weekend assignments can be accommodated.

EMERGENCY PREPAREDNESS EDUCATION COORDINATOR: May work any five (5) days of seven (7) days per week with two (2) consecutive days off except when there is a shift change. The hours of work for the Emergency Preparedness Education Coordinator position shall allow for flexible daily schedules in order that evening and weekend assignments can be accommodated.

NORTH SHORE EMERGENCY MANAGEMENT (NSEM): Employees working in Coordinator positions may work any five (5) days of the seven (7) days per week with two (2) consecutive days off except when there is a shift change. Hours of work for Coordinators shall allow for flexible daily schedules in order to accommodate evening and weekend assignments.

Employees working in Clerk Typist positions work Monday through Friday for seven (7) consecutive hours daily. The daily seven (7) hours of work will be worked between the hours of 8:00 a.m. to 5:00 p.m.

ADMINISTRATION CLERK: Employees in positions covered by the class of Administration Clerk may work between the hours of 8:00 a.m. and 11:00 p.m.

PARK RANGER SERVICE: Employees in positions covered by the classes Supervisor, Park Ranger Service, Senior Park Ranger, and Lead Park Ranger may work any five (5) days of the seven (7) days per week with two (2) consecutive days off, except where there is a shift change. The daily eight (8) hours of work will be worked between the hours of 6:00 a.m. to 10:30 p.m.

OUTSIDE EMPLOYEES

GARAGE: Garage employees may be scheduled to work day shift from 6:30 a.m. to 3:00 p.m. or night shift from 2:30 p.m. to 11:00 p.m., Monday to Friday.

Shift differential shall be paid for those hours which attract a premium in accordance with Article 5.8.

STREET CLEANING: Various crews work Monday through Friday, 5:00 a.m. to 1:30 p.m. and 1:30 p.m. to 10:00 p.m. with one-half (½) hour for lunch in either case. Shift differential shall be paid for those hours which attract a premium in accordance with Article 5.8.

GARBAGE CREWS: Work Monday through Friday for eight and one-half (8½) consecutive hours including one-half (½) hour for lunch, with starting times which vary between 7:00 a.m. and 9:00 a.m.

SANITATION DIVISION: It is agreed that, subject to working out specific details at a later date, the Corporation shall be at liberty to implement a Monday through Saturday work week for its Scavenging Division. It is understood and agreed that each employee who might be engaged in such operations, will be entitled to two (2) consecutive days off per week.

PARKS WATERING CREWS: Individual employees work five (5) consecutive days with two (2) consecutive days off, Monday through Sunday, 4:30 p.m. to 1:00 a.m. during short spells of unusually hot summer months. Shift differential shall be paid for those hours which attract a premium in accordance with Article 5.8.

STORES: Three (3) positions work for eight and one-half (8½) consecutive hours per day including one-half (½) hour for lunch, Monday through Friday, with starting times which vary between 7:00 a.m. and 9:00 a.m.

PARKS – LITTER COLLECTION: During the months of May, June, July and August, an employee of the Parks Branch may have a work week from Wednesday to Sunday inclusive with two (2) consecutive days off. On Saturday and Sunday, (1) the work shall consist of parks litter collection and cleaning duties, (2) the work hours may commence at 9:30 a.m. and (3) the rate of pay shall be at the rate of the Schedule "B" classification of Litter Collector - Parks. Shift differential shall be paid for those hours which attract a premium in accordance with Article 5.8.

PARK RANGER: Employees in these positions covered by these classes may work any five (5) days of the seven (7) days per week with two (2) consecutive days off, except where there is a shift change. The daily eight (8) hours of work will be worked between the hours of 6:00 a.m. to 10:30 p.m.

MAPLEWOOD CHILDREN'S FARM: Employees in the positions covered by the classes of Farm Attendant and Senior Farm Attendant may work any five (5) days in a week with two (2) consecutive days off. The work day may be varied between the hours from 6:30 a.m. to 8:00 p.m. See related Letter of Understanding attached to the Collective Agreement.

PARKS IRRIGATION: The Assistant Irrigation Systems Worker may work any five (5) days of seven (7) days per week with two (2) consecutive days off, except when there is a shift change. The daily eight (8) hours will be worked between the hours of 6:00 a.m. to 11:00 p.m.

NORTH SHORE RECYCLING PROGRAM – DEPOT: Employees working in Depot positions may work any five (5) days of seven (7) days per week with two (2) consecutive days off except when there is a shift change.

WATER CONSERVATION OFFICER: The Water Conservation Officer may work any five (5) days of seven (7) days per week with two (2) consecutive days off. The daily eight (8) hours will be worked between the hours of 7:00 a.m. to 3:30 p.m., 3:00 p.m. to 11:30 p.m. and 11:00 p.m. to 7:30 a.m.

WASTE COMPLIANCE OFFICER: Employees in the positions covered by the class of Waste Compliance Officer may work any five (5) days of seven (7) days per week with two (2) consecutive days off except where there is a shift change. The daily seven (7) hours will be worked between the hours of 4:00 p.m. and 12:00 a.m.

MAINTENANCE COORDINATOR: Employees in the positions covered by the class of Maintenance Coordinator work Monday to Friday. The daily seven (7) hours will be worked between the hours of 6:00 a.m. and 10:00 p.m.

CREW LEAD – NATURAL AREAS: Employees in the positions covered by the class of Crew Lead – Natural Areas may work any five (5) days of the seven (7) days per week with two (2) consecutive days off, except where there is a shift change. The daily seven and one-half (7 ½) hours will be worked between the hours of 6:30 a.m. to 10:00 p.m.