2026

MEMORANDUM OF AGREEMENT

between the

CITY OF COQUITLAM

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 386

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF COQUITLAM (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE CITY OF COQUITLAM COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE), LOCAL 386 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2026 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 2023-2025 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 2026 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 Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

(a) 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.

(b) 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 one-half percent (0.50%).

(c) Retroactive payments arising from (a) will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

4. Article 7 – Remuneration, 7.11 Premium Pay

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 7.11 Premium Pay to read as follows:

"7.11 Premiums

(a) Shift Premiums

Except as provided elsewhere in this Collective Agreement or attached schedules, the classes of work for which shift differentials were paid under the Collective Agreement made between the Employer and the Union, shall be paid a shift differential of one dollar and fifty cents ($1.50) per hour for all regular hours worked between 6:00 p.m. and 6:00 a.m. provided however that if more than one-half (1/2) of the hours of a regular shift qualify for shift premium, then the shift premium shall be paid for all regular hours worked on that shift.

(b) Premium Pay

Employees who are required to work in a homeless camp "clean-up" shall be paid a premium of two dollars ($2.00) per hour for the actual time engaged in such work. The minimum time to be paid shall be two (2) hours.

(c) Sewer Premium

A premium of two dollars ($2.00) per hour will be paid to employees while they are in direct contact with live sewage. (The Superintendent - Operations shall determine when this premium shall be paid.)

(d) Cemetery Premium

Employees of the Cemetery Labour staff who are required to disinter bodies shall receive two (2) hours' pay per body in addition to regular pay.

(e) Spray Painting and Sand Blasting Premiums

A premium of twenty-five cents (25¢) per hour will be paid to employees engaged in spray painting and sand blasting work.

(f) Environmental Operators Certification Program (EOCP)

Public Works employees holding a valid EOCP Certification receive an hourly premium based on the highest certification level obtained, for all hours worked, as follows:

Level 1	Twenty-five cents ($0.25)
Level 2	Fifty cents ($0.50)
Level 3	Seventy-five cents ($0.75)
Level 4	One dollar ($1.00)

5. Article 9 - Employee Benefits

Effective August 1, 2026, the Employer and the Union agree to the following benefit improvements:

- Decrease the Extended Heath Plan deductible to $75.00
- Increase vision care to a maximum payable to six hundred ($600.00) per person in a twenty-four (24) month period (including coverage for laser eye surgery);
- Increase clinical psychologist or Registered Clinical Counsellor (RCC) maximum payable of one thousand five hundred dollars ($1,500.00) per person in a calendar year;
- Increase the maximum physiotherapist and registered massage therapist combined coverage to one thousand five hundred dollars ($1,500.00) per person per calendar year;
- Increase the maximum acupuncture, chiropractic and naturopath combined coverage to eight hundred ($800.00) per person per calendar year;
- Increase Dental Plan B to sixty-five percent (65%);
- Increase Dental Plan C, Lifetime Max to five thousand dollars ($5,000.00)
- Increase the Dental Premium to eighty-five percent (85%) employer paid, and fifteen percent (15%) employee paid.

6. Article 9 Benefits – Clause 9.2(b) Sick Leave Defined

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 9.2(b) Sick Leave Defined to read as follows:

"(b) Sick Leave Defined

Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or physically disabled or serious illness of a spouse.

Where no one other than the employee can provide for the needs of the employee's child or parent during an illness, an employee, upon approval of the employee's immediate Supervisor, may be granted up to *three (3) accumulated sick leave days per year for this purpose. In order to comply with the requirements regarding eligibility for EIC Rebates, only those employees who have more than twelve (12) days' sick leave credits are entitled to use sick leave for family illness as outlined herein."

**While not part of the Collective Agreement, the Employer and the Union agree that the three (3) days referenced above may also be used by a non-birthing parent for paid leave in connection with the birth or adoption of a child.*

7. Schedule E

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Schedule E as per the amended schedule in Appendix A.

8. Exclusions from the Bargaining Unit

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to a Letter of Understanding outlining the conversion of the following positions from bargaining unit positions to excluded, non-contract positions:

- Senior Paralegal
- Paralegal
- Land Surveyor
- Visual Communication Supervisor
- Network Security Analyst
- Telecommunications Supervisor
- Clerk 4

9. Heath Spending Account (HSA)

While not to be included in the Collective Agreement, the Employer and the Union agree to establish a committee consisting of two (2) Union representatives and two (2) Employer representatives to further explore and discuss the concept of a Health Spending Account (HSA).

10. Conversions

While not to be included in the Collective Agreement, as soon as possible following the date of ratification the Employer agrees to convert seven (7) positions to regular full time equivalent employee status. These positions will be posted in accordance with Article 6.7.

11. 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 reference to "premiums" from the following clauses and schedule as follows:

i. 6.5 Shift Premiums
ii. Schedule B – Note F, J, and H

12. 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.

13. 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 July, 2026 in the CITY OF VANCOUVER.

BARGAINING REPRESENTATIVES ON BEHALF OF THE EMPLOYER:	BARGAINING REPRESENTATIVES ON BEHALF OF THE UNION:
"N. Caufield"	"N. Muhic"
"G. Stuart"	"M. Richard"
	"W. Dichuk"
	"V. Sharma"

Appendix A

SCHEDULE "E"

This is Schedule "E" referred to in
Article 18 of this Agreement

BENEFITS AND WORKING CONDITIONS FOR AUXILIARY EMPLOYEES

The provisions contained in this Schedule "E" shall replace all existing provisions which are in conflict with those contained in this Schedule "E".

1. Access to each Auxiliary Seniority Pool will be extended to all Auxiliary Employees upon the conditions set forth in paragraphs 2-12 inclusive.

2. As soon as an Auxiliary Employee has worked 1200 hours within two consecutive calendar years, such employee will gain entry onto the Auxiliary seniority list in their jurisdiction, and will be deemed to possess seniority.

3. Upon gaining entry onto the Auxiliary seniority list, an employee will be credited with the number of hours worked in any class of positions, and will hold class seniority in any such class accordingly.

4. An employee who has gained entry onto the Auxiliary seniority list, will continue to accumulate class seniority in any class in which the employee works in accordance with the number of hours worked in a position within such class.

5. An Auxiliary Employee's seniority will be lost and will be considered a break in service with the Employer as the result of working less than forty (40) hours within a calendar year.

6. Where pay ranges exist, eligibility for advancement from one step to the next (increment) shall be based on the number of hours served by a Regular Full-Time Employee for such eligibility.

7. In the event of a layoff of Auxiliary Employees within a class (whether the layoff takes place within a program, a geographical area or across the entire bargaining unit) those employees having greatest seniority within the class within each Department shall be the last ones laid off.

8. Other than as might be provided for pursuant to the terms of paragraph 7 herein, no Auxiliary Employee shall have the right to bump another employee after having been laid off.

9. An Auxiliary Employee having class seniority, and having been laid off, must, if the employee wishes to be considered for future Auxiliary employment, elect to register with the Employer for future Auxiliary employment in which case such employee will be given preference in hiring for future vacancies within various classes on the basis of the employee's class seniority.

10. Registration for future Auxiliary employment will be made upon a standard form which will be signed and dated by the applicant and which will state the classes within which the applicant would be willing to accept a position. The completed form will be signed and dated by an authorized representative of the Employer, and both the applicant and the Union will be provided with a copy by way of receipt.

11. When an Auxiliary Employee who has attained class seniority, who has been laid off, and who has registered for future Auxiliary employment, also registers a desire to be taken into consideration for Auxiliary work in a class for which the employee does not possess class seniority, the employee shall be taken into consideration for appointment to a position within such new class on the basis of such employee's skills, knowledge and ability, and in any case where there is no registered applicant possessing seniority in the new class in question, and where such employee's skills, knowledge and ability are sufficient so as to render the employee qualified, then

(i) if the Auxiliary Employee is the only registered and qualified applicant, the employee shall be appointed to the said position.

(ii) if the Auxiliary Employee is one of several registered and qualified applicants, the appointment to the said position shall be based on their relative skills, knowledge and ability, and if their skills, knowledge and ability are considered to be equal, then the registered and qualified applicant possessing the greatest total Auxiliary seniority with the Employer, shall be appointed.

12. Auxiliary pool seniority may be exercised commencing at 11:59 p.m. on 1978 December 31.

13. (1) Payment in Lieu of Benefits for Auxiliary Employees

Auxiliary Employees shall be paid an amount equal to 12% of their regular earnings which premium payment shall be considered to be in lieu of all employee benefits, including those providing for time off with pay, provided however, that those Auxiliary Employees who have gained entry onto the Auxiliary Seniority list shall have such pay in lieu of benefits increased to 16% of their regular earnings. No other benefits shall be provided to Auxiliary Employees unless expressly stated in this paragraph 13.

An Auxiliary Employee who has been employed full-time for more than six (6) continuous weeks shall commence on the first day of the seventh (7^{th}) week, for the duration of full-time employment, to be designated as Temporary Full-Time. Upon being converted to Temporary Full-Time the employee shall cease to qualify for a percentage in lieu of benefits and commence serving the eligibility period for provisions applicable to Temporary Full-Time Employees.

(2) A general holiday will be treated as a normal working day for all Auxiliary Employees. Thus, an employee who works on a general holiday will be paid at straight-time rates for the normal daily hours and at normal overtime rates for any hours worked in excess of

normal daily or weekly hours. Similarly, an employee who does not work on a general holiday will not receive any pay or compensating time off in lieu of the holiday.

(3) Normal daily and weekly hours shall be deemed to be 8 and 40 respectively for all Auxiliary Employees except in the case of an Auxiliary Employee working in a position normally occupied by a full-time employee whose normal hours shall be deemed to be the normal hours of the Auxiliary Employee.

(4) (a) Any employee who is employed as an Auxiliary Employee in a position assigned to a class of positions which is recognized pursuant to the Collective Agreement as operating on a seven (7) day week basis, shall be permitted to work at straight time rates for up to eight (8) hours per day on any five (5) days during a work week.

(b) Any employee who is employed as an Auxiliary Employee in a position assigned to a class of positions which is recognized pursuant to the Collective Agreement as operating on a 6-day week basis, shall be permitted to work at straight time rates for up to eight (8) hours per day on any five (5) days during the 6-day week as defined in the Collective Agreement.

(5) None of the negotiated provisions in the 1977 Collective Agreements permitting employees to work other than the normal work week, shall be disturbed by the provisions of paragraph (4) herein.

(6) Overtime rates will be paid on the following basis to all Auxiliary Employees:

(i) Time and one-half for the first 4 hours worked in excess of the normal daily hours in a day;

(ii) Double time for hours worked beyond 4 in excess of the normal daily hours in a day;

(iii) In any case where an employee has already performed work on five days during the week, time and one-half for any hours worked prior to 12:00 noon on the sixth day of work in that week, double time for hours worked after 12:00 noon on the sixth day, and double time for all hours worked on the seventh day of work in that week.

(7) No shift differential premiums will be paid to Auxiliary Employees unless they are relieving full-time employees on shifts that would otherwise carry such premiums.

LETTER OF UNDERSTANDING

between the

CITY OF COQUITLAM
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 386
(hereinafter called "the Union")

(collectively, "the Parties")

Exclusions

As a result, the following terms and conditions of this Letter of Agreement will be executed upon the signatures of both the Employer and Union representatives and where the Union agrees to have received sufficient consideration in agreeing to the exclusion of these class specifications from the bargaining unit as follows:

1. The Union will agree to the permanent removal of the following positions from the bargaining unit including any and all work performed within these classifications and will no longer seek to represent its current or future Employees performing any functions as a member of the Union;

    - Senior Paralegal
    - Paralegal
    - Land Surveyor
    - Visual Communication Supervisor
    - Network Security Analyst
    - Telecommunications Supervisor
    - Clerk 4

2. Within thirty (30) calendar days from the date of ratification of the 2026 to 2027 Memorandum of Agreement renewing the 2023 to 2025 Collective Agreement, the Employer will meet with the Employees to outline the terms and conditions of employment as non-unionized employees;

3. Following (2) above, should any of the Employees elect to not transition out of the Union, they may remain as unionized employees represented by CUPE Local 386 however upon the permanent vacating of their position, the position and future Employees will transition out of the union and no longer be represented by CUPE Local 386;

4. As a result of this Agreement, the Union forfeits any rights or claims to these positions including but not limited to future union dues or any claims under the B.C. Labour Relations Code that the work performed within the classification as being characterized as within the Union, effective the agreed upon Transition Date;

5. Should an Employee under this Letter seek to return to the bargaining unit, they may do so under the following circumstances:

    5.1 Within 6 months from Transition Date upon written notice to the Employer, an Employee may return to the bargaining unit provided such notice and return occurring on a mutual date;

    5.2 An Employee who returns under 5.1) above will be made "whole" with respect to their unionized benefits, salary and seniority as if the transfer had not occurred;

    5.3 Under 5.1 above) an Employee agrees to forfeit any claim to management compensation or fringe benefits upon transferring back to the bargaining unit and will have their non-unionized compensation and benefits pro-rated for the period of time regarded as non-union employees;

6. Should an Employee under this Letter seek to return to the bargaining unit after they have been in the excluded position and have completed six months or more, they may do so consistent with the collective agreement and any applicable policies/procedures governing such transfers including but not limited to benefit and vacation entitlements;

7. Should there be a dispute between the parties respecting the interpretation or application of this Letter of Understanding, the Employer and the Union will agree to meet and discuss to resolve the dispute and that any dispute will not be subject to the grievance procedure as outlined in the Collective Agreement;

8. The Employer and the Union agree that this Letter is <u>with prejudice and with precedent</u> as it is related to future agreements and/or collective bargaining.

DATED 10th day of July, 2026 in the CITY OF VANCOUVER.

SIGNED ON BEHALF OF CUPE LOCAL 386:	SIGNED ON BEHALF OF THE CITY OF COQUITLAM:
"V. Sharma"	"G. Stuart"
Signature	Signature
July 10, 2026	July 10, 2026
Date	Date