

2025

MEMORANDUM OF AGREEMENT

between the

TOWNSHIP OF LANGLEY

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE TOWNSHIP OF LANGLEY (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE EMPLOYER'S COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 403 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2025 JANUARY 01 AND EXPIRING 2026 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2021-2024 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 2025 January 01 to 2026 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 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) Retroactive payments arising from (a) and (b) will be made as soon as possible following the date of ratification of this Memorandum of Agreement. Retroactive payments will be made to employees who were employed during the term of this agreement.

4. Article 3 – Bargaining Agency, Clause 3.2 Exclusions

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete the last paragraph of Clause 3.2.

5. Article 3 – Bargaining Agency, Clause 3.2 Exclusions

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 3 Exclusions to include 1 new position (previously Payroll Accounting Clerk and Payroll Clerk).

6. Article 4 – Union Security, Clause 4.6 Status Change

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 4.6 Status Change to read as follows:

“The Employer agrees to notify the Union in writing when an employee is hired. The Employer agrees to notify the Union in writing when an employee has had a change in term of an assignment, or is laid off, promoted within or the first time promoted outside of the bargaining unit, demoted, transferred, recalled, disciplined, suspended, retired, terminated, or resigned.

The Employer further agrees to include the employee’s name, classification, department, and effective date of the change in all such notifications.”

7. Article 5 – Employment Definitions, Clause 5.1 Definitions

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete the preamble of Clause 5.1 Definitions.

8. Article 5 – Employment Definitions, Clause 5.2 Status

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to delete Clause 5.2.

9. Article 6 – Wages, Salaries and Premiums, Clause 6.5 Trailer Premium

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 6.5 Trailer Premium to read as follows:

“6.5: Trailer Premium

- (a) When an employee operates a truck with a trailer attached, such employee shall receive a bonus equal to fifty cents (\$0.50) per hour for the period the employee is in charge of such combination with a minimum of four (4) hours per shift. For the purposes of this section, a trailer is defined as one (1) with a gross vehicle weight in excess of 5,400 kg.
- (b) Notwithstanding (a) above, when an employee who possesses a Class 1 Driver's License with Air Endorsement is required to operate a large tandem axle dump truck (gross vehicle weight of 25,459 kg or over) in combination with the tandem axle dump body trailer (gross weight of 17,000 kg or over), the employee shall receive a premium payment of one dollar (\$1.00) per hour for the hours so worked.”

10. Article 6 – Wages, Salaries and Premiums, Clause 6.6 Meal Premium

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 6.6 Meal Premium to read as follows:

“6.6: Meal Premium

Employees required to work more than two (2) hours' overtime, beyond their regularly scheduled day or shift, shall be entitled to a meal allowance of up to eighteen dollars (\$18.00) upon presentation of receipt.”

11. Article 6 – Wages, Salaries and Premiums, Clause 6.8 First Aid Premium for Designated Holders of WorkSafeBC Occupational First Aid Certificate

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 6.8 First Aid Premium for Designated Holders of WorkSafeBC Occupational First Aid Certificate to read as follows:

“6.8: First Aid Premium for Designated Holders of WorkSafeBC Occupational First Aid Certificates

- (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 shall be paid a premium as follows:

<u>Certificate</u>	<u>Full-Time Employees</u>	<u>Part-Time/Auxiliary Employees</u>
Intermediate	\$175 per month	\$1.00 per hour”

...

12. Article 7 – Hours of Work

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 7 - Hours of Work to read as follows:

“7.1: Schedule "A"

- (a) The regular hours of work of Inside Employees shall be seven (7) continuous hours of work (exclusive of lunch) occurring between the hours of 6:30 a.m. and 9:00 p.m., Monday through Saturday inclusive, with one (1) hour for a meal break at, or as near as possible to, the middle of the employees' hours of work. Except for those employees hired after 1995 July 20, the hours of work for inside employees (Schedule "A") will be assigned by the Employer only with the consent of the employee.
- (b) Unless specifically assigned or modified by the Employer as per (a) above, the hours of work of Inside Employees shall be seven (7) continuous hours of work occurring between 8:30 a.m. to 4:30 p.m. Monday through Friday, inclusive, with one (1) hour for meal break between 12:00 noon and 2:00 p.m.
- (c) Employees may request a reduced meal break of thirty (30) minutes instead of the standard one (1) hour by submitting the request to their manager or designate for approval. Approval is subject to operational requirements and may require an adjustment to the employee's scheduled shift to accommodate the shorter meal break. Approved reductions may be granted on an individual, intermittent, recurring, or long-term basis.
- (d) Except for emergencies, where the Employer reassigns hours of work pursuant to (a) above and such reassignment is for five (5) shifts or less, the employee shall be given five (5) calendar days' notice of such change. For changes of a longer duration, the employee shall be given twenty-one (21) calendar days' notice. Changes may be implemented earlier with the consent of the employee.
- (e) The Employer agrees to notify all new employees hired within Schedule "A" of this Agreement of the possibility of modifications of work weeks, shifts, or start times as per (a) of this Article.

7.2: Schedule "B"

The regular hours of work of Outside Employees shall be eight (8) continuous hours of work (exclusive of lunch) occurring between the hours of 8:00 a.m. and 4:30 p.m., Monday through Friday inclusive, with one-half (1/2) hour for lunch from 12:00 noon to 12:30 p.m. or as near as possible to, the middle of the employee's hours of work. An Outside Employee may, by mutual agreement with their manager, commence their shift as early as 6:00 a.m.”

7.3: Rest Break

One rest break of fifteen (15) consecutive minutes in both the morning and afternoon as near as practical to 10:00 a.m. and 3:00 p.m. (2:30 for Outside Division) shall be allowed.

The rest break of employees whose hours of work are modified under Article 7, Section 1, shall be adjusted to correspond to the modifications of the employees' hours of work.

7.4 Rest and Meal Break Allotments

Employees shall be entitled to the following allotments for rest and meal breaks:

Scheduled Hours	Unpaid Meal Break	Paid Rest Break
4 hours	n/a	1
5 hours	n/a	1
6 hours	1	1
7 hours	1	2
8 hours	1	2

7.5: Special Shift

A special shift may include Saturdays; however, no employee will be required to work more than five (5) days in a seven (7) day period without the payment of overtime rates, and further provided that any employee on special shift shall be entitled to two (2) consecutive days off, one (1) of which will be Sunday.

7.6: Schedule "C" – Non-Standard Hours and/or Non-Standard Work Weeks

Article 7.1 shall not apply to other classifications, work areas and locations who work non-standard hours or non-standard work weeks as set out in Schedule "C" of this Agreement. However, employees noted as Schedule C may request a change to their meal breaks as outline in 7.1(c)."

...

13. Article 9 – Employee Benefits, Clause 9.2 Extended Health

Effective the first of the month following ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Extended Health benefits as follows:

1. Increase Vision Care from \$500.00 to \$600.00
2. (NEW) - Clinical psychologist, Registered Psychologist, Registered Clinical Counsellor or Registered Social Worker twelve hundred dollars (\$1,200.00) per year maximum for any one (1) or a combination of the practitioners;

14. Article 9 – Employee Benefits, Clause 9.3 Dental

Effective the first of the month following ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Dental Benefits as follows:

“Dental Plan C: Orthodontics paying for sixty percent (60%) of the approved Schedule of Fees to a lifetime maximum of fifty-five hundred dollars (\$5,500.00) for employees and dependents.”

15. Article 9 – Employee Benefits, Clause 9.5 Premiums

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 9.5 Premiums as follows:

Increase Extended Health Premium to 100%

16. Article 9 – Employee Benefits, Clause 9.6 Benefits and % in Lieu - Regular Part-Time, Auxiliary, Temporary and Incentive Employees

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 9.6 to read as follows:

“9.6 Benefits and % in Lieu - Regular Part-Time, Auxiliary, Temporary and Incentive Employees

- (a) Auxiliary, Temporary and Incentive Employees shall receive fourteen percent (14%) of their base rate of pay in lieu of all benefits, including vacation and general holidays provided by the Collective Agreement and Statute. Such payment to be made on a continuing basis and included within their normal bi-weekly pay cheque.
- (b) Employees within the definition of "Regular Part-Time Employees" as set out in Article 5, Section 1(b), shall have the option of either receiving fourteen percent (14%) of their base rate of pay in lieu of all benefits or receive all benefits with Sick Leave, Annual Vacation, and Statutory Holiday benefits prorated to the actual number of hours worked per month.”

...

17. Article 9 – Employee Benefits, Clause 9.8 Sick Leave

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 9.8 Sick Leave to read as follows:

“9.8: Sick Leave

....

- (c) While it is recognized that sick leave days are to be used by an employee for their own personal illness or non-occupational injury, where a family member (meaning spouse, child, or parent) becomes ill or injured, an employee shall be entitled to use up to a maximum of four (4) of their accumulated sick days per year to provide the necessary care. Proof of illness or injury may be required.

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 are entitled to use sick leave for family illness.

...

- (f) Employees who are sick and unable to report for work shall notify their supervisor or other designated person by telephone no later than two (2) hours prior to the commencement of the shift. In the case of Telecom Operators, Arena and Facility Service Worker 1, Arena and Facility Service Worker 2, and Pool Service Workers, notification of their absence shall be provided no less than four (4) hours in advance of the commencement of their shift
 - i. It is understood that there may be circumstances in which providing notice of illness is not possible. In such cases, the employee must make every reasonable effort to notify the Employer at the earliest opportunity and to the fullest extent practicable.

18. Article 10 – Vacations and Holidays

While not to be included in the Collective Agreement, effective January 1, 2027, on a go forward basis, the Employer and the Union agree that where an Auxiliary Employee is appointed to a regular full-time position, and upon successful completion of the probationary period outlined in Article 14, the vacation entitlement of all current and future Regular Employees shall be calculated using the employee's adjusted hire date.

For the purpose of vacation entitlement, the adjusted hire date shall include all straight time hours worked as an Auxiliary Employee prior to the employee's appointment to Regular status.

19. Article 10 – Vacations and Holidays, Clause 10.7 Illness During Vacation

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 10.7 Illness During Vacation to read as follows:

“10.7: Illness During Vacation

In the event of sickness occurring while an employee is on annual vacation, the employee shall be granted extra days to compensate for such sick time; provided that a

medical certificate is supplied when the employee returns to work. An employee shall also be required to notify their manager or designate by telephone when sickness occurs during their annual vacation.”

20. Article 12 – Leaves of Absence, Clause 12.2 Bereavement

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 12.2 Bereavement to read as follows:

“12.2: Bereavement

Employees shall be given three (3) days’ leave of absence without loss of pay in the event of a death in the immediate family.

For the purposes of this section, “immediate family” shall include parent, step-parent, parent-in-law, brother, sister, grandparent, grandchild or any person who lives with an employee as a member of the employee’s family. In the case of a death of a spouse, child or step-child, the employee shall be given five (5) days’ leave of absence without loss of pay.

Employees required to travel more than three hundred (300) kilometers each way from the Township of Langley to attend a funeral for which they are entitled to bereavement leave shall be entitled to an additional two (2) days’ leave of absence without loss of pay.”

21. Article 12 – Leave of Absence, Clause 12.6 Negotiations

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 12.6 Negotiations (a) to read as follows:

“(a) The Union and the Employer may each have up to seven (7) representatives attend bargaining sessions, however, only three (3) official Union representatives shall attend bargaining sessions without loss of remuneration for the purpose of negotiating a revision or renewal of this agreement.”

22. Article 13 – Promotions

While not to be included In the Collective Agreement, the Employer agrees to include the Union on the distribution list for auxiliary bulletins.

23. Article 17 – Grievance Procedure, Clause 17.11 – Optional Grievance Investigation Procedure

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 17.11 Optional Grievance Investigation Procedure (d) to read as follows:

- “(d) The Employer and the Union have agreed that for the term of this Agreement, the following persons will be recognized as their “Investigators” for purposes of this investigation procedure:

Amanda Rogers, Robert Dieboldt, Judi Korbin

Selection of the specific individual from the above list to serve in each instance shall be by agreement of the Employer and the Union. Should the Employer and the Union fail to agree on the selection, then each may cross one name off the list above and the remaining person will be appointed.”

24. Article 19 – Special Provision, Clause 19.3 Clothing

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 19.3 Clothing (b) and (c) to read as follows:

- ...
- “(b) Boot Allowance - Blacktop Crew - Members of the blacktop crew will be entitled to one hundred and fifty dollars (\$150.00) per year boot allowance toward the purchase of suitable footwear for use when blacktopping, providing such members work a minimum of nine hundred (900) hours) on the blacktop crew during the calendar year. This payment is to be made at the request of the employee.
- (c) Regular Full-Time employees who are required by the Employer to wear safety boots in accordance with WorkSafe BC regulations shall be reimbursed one hundred and fifty dollars (\$150.00) every twenty-four (24) months upon presentation of receipt. Employees are not eligible to receive a boot allowance under both subsections (b) and (c) under Article 19.3.”

...

25. Article 21 – Labour Management Relations, Clause 21.1 – Joint Occupational Health and Safety Committee

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 21.1 – Joint Occupational Health and Safety Committee to read as follows:

“A Joint Occupational Health and Safety Committee (the “Committee”) shall be established and will abide by requirements of the Workers’ Compensation Act.

The Committee shall be composed of representatives appointed by the Employer and representatives appointed by the Union. The number of representatives will be guided by the Joint Occupational Health and Safety Committee Rules of Procedure.

The Committee shall hold meetings at least monthly and as requested by either party to provide support and make recommendations regarding all unsafe, hazardous, or dangerous

situations. Representatives of the Union shall suffer no loss of pay for attending such meetings. All meeting minutes shall be sent to both parties for review and feedback.”

**all subsequent articles will be renumbered*

26. Schedule C (6) – Telecommunications Operator IIs and IIIs

*Effective **October 1, 2025**, the Employer and the Union agree to change the Classification Pay Grades for the positions as listed below:*

SCHEDULE “A”

INSIDE DIVISION

Position Classification	Current Pay Grade	Proposed Pay Grade
Telecommunications Operator II	PG19	PG22
Telecommunications Operator III	PG21	PG24
Telecommunications Supervisor – RCMP	PG23	PG26

[...]

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to increase the shift differential from \$0.75 to \$3.00 as noted below:

SCHEDULE "C"

NON-STANDARD HOURS AND/OR NON-STANDARD WORK WEEKS

...

6. Shifts – Telecommunications Operator IIs and IIIs

- (a) The normal hours of work for Regular Full-Time Telecommunications Operators IIs and IIIs shall be twelve (12) continuous hours of work between 7:00 a.m. and 7:00 p.m. day shift and 7:00 p.m. and 7:00 a.m. night shift. The shifts will be composed of two (2) day shifts and two (2) night shifts and four (4) days off. Shift differential of three dollars (\$3.00) will be paid for the night shift. Operators will be entitled to a total of one and one-half (1½) hours in breaks (lunch, coffee) during each twelve (12) hour shift. Sick time and vacation time shall be computed on the basis of an average of a forty-two (42) hour work week and an average of 8.4 hours per day. i.e. 18 days sick x 8.4 = 151.2 hours and 15 vacation days x 8.4 = 126 hours. One (1) day off per month will be granted in lieu of statutory holidays for Regular Full-Time Employees. These Regular Full-Time Employees will also receive two (2) additional days, which can be taken at any time during the course of the year (for a total of fourteen (14) days).
- (b) Telecommunications Supervisors assigned to work as a Telecommunications Operator II or III shall work the hours of the Operator II or III.

This classification takes into account weekend premium pay.

27. Schedule C – Shift Differentials

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Schedule "C" to increase the shift differentials from seventy-five cents (\$0.75) per hour to one dollar and twenty cents (\$1.25) per hour.

28. Schedule "D" Hourly Rates of Pay

Effective the date of ratification of the Memorandum of Agreement, the Employer and the Union agree to amend Schedule D, Notes to read as follows:

"Notes:

Schedule "D" employees, where applicable, will receive salary increments in the same manner as Schedule "A" employees.

All hours worked by an employee in the classification of Recreation Worker 4 (Lifeguard/Instructor) and Recreation Worker 5 (Senior Lifeguard/Instructor) will be credited towards increment advancement in the classification of Recreation Worker 4 (Lifeguard/Instructor).

Employees in the classification of Recreation Worker 4 (Lifeguard/Instructor) who are required to work in the classification of Recreation Worker 5 (Senior Lifeguard/Instructor) will receive a premium of one dollar and forty cents (\$1.40) per hour worked in addition to their regular hourly rate of pay as a Recreation Worker 4 for all hours worked as a Recreation Worker 5 (Senior Lifeguard/Instructor) instead of the Recreation Worker 5 (Senior Lifeguard/Instructor) regular hourly rate of pay.”

29. Letters of Understanding

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

Amend and Renew

- Buyer, Intermediate Buyer and Senior Buyer Hours
- Workers' Compensation Payments
- Holiday Closures
- Recreation Instructor and Arts and Cultural Instructor

Renew

- Mechanic Apprenticeship Program
- RCMP Civilian Staff – Training
- Job Sharing
- Standby List for Christmas/New Years for Sanding/Plowing
- Winter Maintenance
- Grant Student Employment
- Posting Provisions
- Victim Support Workers
- Technical Support Specialist, Senior Technical Support Specialist, and Helpdesk Coordinator
- Graphics Technician, Senior Graphics Designer, Communication Coordinators and Web Specialist Hours of Work
- Callout During the 2009 Christmas/Holiday Closure
- Recreation Programmer/Aquatic Leader/ Fitness Rehabilitation Advisor/Parks Services Coordinator/Events Coordinator/ Recreation Leader
- Post-Secondary Educational Students Program
- Early Childhood Educator Wage Enhancement
- Statutory Holidays for Records Clerks
- Statutory Holidays for Information Officers
- Collective Agreement Application – Temporary Full-Time and Auxiliary Employees

Delete and Add to Collective Agreement

- Airport Maintenance Workers

30. Housekeeping

- (a) Delete/Update expired effective dates
- (b) Update Clause 12.9 Union Leave with “term in office” instead of 1 year
- (c) classification changes as amended throughout the term of the Collective Agreement;
- (d) revise division titles, worksite references, and facility names as amended throughout the term of the Collective Agreement;
- (e) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

34. 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.

35. 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.

36. 2027 Bargaining Round

Although this commitment will not form part of the Collective Agreement, the Union agrees that it will not provide notice to bargain before March 1, 2027.

DATED this 13th day of October, 2026 in the Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

"J. Clelland"

"S. Ruff"

"A. Ruhl."

"R. Stare"

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

"D. Brandon-Owen"

"M. Keogh"

"T. English"