2025

MEMORANDUM OF AGREEMENT

between the

VILLAGE OF LIONS BAY

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE VILLAGE OF LIONS BAY (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE VILLAGE OF LIONS BAY 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 2028 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 (4) years from 2025 January 01 to 2028 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 Increases

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) Effective 2027 January 01, all hourly rates of pay that were in effect on 2026 December 31st shall be increased by three percent and one half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

(d) Effective 2028 January 01, all hourly rates of pay that were in effect on 2027 December 31st shall be increased by three percent and one half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

(e) Retroactive payments arising from paragraph 3(a) and (b) will be made as soon as possible following the date of ratification of the Memorandum of Agreement.

4. Article 9 – Benefits

Effective 2027 January 01, the Employer and the Union agree to amend Article 9(b) and (c) to read as follows:

"(b) Extended Health Care Plan

Each Regular Full-Time Employee shall be entitled to coverage under the Extended Health Care Plan following the first day of the calendar month following one (1) month of continuous employment.

The Plan shall contain, among other benefits, coverage for:

BENEFIT	LIMIT	PER
Eye Exam	$125.00	2 insurance years
Vision Care	$500.00	2 insurance years
Hearing Exams and Aids	$700.00	Lifetime
Orthopedic shoes, diabetic equipment and supplies, ostomy supplies	$600.00	Lifetime
Nicotine patches	$350.00	Lifetime
Massage Practitioner, physiotherapist services	$900.00	Insurance year

Chiropractor, Naturopath services	$500.00	Insurance year
Acupuncture treatments	$200.00	Insurance year
Podiatrist services	$350.00	Insurance year
Clinical psychologists, counsellors and other mental health services	$900.00	Insurance year

The Extended Health Care Plan includes coverage for the spouse and dependent children of the employee, all subject to the provisions of the Plan. The Plan shall reimburse employees at the rate of eighty percent (80%) of insured eligible expenses after an annual deductible of fifty dollars ($50.00) per year.

The Employer shall pay one hundred percent (100%) of the premium.

(c) Dental Plan

Each Regular Full-Time Employee shall be entitled to coverage under the Dental Plan following the first day of the calendar month following one (1) month of continuous employment.

The Dental Plan includes coverage for the spouse and dependent children of the employee and provides reimbursement for eligible expenses as follows, all subject to the provisions of the Plan:

i. Basic Dental Services (Plan 'A') paying for eighty percent (80%) of the approved schedule of fees.

ii. Prosthetics, Crowns and Bridges (Plan 'B') paying for fifty percent (50%) of the approved schedule of fees.

iii. Orthodontics (Plan 'C') paying for fifty percent (50%) of the approved schedule of fees to a lifetime maximum of four thousand dollars ($4000.00) for adults and dependent children as defined by the Plan.

iv. The Employer shall pay one hundred (100%) of the premium."

5. Letters of Understanding

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to renew all active Letters of Understanding.

6. Housekeeping

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

(a) Delete expired effective dates;

(b) Any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

7. 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.

8. 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 29th day of January, 2026 in the Village of Lions Bay, British Columbia.

BARGAINING REPRESENTATIVES ON BEHALF OF THE EMPLOYER:

BARGAINING REPRESENTATIVES ON BEHALF OF THE UNION: