2025

MEMORANDUM OF AGREEMENT

between the

CITY OF PORT MOODY
(INSIDE)

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 825

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

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOEES, LOCAL 825 (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 three (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 Increases

(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 and one half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

(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 6, Section 7 – First Aid Premium

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

> "Employees who are designated as first aid attendants and who are required by the Employer to perform first aid duties in addition to their normal duties and who hold a valid Worker's Compensation Board Occupational Health and Safety First Aid Certificate shall be paid a premium in accordance with the certificate required by the Employer as follows:

	Regular Full-Time Employees	Regular Part-Time, Temporary & Auxiliary Employees
Intermediate First Aid	$150.00 per month	$0.90 per hour

> The Employer will pay course fees for the Intermediate First Aid course for employees who are required to have such certification."

5. Article 11 – Benefits

(a) Effective as soon as practicable following the date of ratification of this Memorandum of Agreement, subject to the terms and conditions of the Plan, the Employer and the Union agree to amend Article 11, Section 2 to read as follows:

(i) to add "including coverage for laser eye surgery" at the end of subparagraph (a)(2);

(ii) to replace "eight hundred dollars ($800.00)" with "one thousand dollars ($1,000.00)" in subparagraph(a)(9);

(iii) to increase the Plan "B" coverage from "fifty percent (50%)" to "sixty percent (60%)" in subparagraph (b); and

(iv) to increase the Plan "C" lifetime maximum from "three thousand dollars ($3,000.00)" to "four thousand dollars ($4,000.00)" in subparagraph (b).

(b) Effective January 1, 2027, subject to the terms and conditions of the Plan, the Employer and the Union agree to amend Article 11, Section 2 to replace "one thousand dollars ($1,000.00)" with "one thousand two hundred dollars ($1,200.00)" in subparagraph (a)(6).

(c) Effective as soon as practicable following the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend the second sentence of Article 11, Section 2(c) to read as follows:

"The Employer shall pay ninety percent (90%) of the premiums for Dental, and the employees shall pay ten percent (10%) of the premiums for such plan."

6. Article 13 - WCB

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to re-title Article 13 to "WorkSafeBC" and to amend Article 13 to read as follows:

"For Regular Full-Time Employees and Regular Part-Time Employees (equal to or greater than twenty (20) core hours per week), the Employer will make up Compensation Pay, including the days not covered by WorkSafeBC, to the full amount of the employee's pay provided however that such make up pay shall be charged to the employee's sick leave credits. If the employee's sick leave credits have been exhausted, then the Employer shall use the employee's other paid time off credits to make up Compensation Pay, beginning with the employee's banked overtime, then vacation, then supplementary vacation.

Temporary Full-Time Employees, Regular Part-Time Employees (less than twenty (20) core hours per week), Temporary Part-Time Employees and Auxiliary Employees will receive wage loss benefits directly from WorkSafeBC upon acceptance of their claim."

7. Article 15, Section 1 – Posting Vacancies

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 15, Section 1 to read as follows:

"It is agreed that before filling any position within the scope of the Agreement which may have a duration of five (5) months or more, shall be posted electronically and will be accessible to all employees who may be affected or interested therein, for a period of seven (7) days before such a position is filled. Such posting to contain the following information:"

The remainder of the provision remains unchanged.

8. Article 17, Section 4 – Temporary Full-Time

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add a sentence at the end of Article 17, Section 4 that reads as follows:

> "This Article does not apply to Temporary Full-time Employees backfilling Regular Full-Time Employees who are on WorkSafeBC leave, paid or unpaid sick leave, or Long Term Disability."

9. Article 21, Section 8 – Safety Footwear Allowance

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Article 21, Section 8 to read as follows:

> "Regular Full-Time and Regular Part-Time Employees, who are required to wear safety footwear in accordance with WorkSafeBC regulations, will be reimbursed to a maximum of one hundred and fifty dollars ($150.00) every twenty-four (24) months upon providing a receipt.
>
> Temporary Full-Time Employees who are required to wear safety footwear in accordance with WorkSafeBC regulations and who are initially appointed for six (6) consecutive months or greater will be reimbursed to a maximum of seventy-five dollars ($75.00) in a twelve (12) month period upon providing a receipt."

10. Schedule "I"

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

(a) Amend Letter of Understanding re Hours of Work – Communications and Events Assistant as attached to this Memorandum of Agreement as Appendix 1;

(b) Amend Letter of Understanding re Hours of Work – Full Time Committee Clerk as attached to this Memorandum of Agreement as Appendix 2; and

(c) Renew all remaining Letters of Understanding in Schedule "I".

11. Letters of Understanding

(a) While not to be included in the Collective Agreement, effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to a new Letter of Understanding re Unpaid Annual Leave - Regular Part-Time Employees as attached to this Memorandum of Agreement as Appendix 3.

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

(i) Letter of Understanding # 1 re EI Premium Rate;
(ii) Letter of Understanding #2 re Employee-Funded Long Term Disability Plan;
(iii) Letter of Understanding #3 re Layoff and Recall;
(iv) Letter of Understanding #5 re Re-Employment of Inside Auxiliary Clerk Employees;
(v) Letter of Understanding # 6 re Vacation Carryover;
(vi) Letter of Understanding #7 re Acting in a Higher Capacity; and
(vii) Letter of Understanding #8 re Recreation Positions Moved to Schedule A.

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

(i) Letter of Understanding #4 re Recreation Centre – Overnight Youth Programs.

12. <u>Housekeeping</u>

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

(a) replace reference to "five (5) calendar year period" in Article 11, Section 2(a)(3) to "sixty (60) month period";

(b) update Schedule "A" and "A-1";

(c) delete expired effective dates; and

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

13. 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.

14. 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 __1__ day of ____June_____, 2026 in the City of Port Moody.

BARGAINING REPRESENTATIVES ON BEHALF OF THE CITY OF PORT MOODY:	BARGAINING REPRESENTATIVES ON BEHALF OF THE UNION:
"A. Mathewson"	"J. Armstrong"
"P. Rockwood"	"M. Baxter"
"K. Zanon"	"S. Ewonus"
"V. Rutherford"	"N. Hayton"
"S. Malchuk"	"R. Quinoles
	"D. Nikodinovic"

This is Appendix 1 referenced in Item 10 of this Memorandum of Agreement

LETTER OF UNDERSTANDING

between the

CITY OF PORT MOODY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 825 (Inside)
(hereinafter called "the Union")

RE: HOURS OF WORK – EVENTS ASSISTANT AND EVENTS COORDINATOR

The parties to this Letter of Understanding agree to the following hours of work provisions for the positions of Regular and Temporary Events Assistant and Events Coordinator:

1. The regular hours of work will be up to seventy (70) hours bi-weekly with up to ten (10) hours worked per day between the hours of 7:00 a.m. and 1:00 a.m.

2. The work week will consist of five (5) consecutive days, Sunday through Saturday, with two (2) consecutive days off (except when changing work weeks).

Signed on Behalf of the CITY OF PORT MOODY	Signed on behalf of CUPE Local 825
"A. Mathewson"	"J. Armstrong"
Signature	
June 1, 2026	June 1, 2026
Date	

This is Appendix 2 referenced in Item 10 of this Memorandum of Agreement

LETTER OF UNDERSTANDING

between the

CITY OF PORT MOODY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 825 (Inside)
(hereinafter called "the Union")

RE: HOURS OF WORK – FULL TIME LEGISLATIVE SERVICES COORDINATOR

The parties to this Letter of Understanding agree to the following hours of work provisions for Regular and Temporary Full-Time Legislative Services Coordinator positions effective August 1, 2006:

1. The regular hours of work will be seventy (70) hours bi-weekly with up to ten (10) hours worked per day between the hours of 8:00 a.m. and 11:00 p.m.

2. The work week will consist of five (5) consecutive days, Monday through Friday, with two (2) consecutive days off.

3. This Letter of Understanding does not apply to the Legislative Services Coordinator – Freedom of Information or Legislative Services Coordinator – Records Management positions.

Signed on Behalf of the CITY OF PORT MOODY	Signed on behalf of CUPE Local 825
"A. Mathewson"	"J. Armstrong"
Signature	
June 1, 2026	June 1, 2026
Date	

This is Appendix 3 referred to in Item 11(a) of this Memorandum of Agreement.

LETTER OF UNDERSTANDING

between the

CITY OF PORT MOODY
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 825 (Inside)
(hereinafter called "the Union")

(collectively, "the Parties")

UNPAID ANNUAL LEAVE – REGULAR PART-TIME EMPLOYEES

Effective January 1, 2027, the Parties to this Letter of Understanding agree, on a without prejudice basis, that unpaid time off for annual leave for Regular Part-Time Employees shall be provided as follows:

(a) Compensation for vacation entitlement for Regular Part-Time Employees remains as set out in Article 11, Section 6 of the Collective Agreement.

(b) All Regular Part-Time Employees may elect to take unpaid time off for annual leave. Unpaid annual leave will be based on an annual full-time entitlement of three (3) weeks and will be prorated based on the employee's weekly schedule of core hours in comparison to the full-time hours for that position. For example, a Regular Part-Time Employee with a regular schedule of twenty (21) core hours per week will be entitled to sixty-three (63) hours of unpaid time off for annual leave based on a class of position with full-time hours of thirty-five (35) hours per week.

(c) In the first part calendar year of service, unpaid annual leave entitlement will be reduced proportionally for that calendar year.

(d) Hours worked in addition to the employee's regular schedule of weekly core hours will not be used to prorate the annual leave entitlement.

(e) Regular Part-Time Employees electing to make use of some or all of their annual leave entitlement shall request unpaid time off for their scheduled shifts in advance to their Department Head or their designate.

(f) Unpaid time off for annual leave shall be taken at such times when quantity and regularity of production of the work of the Employer shall not be impaired, provided that the Employer

shall endeavour to accommodate the employees in their desires regarding the time of their unpaid time off for annual leave.

(g) A Regular Part-Time Employee who experiences a significant break in service due to authorized leave of absence or illness of three (3) months or greater without pay during the course of any calendar year, shall have their unpaid annual leave entitlement reduced proportionately for that calendar year.

(h) Unused unpaid annual leave cannot be carried over to the following calendar year.

This Letter of Understanding will expire December 31, 2027 unless mutually agreed to be renewed.

DATED 1st day of June, 2026 in the City of Port Moody.

SIGNED ON BEHALF OF THE EMPLOYER:	SIGNED ON BEHALF OF THE UNION:
2026	
"A. Mathewson"	"J. Armstrong"
Signature	Signature
June 1, 2026	June 1,2026
Date	Date

MVRD/RES/DM/pr
June 01 2026 - 8:00pm