

February 10, 2026

Memorandum of Agreement

Between the

**CITY OF SURREY
(hereinafter called "the Employer")**

and the

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 402
(hereinafter called "the Union")**

THE EMPLOYER AND THE UNION HAVE REACHED A TENTATIVE AGREEMENT, SUBJECT TO RATIFICATION BY THE UNION MEMBERSHIP AND SURREY CITY COUNCIL.

THIS MEMORANDUM OF AGREEMENT IS AGREED TO AS A PACKAGE. IF THE MEMORANDUM OF AGREEMENT IS NOT RATIFIED IN ITS ENTIRETY, NONE OF ITS PROVISIONS SHALL BE BINDING ON EITHER PARTY.

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE EMPLOYER AGREE TO
RECOMMEND TO CITY OF SURREY COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES FOR THE UNION, AGREE TO RECOMMEND TO THE
UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT 2025, JANUARY 01 AND EXPIRING 2028, DECEMBER 31, 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 three (3) years from January 1, 2025 to December 31, 2028, 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 Increase

1. Effective January 1, 2025, all rates of pay which were in effect on December 31, 2024 shall be increased by **three and one half percent (3.50%)**. The new rates shall be rounded to the nearest whole cent.
2. Effective January 1, 2026, all rates of pay which were in effect on December 31, 2025 shall be increased by **three and one half percent (3.50%)**. The new rates shall be rounded to the nearest whole cent.
3. Effective January 1, 2027, all rates of pay which were in effect on December 31, 2026 shall be increased by **three and seven hundredths percent (3.70%)**. The new rates shall be rounded to the nearest whole cent.
4. Effective January 1, 2028, all rates of pay which were in effect on December 31, 2027 shall be increased by **three and one half percent (3.50%)**. The new rates shall be rounded to the nearest whole cent.

Retroactive wage payments resulting from the wage adjustments listed in items 1) and 2) above shall be processed as soon as practical following the date of ratification by City Council of the Memorandum of Agreement.

4. Article 1 Bargaining Agency

The City recognizes the Union as the sole collective bargaining agent for the employees of the City covered by this Agreement, excluding any employees who are not employed within the meaning of Section 1 of the "Labour Relations Code of B.C."

5. Article 1.1

Delete the listing of exempt positions.

6. Article 5.1 Vacations and General Holidays

(b) In the interpretation of this Clause, the following are General Holidays which shall apply, namely: Christmas Day and the day immediately following; New Year's Day; Family Day; Good Friday; Easter Monday; Canada Day; Victoria Day; B.C. Day; Labour Day; **Truth and**

Reconciliation Day; Thanksgiving Day; Remembrance Day; the birthday or the day fixed by Proclamation of the Governor-in-Council for the celebration of the birthday of the reigning Sovereign; and any day appointed by Proclamation of the Governor-in-Council as a holiday of general application throughout Canada, and any day appointed by Proclamation or Order of the Lieutenant Governor-in-Council as a holiday.

7. Article 6.6 Extended Health Benefit Plan

(a) All regular and probationary employees after three (3) months employment will be covered by one hundred percent (100%) Extended Health Benefit Plan with the standard \$150 deductible. The City will pay ~~eighty percent (80%)~~ **ninety percent (90%)** of the costs and the ~~twenty percent (20%)~~ **10 percent (10%)** deduction for employees shall be made through payroll deductions. The extended health lifetime maximum will be 2,000,000.

(b) Optical Benefit

The optical benefit is a maximum of ~~four hundred (\$400)~~ **six hundred (\$600)** every two (2) calendar years with no deductible.

8. Article 6.8 Pregnancy/Parental Leave

(h) Supplementary Employment Insurance Benefits (SEIB)

A pregnant employee who is entitled to pregnancy leave as provided for in Clause 6.8 (e) of the Collective Agreement and who has applied for and is in

receipt of Employment Insurance (EI) benefits is eligible to receive Supplementary Employment Insurance Benefit (SEIB) Plan payments. The SEIB Plan is intended to supplement EI benefits received by the employee while they are temporarily unable to work as a result of giving birth.

The SEIB Plan payments will be based on the difference between the EI benefits received plus any other earnings received by the employee, and ninety-five percent (95%) of their gross weekly earnings and is paid for the first six (6) weeks of pregnancy leave, which include the one (1) week EI waiting period.

The SEIB Plan meets the requirements of the Employment Insurance Regulations, since the SEIB payment plus the employee's weekly EI maternity benefit does not exceed the employee's normal weekly wage and the payment will not be used to reduce the employee's accumulated employment benefits, such as accumulated sick leave and vacation credits.

Income tax rules or regulations may require a payback of Employment Insurance earnings, depending on the tax rules in effect at the time the employee is receiving EI benefits. The City does not guarantee any specific level of earnings under the SEIB Plan but is liable only for the payment of the benefit as specified above. Under no circumstances will the City be responsible for any payback arising from the application of the tax rules or regulations, or from any changes to such rules or regulations.

If an employee who received benefits under the SEIB Plan does not choose to return to work for the City or returns for a period of less than six (6) months, they will be required to repay the SEIB Plan payments paid by the City. Such repayment will be pro-rated based on time worked.

9. Article 7.5 Changes in Working Conditions & Classifications

(e) Leave of Absence for Union Functions

It is agreed that official representatives of the Union be granted leave of absence, without pay, to attend Union Conventions or perform any other function on behalf of the Union and its affiliations, provided not more than ~~ten (10)~~ **twelve (12)**. Union representatives shall be away at any one time. Such leave of absence shall not affect the employee's seniority and/or benefits contained in this Agreement. Such request for leave shall not be unreasonably refused.

(f) Leave of Absence for Full-Time Union Duties

It is agreed that any employee who is elected or selected for a full-time position with ~~the Union CUPE Local 402 or any body with which the Union is affiliated~~, shall be granted a leave of absence, without pay and without loss of seniority by the City for a period up to ~~two one~~ years, and such leave may be extended ~~each year on request during the employee's term of office~~ with management approval.

It is agreed that any employee who is elected or selected for a full-time position with which the Union is affiliated shall be granted a leave of absence, without pay and without loss of seniority by the City for a period of up to one year, and such leave may be extended with management approval.

For the purpose of this section it is agreed that if any employee is granted leave of absence, there shall be no cost to the City.

10. Article 7.11 Job Class Specifications

(b) Changes in Classification

When the duties in any classification are changed or increased by the City, or where the Union and/or an employee feels unfairly or incorrectly classified, or when any position not covered by the salary and wage schedules attached hereto is established during the term of this Agreement, the rate of pay shall be subject to negotiations between the City and the Union. If the parties are unable to agree on the reclassification and/or rate of pay of the job in question, **they shall exchange all relevant information and meet to attempt to resolve the issue(s) in dispute. If they are still unable to resolve the issue(s)**, such dispute shall be submitted to the Job Classification Referee/Umpire. The new rate shall become retroactive to the employee's date of application for reclassification. The City will notify the Union every three (3) months of current reclassification applications.

11. Shift Differential

All employees of the City shall receive a shift differential of ~~one dollar (\$1.00)~~ **one dollar and twenty-five cents (\$1.25)** per hour for all scheduled hours worked on a shift other than the regular day shift.

Such differential shall not apply to the provisions of Articles 8.6, 8.7 and 8.8, of this Agreement. Day shift employees (employees who have more than half (½) of their Regular work shift in the day shift time period as defined in the Collective Agreement for Inside (Article 9.1) and Outside employees (Article 9.3)) shall receive shift differential only on straight time hours worked outside of the day shift time period.

Non day shift employees (employees who have half (½) or more than half (½) of their Regular work shift outside the day shift time period as defined in the Collective Agreement for Inside (Article 9.1) and Outside employees (Article 9.3)) shall receive shift differential on all straight time hours worked on their shift

12. Article 10.2 Promotions

- (c) An employee that has failed a trial period shall not be able to apply to that same job classification for a period of six (6) months, from the time that they have been returned to their former position. In this circumstance, the employee will be provided with timely, specific feedback outlining the reasons the trial period was unsuccessful and the skills or competencies required for future success in the role.

13. Article 13.2 Premium Pay

(d) Occupational First Aid Attendants

Designated Occupational First Aid Attendants will receive:

Sixty Dollars (\$60.00) a month for W.C.B. Level 1 Certificate

One Hundred and ~~Twenty Five~~ **Fifty Dollars (\$125.00 \$150.00)** a month for W.C.B. Level 2 Certificate

One Hundred and ~~Forty Five~~ **Seventy Five Dollars (\$145.00 \$175.00)** a month for W.C.B. Level 3 Certificate

14. Article 13.4 Provision of Clothing

- (e) The City agrees to provide: a boot allowance of ~~One Hundred Twenty Five (\$125.00)~~ **One Hundred Fifty Dollars (\$150.00)** each year to be paid in November to those employees who, as part of their everyday responsibilities, have extended exposure to hot mix asphalt and concrete on a continued regular basis. Employees working on an intermittent basis and

having extended exposure to hot mix asphalt and concrete may be eligible for compensation under Article 13.4 (a).

Regular full-time employees that are required to wear safety boots shall receive ~~\$125.00~~ **\$150.00** boot allowance every two (2) years.

15. Article 13.5 Insurance

The City will provide fire and theft insurance coverage on Tradesperson's – **Mechanic's** hand tools up to a maximum of ~~twenty five thousand dollars (\$25,000.00)~~ **thirty five thousand dollars (\$35,000.00)** for each Tradesperson, ~~on for~~ hand tools that employees are required to supply and which are approved by the Fleet & Garage Manager. Insurance coverage is limited to fire and theft ~~situations~~ **incidents occurring while performing city duties and is subject to the employee providing proof of loss and all appropriate supporting documents where the majority of tools have been destroyed by fire or stolen.**

16. Article 13.10 Report of Violations of Law, Statutes or Regulations

(a) No action will be taken by the City against an employee who reports a violation of a law, statute or regulation by the City as long as the City has been notified of the alleged violation and provided a reasonable opportunity to investigate and respond to the matter before the Union and/or the employee pursues the matter further. The City and the Union agree to advise one another promptly of any alleged violation or action to be taken.

(b) Leave for Domestic or Sexual Violence

- a) An employee is entitled, in each employment year, up to five (5) days of paid leave, up to five (5) days of unpaid leave, and up to fifteen (15) weeks of additional unpaid leave for purposes related to domestic or sexual violence, including seeking medical attention, counselling or other social or psychological services, obtaining legal or law enforcement assistance, or relocating, where the employee or an eligible person has experienced domestic or sexual violence.
- b) For the purposes of this Article, "eligible person" means a child or dependent in the care of the employee as per the Employment Standards Act.
- c) Leave under this Article may be taken in one or more units of time, including partial days.
- d) This leave entitlement shall not carry over from one employment year to the next.
- e) Employees are encouraged to provide reasonable notice of the need for leave where possible. The City may require reasonable proof, as soon as practical, that the leave was taken for a purpose permitted under this Article.

17. Schedule G – Clothing Allocation

3. Aquatics Staff (Parks, Recreation & Culture)

The City requires Aquatic Staff to wear the following and issues the following items as per the schedule below:

Initial Issue/Replacement Issue (per year)

"Regular" & "Auxiliary" Aquatic Staff

- **Two (2)** ~~One (1)~~ t-shirts or tank tops and
- **Two (2)** ~~One (1)~~ pairs of shorts or pants and one (1) bathing suit
- ~~Two (2) pair of shorts or pants~~

"Auxiliary" Aquatic Staff

- **One (1) t-shirt or tank top and**
- One (1) pair of shorts or pants and one (1) bathing suit or
- Two (2) pairs of shorts or pants

Aquatics staff are responsible for the cleaning/laundrying of the above items.

4. Recreation Facility Maintenance Workers (Parks, Recreation & Culture)

The City issues the following items for Recreation Facility Maintenance Workers, as per the schedule below:

Initial Issue (Upon Hire)

One (1) jacket

Three (3) shirts (usually 2 for winter, and 1 for Spring/Summer)

Two (2) pair of pants – **to a maximum allowance of \$200.00 per calendar year.**

Replacement Issue

One (1) jacket – every 2nd year

Three (3) shirts (usually 2 for winter, and 1 for Spring/Summer)

Two (2) pair of pants – **to a maximum allowance of \$200.00 per calendar year.**

Recreation Facility Maintenance Workers are responsible for cleaning/laundrying of the above items. Clothing requiring dry cleaning will be cleaned at the City's expense.

18. Benefits

1. Effective Date

Except as otherwise specified, all benefit enhancements set out in this Agreement shall take effect April 1, 2026, and shall apply on a go-forward basis only.

2. Psychologist / Clinical Counsellor

Coverages for services provided by a Psychologist and/or Clinical Counsellor shall be increased to a maximum of one thousand two hundred dollars (\$1,200) per calendar year.

3. Physiotherapy

Physiotherapy coverage per family shall be to a maximum of \$7500 per calendar year.

19. Other

1. Convert two (2) Early Childhood Educators to regular part-time status in the first quarter of 2026.
2. Post one (1) regular part-time Early Childhood Educator position in the first quarter of 2026.
3. Annual medical notes shall no longer be required to access registered massage therapy benefits.

20. Housekeeping

1. The parties agree that any proposals not expressly included in this Memorandum of Agreement are withdrawn.
2. All changes will become effective the date of ratification unless otherwise noted.
3. Update the Collective Agreement to correct grammatical, punctuation, formatting, and numbering errors, including commas, brackets, and spacing, without altering the intent of the language.
4. Update job titles throughout the Collective Agreement, where applicable, prior to final printing, without changing the substance or application of the Agreement.
5. All references to RCMP Support Services, including any Letters of Understanding, shall be removed prior to the printing of the Collective Agreement.
6. Letters of Understanding shall be sequentially numbered prior to final printing of the Collective Agreement.
7. The Parties agree that amended Letters of Understanding shall be identified with the notation "Amended by the Memorandum of Agreement dated [insert date]" prior to the printing of the Collective Agreement.
8. All dates that are intended to reference the new Collective Agreement will be updated as necessary by the Parties.
9. The wage tables shall be updated to reflect the changes agreed to in this Memorandum of Agreement prior to the printing of the Collective Agreement.

21. Letters of Understanding

1. Amended Letters of Understanding

- (a) #5 Shift Schedule – Bylaw Enforcement & Bylaw Services Officers
- (b) #7 Self-Directed Hours of Work – Parks, Recreation & Culture
- (c) #18 Self-Directed Hours – Survey Section
- (d) #26 Flex Work Hours Plan – Planning and Development
- (e) #28 Shift Schedule – Animal Services Officers – Bylaws Division
- (f) #29 Flex Work Hours Plan – Engineering-Traffic Operations and Development Services Section
- (g) #30 Compensation Plan for Employees in Building or Plumbing Inspector Mentorship Programs
- (h) #34 Compensation for Co-op and Technical Students
- (i) #43 Plan Checker Mentorship Program

- (j) #54 Fitness Instructor 1 & 2
- (k) #56 Non-Standard Shift Schedule – Parks Division

(Appendix A)

2. New Letters of Understanding

- (a) #XX Auxiliary Conversion - CRS
- (b) #XX Summer Work Hours – Street Section - Engineering Operations
- (c) #XX Shift Schedule - Community Patrol Officer 2 - Bylaw
- (d) #XX Shift Schedule - Enforcement Support Clerk - Bylaw
- (e) #XX Winter Maintenance Shifts – Engineering Operations

(Appendix B)

3. Letters of Understanding Signed During the Term of the Current Collective Agreement

- (a) #57 Shift Schedule - Cloverdale Fairgrounds (Labourers) – Parks Division
- (b) #58 Shift Schedule - District Energy - Engineering
- (c) #59 Shift Schedule - Civic Facilities Division – Corporate Service Department
- (d) #60 Self-Directed Hours of Work – Communications and Engagement Division - Corporate Services Department

(Appendix C)

4. OTHER LETTERS EXTERNAL TO THE COLLECTIVE AGREEMENT

- (a) 2026 Trades Wage Review
- (b) Joint Committee – Winter Maintenance & ECE
- (c) Labour Management Meetings

(Appendix D)

APPENDIX A

LETTER OF UNDERSTANDING #5

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

RE: SHIFT SCHEDULE BYLAW ENFORCEMENT OFFICERS AND BYLAW SERVICES OFFICERS

In an effort to improve service to the public, provide seven days week coverage and promote a more cost effective service, the provisions of the Collective Agreement will be specifically varied under Article 9, without prejudice and without precedent to the rights of either party as follows.

1. All regular full-time Bylaw Enforcement Officers **and Bylaw Services Officers** of the Bylaw and Licensing Department **Division** shall work a compressed work week, as specified in this Letter of Understanding.
2. The length of a shift shall be 10 hours worked, plus a thirty (30) minute unpaid lunch break, for a total of 10.5 hours.
3. Bylaw Enforcement Officers **and Bylaw Services Officers** will work a non-standard shift schedule, known as "four-on, four-off" covering a 7 day per week operation.
4. The hours of work on the non-standard work week shall be as follows, or as modified from time to time by management.

(a) Day Shift _____ 7:30 am to 6:00 pm (year-round)

(b) Afternoon/Evening Shift _____ 11:00 am to 9:30 pm (summer)
9:00 am to 7:30 pm (winter)
5. **Spring/Summer Season shall be defined as the period from April 1 to September 30, inclusive.**
Fall/Winter Season shall be defined as the period from October 1 to March 31, inclusive.
6. **During the Spring/Summer Season, employees may be regularly scheduled to work between the hours of 7:30 a.m. and 9:30 p.m.**
7. **During the Fall/Winter Season, employees may be regularly scheduled to work between the hours of 7:30 a.m. and 7:30 p.m.**
8. Overtime will be paid for hours worked beyond 10 hours per day, at rates provided in accordance with the overtime provision in Article 8, Section 6(b) of the Collective Agreement.
9. Shift differential (Article 9, Section 7 of the Collective Agreement) shall be paid only for the actual hours worked on the evening shift, that is, hours worked after 6 p.m.
10. Employees shall not receive Sunday premium pay (Article 8, section 8 of the Collective Agreement).
11. All benefit entitlements expressed in days in the collective Agreement (including vacation, sick leave and general holidays) are understood to be the hours equivalent to a standard working day (7 hours), and will be scheduled and used in hours, based on the actual length of the work day (10 hours), with the exception of general holidays (see below).

Regular full-time employees scheduled to work on a statutory holiday shall be paid in accordance with the provisions of Article 8.6 (b) of the Collective Agreement for actual hours worked. Regular employees who are not scheduled to work on the statutory holiday will receive pay for the statutory holiday in accordance with the Collective Agreement (7 hours).
12. This schedule will be implemented July 19, 2014.

13. Upon expiration, at the end of the term of the collective agreement, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.
14. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other party.
15. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.
16. Work arrangements implemented under this Letter of Understanding constitute and an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

SIGNED ON BEHALF OF THE CITY:

"Joey Brar"

"Gillian Gibson"

DATE:

June 27, 2014

SIGNED ON BEHALF OF THE UNION:

"Jeannie Kilby"

"Darcy McPartlin"

DATE:

June 27, 2014

LETTER OF UNDERSTANDING #7

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Self-Directed Hours of Work – Parks, Recreation and Culture

For the term of this collective agreement, the parties agree that in the Parks, Recreation, and Culture Department for certain classifications of employees designated below to implement a voluntary self-directed work hours plan based on the following criteria and guidelines:

1. Classifications:

Aquatic Programmer
Arts Coordinator
Business Operations Coordinator
Clerk 2, 3, 4 (CRS)
~~Communications Coordinator~~
Community Safety Coordinator
Community Service Co-ordinator 1
Community Service Co-ordinator 2
Front of House Coordinator
Functional Application Analyst 1 & 2 (Marketing)
~~Media Designer~~
Planner 1 & 2 – Parks, Recreation and Culture Department
~~Senior Marketing Communications Specialist~~
~~Web Specialist~~

Any other departments or classifications which are mutually agreed between the parties

2. The employee and the appropriate management supervisor will meet initially to determine work requirements and expectations, and will meet as needed on an ongoing basis to discuss specific problems or anticipated problems and potential solutions.
3. The Union will be advised, in a timely manner, in writing of the names, positions, departments, and basic work schedules of employees participating in the pilot project. Upon request, a written record of the hours worked by each employee during the work cycle will be provided to the Union.
4. The employee will schedule and self-manage their workload and schedule to meet operational requirements and expectations over one of the following: a 140 hour, four (4) week work cycle; a 280 hour, eight (8) week work cycle; or a 420 hour, twelve (12) week work cycle.
5. The employee may work up to twelve (12) hours a day and may work in excess of thirty-five (35) hours per week without receiving payment for overtime. Overtime will be paid for hours worked in excess of: 140 hours for the four (4) week cycle; 280 hours for an eight (8) week cycle; and 420 hours for a twelve (12) week cycle. Overtime will also be paid for any work performed on the second consecutive day of rest in the employee's basic work schedule, provided overtime is authorized in advance by the Section Manager.
6. The employee will continue to be paid their regular salary bi-weekly, and any overtime pay will be reconciled and paid at the end of: the four (4) week cycle, the eight (8) week cycle, or the twelve (12) week cycle.
7. Upon mutual agreement between the Section Manager and employee, any overtime worked may be banked and scheduled as time off in lieu of overtime payment at a mutually agreeable time.

8. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.
9. The department may end the application of this Letter of Understanding to an individual employee in the designated classifications by providing thirty (30) days written notice to the affected employee.
10. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other.
11. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

Upon expiration, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

SIGNED ON BEHALF OF THE CITY:

"Jeff Marwick"

"J. Dominato"

DATE

Nov. 9, 2000

SIGNED ON BEHALF OF THE UNION:

"Laurie Larsen"

"Margaret Krenus"

Nov. 9, 2000

LETTER OF UNDERSTANDING #18

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Self-Directed Hours – Survey Section

For the term of this collective agreement, the parties agree that in the Survey Section of the Engineering Department for certain classifications of employees designated below to implement a voluntary self-directed work hours plan based on the following criteria and guidelines:

1. Classifications:

Field Surveyor 1
Field Surveyor 2
Surveyor 3
Survey Assistant

2. The employees and the appropriate management supervisor will meet initially to determine work requirements and expectations, and will meet as needed on an ongoing basis to discuss specific problems or anticipated problems and potential solutions. All staff in the Survey Section will need to participate in the self-directed work hours plan because of the need to work in crews and have flexible crew options.
3. The criteria for the use of the self-directed hours will be discussed and jointly agreed between the survey crews and the management supervisor prior to commencement. Ongoing revisions will be discussed and jointly agreed to prior to implementation.
4. The Union will, upon request, be provided with a written record of the hours worked by each employee during the work cycle.
5. The employee may work up to twelve (12) hours a day and may work in excess of thirty-seven and a half (37.5) hours per week without receiving payment for overtime. Overtime will be paid for hours worked in excess of 450 hours for the twelve (12) week cycle.
6. The employee will continue to be paid their regular salary bi-weekly, and any overtime pay will be reconciled and paid at the end of the twelve (12) week cycle.
7. Overtime will be paid for any work performed on the second consecutive day of rest in the employee's basic work schedule, provided overtime is authorized in advance by the Section Manager.
8. Upon mutual agreement between the Section Manager and employee, any overtime worked may be banked and scheduled as time off in lieu of overtime payment at a mutually agreeable time.
9. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.
10. The Department may end the application of this Letter of Understanding to an individual employee in the designated classifications by providing thirty (30) days written notice to the affected employee.

11. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other.
12. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

For the City:

"Brian Merryweather"

Brian Merryweather

"Jeff Marwick"

Jeff Marwick

"Terry Naylor"

Terry Naylor

"September 12, 2001"

Date

For the Union:

"Laurie Larsen"

Laurie Larsen

"Jeannie Kilby"

Jeannie Kilby

"September 12, 2001"

Date

LETTER OF UNDERSTANDING #26

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Flex Work Hours Plan – Planning and Development

The parties agree that in the Long Range Planning and Area Planning Sections of the Planning and Development Department, the following positions will be eligible for a voluntary flex work hours plan based on the following criteria and guidelines:

1. Eligible Positions:
 - i. Associate Planner
 - ii. Planner 1
 - iii. Planner 2
 - iv. Senior Planner
 - v. Planning Technician 1
 - vi. Planning Technician 2
 - vii. Planning Technician 3
 - viii. Planning Analyst
 - ix. Environmental Planner
 - x. **Sustainability Planner**
 - xi. **Sustainability Planner 1**
 - xii. **Planning Analyst 1**
 - xiii. **Planning Analyst 2**
2. Employees covered by this Letter of Understanding remain allocated to a standard 35-hour workweek as defined in the Collective Agreement, Hours of Work Article 9.1. "The regular hours of work for inside employees of the City except..., shall be seven (7) hours per day, seven (7:00) A.M. to six (6:00) P.M. with one (1) hour off for lunch, Monday through Friday. It is understood that the City shall have the right to schedule employees to work within any eight (8) hour period between 7:00A.M. and 6:00 P.M...."
3. The Flex Work Hours Plan (the "Plan") will be implemented on a voluntary basis. The term "voluntary" applies to the employee's right to decide whether or not to participate. Management will provide each eligible employee with a one-time opportunity to participate. A decision not to participate is binding on the employee. Part time, term, contract and temporary employees will be ineligible to participate in the Plan.
4. Each employee who chooses to participate and the employee's manager will meet initially to determine work requirements and expectations, and will meet as needed to discuss specific problems, anticipated problems and potential resolutions.
5. The Union will be advised, in a timely manner, in writing of the names, positions, and basic work schedules of employees participating in the Plan. Upon request by the Union, a written record of the hours worked by each employee during the four (4) week work cycle will be provided to the Union.
6. Each employee involved in the Plan will schedule and self manage their workload and schedule to meet operational requirements and expectations of their position over a one hundred and forty (140) hour, four (4) week work cycle. The schedule will be developed to align with both pay periods and monthly patterns.
7. The maximum number of hours an employee may work in excess of their regular hours and receive flex work hour credit during a one hundred and forty (14) hour, four (4) week work cycle is seven (7) hours. This work in excess of regular hours must be for legitimate, management approved business needs.
8. The seven (7) hours must be taken as time off, at a mutually agreed (between the employee and manager) time in the next one hundred and forty (140) hour, four (4) week work cycle. The objective is that the employee can earn and bank up to seven hours of overtime to take as flex time off (FTO) in the next month/cycle. The overtime hours translate to FTO hours at a 1 to 1 ratio.

9. Employees are expected to take their breaks and one-hour lunch per the collective agreement. The intent of the Plan is not to work lunch periods to bank hours.
10. The employee cannot bank more than 7 FTO hours in a 4-week cycle and must take the FTO hours in the subsequent four (4) week work cycle. The first 7 hours of overtime worked by a participating employee will be automatically applied to the employee's FTO bank. If the FTO hours are not taken by the employee in the subsequent four (4) week work cycle, the FTO hours will be automatically paid out in first pay period of the next four (4) week work cycle.
11. The employee may work up to twelve (12) hours a day and may work in excess of thirty-five (35) hours per week without receiving payment for overtime. Overtime will be paid for management approved hours worked in excess of one hundred and forty-seven (147) hours for the four (4) week work cycle. Overtime will also be paid for any work performed on the second consecutive day of rest in the employee's basic work schedule, provided such overtime is authorized in advance by the Supervisor.
12. The employee will continue to be paid **their** regular salary bi-weekly, and any overtime pay owed above the 7 FTO hours will be reconciled and paid in the appropriate pay period.
13. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.
14. The Department may end the application of this Letter of Understanding to an individual employee in the designated classifications by providing thirty (30) days written notice to the affected employee.
15. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other.
16. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

Upon expiration, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

For the City:

Nicola Webb

Nicola Webb

Date:

October 20, 2009

For the Union:

Laurie Larsen

Laurie Larsen

Date:

October 20, 2009

LETTER OF UNDERSTANDING #28

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Shift Schedule – Animal Control Services Officers – Bylaws and Licensing Division

PREAMBLE:

In an effort to improve service to the public, provide seven day week coverage and to promote a more cost effective service, the provisions of the Collective Agreement will be specifically varied under Article 9, without prejudice and without precedent to the rights of either party as follows:

1. Application

This agreement applies to regular full-time staff employed in the classification of Animal Control **Services** Officer.

2. Shift Schedule

The Animal Control **Services** Officers will work a non-standard shift schedule, known as "four-on, four-off", covering a 7 day per week operation.

The Length of a shift shall be 10 hours worked, plus a thirty (30) minute unpaid lunch break, for a total of 10.5 hours. There will also be two (2) ten (10) minute paid rest periods within each shift.

The hours of work on the non-standard work week shall be as follows, or as modified from time to time by management.

(a) Day Shift 7:30 am to 6:00 pm (year-round)

(b) Afternoon/Evening Shift 9:00 am to 7:30 pm (winter)-
9:30 am to 8:00 pm (summer)

*NOTE: Summer schedule in effect each year from May 1 until September 30.

Spring/Summer Season shall be defined as the period from April 1 to September 30, inclusive.

Fall/Winter Season shall be defined as the period from October 1 to March 31, inclusive.

During the Spring/Summer Season, employees may be regularly scheduled to work between the hours of 7:30 a.m. and 8:00 p.m.

During the Fall/Winter Season, employees may be regularly scheduled to work between the hours of 7:30 a.m. and 7:30 p.m.

3. Overtime

Employees shall be paid overtime for hours worked in excess of 10 hours per day. Overtime will be paid at rates in accordance with the overtime provision in Article 8.6(b) of the Collective Agreement.

4. Shift Differential

Shift differential (Article 9.7 of the Collective Agreement), shall be paid for the actual hours worked on the evening shift, that is only hours worked after 6 p.m.

5. Sunday Premium

Employees shall not receive Sunday premium pay (Article 8, Section 8 of the Collective Agreement).

6. Statutory Holidays

Regular full-time employees scheduled to work on a statutory holiday (with the exception of Christmas Day) shall be paid in accordance with the provisions of Article 8.6 (b) of the Collective Agreement for the actual hours worked. Regular full-time employees who are not scheduled to work on the statutory holiday will receive pay for the statutory holiday in accordance with the Collective Agreement (7 hours).

Regular full-time employees who would normally be scheduled to work on Christmas Day shall receive time off with pay in accordance with the Collective Agreement (7 hours).

7. Term of Agreement

Upon expiration of the current Collective Agreement this Letter of Understanding shall be null and void and cease to have any effect in the absence of express mutual agreement between the Parties to extend its effect.

Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other party.

Where this Letter of Understanding is silent or there is a dispute about its application, the Parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

Signed this 14 day of May, 2015.

SIGNED ON BEHALF OF THE CITY:

SIGNED ON BEHALF OF THE UNION:

"Joey Brar"

"Jeannie Kilby"

DATE:

May 14, 2015

DATE:

May 14, 2015

LETTER OF UNDERSTANDING #29

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Flex Work Hours Plan – ENGINEERING-Traffic Operations Section and Development Services Section

The parties agree that in the Traffic Operations Section and Development Services Section of the Engineering Department, the following positions will be eligible for a voluntary flex work hours plan based on the following criteria and guidelines:

1. Eligible Positions:

Traffic Operations:

Engineering **Project Lead Assistant 4**

Engineering **Technologist Assistant 2**

Engineering **Project Coordinator Assistant 3**

Engineering Operations Clerk

Development Services:

Engineering **Project Lead Assistant 4**

Engineering **Technologist Assistant 2**

Engineering **Project Coordinator Assistant 3**

Engineering Operations Clerk

2. Employees covered by this Letter of Understanding remain allocated to a standard 35-hour workweek as defined in the Collective Agreement, Hours of Work Article 9.1. "The regular hours of work for inside employees of the City except..., shall be seven (7) hours per day, seven (7:00) A.M. to six (6:00) P.M. with one (1) hour off for lunch, Monday through Friday. It is understood that the City shall have the right to schedule employees to work within any eight (8) hour period between 7:00A.M. and 6:00 P.M...."
3. The Flex Work Hours Plan (the "Plan") will be implemented on a voluntary basis. The term "voluntary" applies to the employee's right to decide whether or not to participate. Management will provide each eligible employee with a one-time opportunity to participate. A decision not to participate is binding on the employee. Part time, term, contract and temporary employees will be ineligible to participate in the Plan.
4. Each employee who chooses to participate and the employee's manager will meet initially to determine work requirements and expectations, and will meet as needed to discuss specific problems, anticipated problems and potential resolutions.
5. The Union will be advised, in a timely manner, in writing of the names, positions, and basic work schedules of employees participating in the Plan. Upon request by the Union, a written record of the hours worked by each employee during the four (4) week work cycle will be provided to the Union.
6. Each employee involved in the Plan will schedule and self manage their workload and schedule to meet operational requirements and expectations of their position over a one hundred and forty (140) hour, four(4) week work cycle. The schedule will be developed to align with both pay periods and monthly patterns.
7. The maximum number of hours an employee may work in excess of their regular hours and receive flex work hour credit during a one hundred and forty (14) hour, four (4) week work cycle is seven (7) hours. This work in excess of regular hours must be for legitimate, management approved business needs.

8. The seven (7) hours must be taken as time off, at a mutually agreed (between the employee and manager) time in the next one hundred and forty (140) hour, four (4) week work cycle. The objective is that the employee can earn and bank up to seven hours of overtime to take as flex time off (FTO) in the next month/cycle. The overtime hours translate to FTO hours at a 1 to 1 ratio.
9. Employees are expected to take their breaks and one-hour lunch per the collective agreement. The intent of the Plan is not to work lunch periods to bank hours.
10. The employee cannot bank more than 7 FTO hours in a 4-week cycle and must take the FTO hours in the subsequent four (4) week work cycle. The first 7 hours of overtime worked by a participating employee will be automatically applied to the employee's FTO bank. If the FTO hours are not taken by the employee in the subsequent four (4) week work cycle, the FTO hours will be automatically paid out in first pay period of the next four (4) week work cycle.
11. The employee may work up to twelve (12) hours a day and may work in excess of thirty-five (35) hours per week without receiving payment for overtime. Overtime will be paid for management approved hours worked in excess of one hundred and forty-seven (147) hours for the four (4) week work cycle. Overtime will also be paid for any work performed on the second consecutive day of rest in the employee's basic work schedule, provided such overtime is authorized in advance by the Supervisor.
12. The employee will continue to be paid their regular salary bi-weekly, and any overtime pay owed above the 7 FTO hours will be reconciled and paid in the appropriate pay period.
13. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.
14. The Department may end the application of this Letter of Understanding to an individual employee in the designated classifications by providing thirty (30) days written notice to the affected employee.
15. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other.
16. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

Upon expiration, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

For the City:

"Nicola Webb"

Nicola Webb

Date:

November 18, 2009

For the Union:

"Laurie Larsen"

Laurie Larsen

Date:

November 18, 2009

LETTER OF UNDERSTANDING # 30

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Compensation Plan for Employees in Building or Plumbing Inspector Mentorship Programs

The parties agree to establish a compensation plan for employees enrolled in Building or Plumbing Inspector Mentorship Programs (hereafter referred to as "Program").

The parties agree this Letter of Understanding is on a without prejudice and without precedent basis.

Definitions:

Inspector Mentorship Program: A one-year **time limited** program in the Planning Department that allows an employee that is not fully qualified to learn the duties of the Building Inspector 1, **2, or 3** or a Plumbing Inspector 1 **or 2** classifications through a mentoring relationship with an experienced Inspector **and/or** Manager.

General:

The parties agree the following conditions apply to employees enrolled in the Program:

1. Fully qualified employees that are expected to perform the full scope of the Building Inspector 1, **2, or 3** or Plumbing Inspector 1 **or 2** classifications will not be included in the Program.
2. Enrolled employees that are deemed unsuccessful to continue in the Program will return to the position they occupied prior to enrollment in the Program.
3. **When a vacancy cannot be filled with a qualified individual, and there is an operational need, employees that do not meet the Provincial qualification requirements under the *Building Act* may be considered for the Program. To participate in the Program the employee will be required to obtain the Building Official In-Training (BOIT) or Plumbing Official In-Training (POIT), for the appropriate scope of practice under the *Building Act*, to be able to perform work in the Program. Employees that complete the Program will be considered for any Building Inspector 1 or Plumbing Inspector 1 vacancies that are available at the time of completion. If there are no vacancies at the time of completion the employee will return to the position they occupied prior to enrollment in the program and will be considered for future Building Inspector 1 or Plumbing Inspector 1 vacancies.**
4. **As part of the BOIT or POIT program, the employee will be required to develop and submit a training plan to the Registrar under the *Building Act*. The training plan is intended to support the employee in obtaining the knowledge and experience to fulfill the qualification and class specification scope of practice.**
5. **If at the end of the Program, or prior to, the employee obtains their full qualification under the *Building Act*, and the class specification, they will be fully awarded the position. If the employee does not obtain their full qualification under the *Building Act*, or the class specification, they will revert to their original position.**
6. The length of time permitted for an employee to participate in the Program would align with Section 11.2 of the *Building Act*, which can be summarized:
 - a. Building Inspector 1/Plumbing Inspector 1 & 2 – 12 Months;

- b. ~~Building Inspector 2/Plumbing Inspector 2~~ – 18 Months; and
c. Building Inspector 3 – 24 Months.

7. 4. Time spent enrolled in the Program will count towards salary progression in the position the employee occupied prior to enrollment in the Program.

8. 5. Compensation Table:

Progression Terms	% of rate to Job Classification
Start of program	80% of rate
Completion of 1st quarter	85% of rate
Completion of 2nd quarter	90% of rate
Completion of 3rd quarter	95% of rate

9. 6. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.

10. 7. ~~This Letter of Understanding shall continue in force until December 31, 2011 and shall remain in force thereafter until either party serves 30 days written notice to cancel it.~~ **This Letter of Understanding shall continue in force until either party serves 30 days written notice to cancel it.**

For the City:

"Jean Lamontagne"

"Joey Brar"

Date

"April 15, 2010"

For the Union:

"Laurie Larsen"

Date

"April 15, 2010"

LETTER OF UNDERSTANDING #34

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Compensation for Co-op and Technical Students

The parties agree to establish a compensation plan for students hired through a Co-op placement, from a recognized educational institution, or enrolled in a related Technical diploma, Baccalaureate program or Master's program from a recognized educational institution. The parties agree this letter of understanding is on a without prejudice and without precedent basis.

Definitions:

Co-op Placement Student: Student registered as a full-time participant in a Co-op placement program from a recognized educational institution. The program typically has a technical focus and the work experience supplements the student's educational training.

Technical Student: Student enrolled in an on-going program (degree or diploma), from a recognized educational institution, in a technical field related to engineering, the sciences, planning, environment, etc.

General:

The following general conditions apply to the Compensation Plan for Co-op and Technical students:

1. The student would be hired on a Temporary Full-time basis.
2. The Union will be advised of length of term of employment for Co-op student or Technical student.
3. The job classification the student will be nominally assigned to will be the job that best matches the majority of the required duties and with relationship to the technical field of study at the entry level of the technical field (e.g. engineering coop commencing as an Engineering Assistant 1).
4. Co-op placements and/or Technical students shall be paid no less than **seventy-five** ~~eighty~~ percent (~~80~~**75**%) of step one of the rate of pay for the job classification to which they are nominally assigned.
5. Students returning for consecutive terms of employment in the same job classification, shall progress through the compensation rates as outlined in the table below.
6. Both parties agree that if an employee does the full scope of the role and meets the minimum qualifications stated on the Class Specification, they would not fall under the Co-op/Technical Student Compensation plan.
7. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.
8. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other.

Compensation Table

Progression Terms	% of Rate to Job Classification
Completion of 1 st year education program	75 80% of rate
Completion of 2 nd year education program	80 85% of rate
Completion of 3 rd year education program	85 90% of rate

Students will follow the wage progression listed in the Table above and will not be eligible for Step increases.

Upon expiration, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

FOR THE CITY:

Nicola Webb

FOR THE UNION:

Jean Kilby

DATE:

March 19, 2013

March 19, 2013

LETTER OF UNDERSTANDING # 43

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Compensation Plan for Employees in Plan Reviewer Checker Mentorship Programs

The parties agree to establish a compensation plan for employees enrolled in Plan **Reviewer Checker** Mentorship Programs (hereafter referred to as "Program").

The parties agree this letter of understanding is on a without prejudice and without precedent basis.

Definitions:

Plan Reviewer Checker Mentorship Program: A one-year **time limited** program in the Planning Department that allows an employee that is not fully qualified to learn the duties of the Plan **Reviewer Checker** 1, 2, or 3 or 4-classifications through a mentoring relationship with an experienced Plan **Reviewer Checker** and/or a Manager.

General:

The parties agree that the following conditions shall apply to employees enrolled in the Program:

1. Fully qualified employees that are expected to perform the full scope of the Plan **Reviewer Checker** 1, 2, or 3, or 4 classifications will not be included in the Program.
2. Enrolled employees that are deemed unsuccessful to continue in the Program will return to the position they occupied prior to enrollment in the Program.
3. **When a vacancy cannot be filled with a qualified individual, and there is an operational need, employees that do not meet the Provincial qualification requirements under the *Building Act* may be considered for the Program. To participate in the Program the employee will be required to obtain the Building Official In-Training (BOIT) qualification, for the appropriate scope of practice under the *Building Act*, to be able to perform work in the Program. Employees that complete the Program will be considered for any Plan Checker vacancies that they are qualified for and that are available at the time of completion. If there are no vacancies at the time of completion the employee will return to the position they occupied prior to enrollment in the program and will be considered for future Plan Checker vacancies.**
4. As part of the BOIT program the employee will be required to develop and submit a training plan to the Registrar under the *Building Act*. The training plan is intended to support the employee in obtaining the knowledge and experience to fulfill the qualification and class specification scope of practice.
5. If at the end of the Program, or prior to, the employee obtains their full qualifications under the *Building Act*, and the class specification, they will be fully awarded the position. If the employee does not obtain their full qualification under the *Building Act* they will revert to their original position.
6. The length of time permitted for an employee to participate in the Program would align with Section 11.2 of the *Building Act*, which can be summarized:
 - a. Plan Reviewer Checker 1 – 12 Months;
 - b. Plan Reviewer Checker 2 – 18 Months; and

c. Plan Reviewer Checker 3 – 24 Months.

7. Time spent enrolled in the Program will count towards salary progression in the position the employee occupied prior to enrollment in the Program.
8. Compensation Table:

Progression Terms	% of rate to Job Classification
Start of program	80% of rate (either PC1, 2, or 3 -4)
Completion of 1st quarter	85% of rate (either PC1, 2, or 3 -4)
Completion of 2nd quarter	90% of rate (either PC1, 2, or 3 -4)
Completion of 3rd quarter	95% of rate (either PC1, 2, or 3 -4)

9. Employees that are at currently at a wage rate that is higher than the appropriate step as per the above compensation table will remain at their current rate of pay and move through the compensation scale as they progress through the mentorship program.
10. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.
11. This Letter of Understanding shall continue in force until either party serves 30 days written notice to cancel it.

For the City:

"Jean Lamontagne"

"Joey Brar"

Date

"April 15, 2010"

For the Union:

"Laurie Larsen"

Date

"April 15, 2010"

LETTER OF UNDERSTANDING #54

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Fitness Instructor 1 & 2

Whereas Speciality Program Instructor 1 staff were varied into CUPE Local 402, on January 25, 2019.

The Parties agree that the Collective Agreement applies to the Speciality Program Instructor 1 staff except as specifically varied as follows (note: Article and Section references are drawn from the 2016-2020 Collective Agreement):

1. **Article 5, Vacation and General Holidays – not applicable**
2. **Article 6, Employees' Benefits – not applicable except for Section 6.8**
3. **Article 7, Working Conditions – not applicable except for:**
 - Section 7.2, Employee Responsibility
 - Section 7.3, Picket Line Protection
 - Section 7.5 (a-d) Changes in Working Conditions and Classifications
 - Section 7.5 (e) Leave of Absence for Union Functions
 - Section 7.5 (f) Leave of Absence for Full-Time Union Duties
 - Section 7.5 (g) Leave of Absence for Public Office Duties
 - Section 7.7, Payment of Salary Increments
 - Section 7.8, Special Services Pay
 - Section 7.9, General Leave of Absence
 - Section 7.11 (a), Job Class Specification
 - Section 7.11 (b), Changes in Classification
 - Section 7.12, Provisions Regarding Municipal Employees and Mileage Allowance
 - Section 7.13 (a) Education Allowance
4. **Article 8, Wages and Salaries – Not applicable except for Sections 1(a), (b) and (d).**

Wages:

Per Schedule 'D'

Fitness Instructor 1

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
\$26.50	\$28.50	\$31.50	\$36.00

Fitness Instructor 2

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
\$28.00	\$30.00	\$33.00	\$39.00

- ~~(a) Effective with the date of ratification, Fitness Instructor 1 & 2's will be paid at the rate as noted above and progress through the range thereafter.~~
- (b) General Fitness and Personal Training Instructors to be paid at the Fitness Instructor 1 rate.
- (c) Zumba, Yoga, Pilates (excluding Reformer Pilates), Aquafit, to be paid at the Fitness Instructor 2 rate.

Note: The pay rates established for these positions through this bargaining process will not be used as comparators/benchmarks for the City's evaluation methodology for CUPE (current or future).

- (d) Effective with the date of ratification, eligible employees shall progress to the next pay level once they have accumulated 400 worked in each job code subsequent to their last progression date.

5. Article 9, Hours of Work – not applicable

Hours of work will vary and employees will be scheduled according to program operational requirements. It is understood that due to the nature of the programs, schedules are subject to cancellation or modification.

- (a) All shifts shall be a minimum of one (1) hour, except where mutually agreed to vary.
- (b) Effective with the date of ratification, any onsite program requirements will be included in the scheduled shift time, **including a minimum of six (6) minutes for each class, and up to twenty (20) minutes for classes with more complex programming or set-up and take-down needs as approved by manager.**
- (c) Additional paid work time can be requested if the shift requires to be extended (complex customer service issues, equipment issues) as approved by manager.
- (d) Training required by the City will be paid time, such as seasonal in-service sessions, corporately mandated training, and e-Learning modules as approved by manager.
- (e) The City will limit communications to those critical to shift selection and program requirements.

6. **Article 10, Seniority – not applicable except for:**

(10.1) Probationary Period. All new Fitness Instructor 1 & 2's will be subject to a probationary period of 500 hours.

Employees currently serving their probationary period will be credited with hours worked in the previously called Speciality Instructor 1 job code.

7. **Article 12, Section 4(c)**

Effective with the date of ratification, the cash settlement rates as described in Article 12, Section 4(c) will apply to Fitness Instructor 1's and 2's. The hours of service for the cash settlement rates will be determined by the eligible staff members' continuous service hours with the City. Staff that has broken service (been inactive for periods longer than one (1) year) will not have their previous service counted for the purpose of making this calculation.

Signed this 31 day of July, 2019.

SIGNED ON BEHALF OF THE CITY:	SIGNED ON BEHALF OF THE UNION:
<u>"Anita Sanghera"</u>	<u>"Darcy McPartlin"</u>
DATE:	DATE:
<u>July 31, 2019</u>	<u>July 31, 2019</u>

LETTER OF UNDERSTANDING #56

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Non-Standard Shift Schedule – Parks Division

PREAMBLE:

In an effort to provide seasonal and operational coverage for Parks Division facilities and services, the provisions of the Collective Agreement will be varied under Article 9, Hours of Work, without prejudice and without precedent to the rights of either Party as follows.

1. Application

This agreement applies to Temporary and Auxiliary staff in the classifications of Labourer in the following Parks sections: Landscape Operations & Park Partnerships and Park Facility Operations.

This agreement also applies to **Temporary and Auxiliary Community Services Assistant (CSA)** 1, 2, and 3 in Landscape Operations & Park Partnership.

This agreement also applies to Temporary and Auxiliary Structural Worker (SW) 1 in Park Facility Operations.

2. Shift Schedule

The employees ~~Labourers and CSA's in Landscape Operations & Park Partnership classifications~~ may work a non-standard shift schedule (outside of Article 9) covering a seven (7) day per week operation between the hours of ~~67:00am and 109:00pm and 7:00am to 5:30pm for Park Facility Operations~~. Employees scheduled to work full-time hours will work an eight (8) hour shift, inclusive of a thirty (30) minute unpaid lunch break and two (2) x ten (10) minute paid rest periods. Auxiliary workers will work up to an eight (8) hour shift and applicable break schedules will apply.

~~With mutual agreement, employees may commence their shifts at 6:00am as per Article 9.3 (a).~~

3. Overtime

Overtime will be paid for hours worked beyond the eight (8) hour shift per day or forty (40) hours per work week. A workweek is considered Sunday through Saturday.

4. Shift Differential

Shift differential (Article 9.6 of the Collective Agreement) shall be paid for the actual hours worked.

5. Sunday Premium

Employees shall receive Sunday premium pay (Article 8.8 of the Collective Agreement) for the actual hours worked.

6. Statutory Holidays

Employees scheduled to work on a statutory holiday will be paid in accordance with the provisions of Article 8.6 of the Collective Agreement for the actual hours worked.

7. Term of Agreement

Upon expiration, ~~on December 31, 2024~~, this Letter of Understanding will be null and void and cease to have any effect in the absence of written agreement between the Parties to extend its effect.

Either Party may terminate the provisions of the Letter of Understanding by providing thirty (30) days written notice to the other Party.

Where this Letter of Understanding is silent or there is a dispute about its application, the Parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

All other Articles of the Collective Agreement shall apply and continue to be in effect.

Signed this 25 day of November, 2021

SIGNED ON BEHALF OF THE CITY:

SIGNED ON BEHALF OF THE UNION:

"Joey Brar"

" Jeannie Kilby"

"Anita Sanghera"

"Darcy McPartlin"

November 25, 2021

November 25, 2021

Date

Date

APPENDIX B

LETTER OF UNDERSTANDING #XX

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

RE: Auxiliary Conversion – Community & Recreation Services (CRS)

The Parties agree to establish a formal process when reviewing potential conversions of auxiliary CRS employees to regular Part-Time status. The parties agree this letter of understanding is on a without prejudice and without precedent basis.

In assessing potential conversions, the following Auxiliary Conversion Criteria shall apply. This is intended to demonstrate the operational requirement for new regular positions at the City.

Auxiliary Conversion Criteria:

Eligible employees are those who have worked a minimum of twenty-one (21) hours per week for forty-eight (48) weeks and more than one thousand and eight (1008) hours in each full calendar year for a period of three (3) consecutive calendar years. The Employer may, at its discretion, deem this requirement satisfied where an employee has worked an average of forty-eight (48) weeks and more than one thousand and eight (1008) hours per year over the three-year period, rather than meeting the minimum in each individual calendar year. If the employee declines the offer, the position will not be posted.

We recognize that auxiliary employees may pick up shifts in different job codes or across different recreation facilities. Accordingly, all hours worked within the CRS Division that are of a similar nature will be considered (for example, Weight Room Attendant and Front Desk are similar customer facing positions). The Division Manager will determine the appropriate class specification and location for any regular status position.

The Employer and the Union shall meet no less than every six (6) months to review the hours worked by auxiliary employees within CRS. The first review of potential conversions will be based on hours worked in 2024, 2025, and 2026.

Upon expiration of the collective agreement, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

SIGNED ON BEHALF OF THE CITY:



SIGNED ON BEHALF OF THE UNION:



DATE:

10 Feb 2026

DATE:

10 Feb 2026

LETTER OF UNDERSTANDING #XX

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Summer Work Hours – Engineering Operations – Streets Section

1. Application

This agreement applies to all staff employed in Engineering Operations, Streets Section, for the period from June 1 to September 30.

2. Shift Schedule

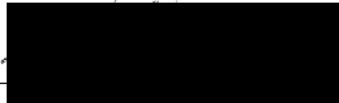
During the period from June 1 to September 30, employees in the Streets Section of Engineering Operations may commence their regular shift at 7:00 a.m. with the approval of their Division Manager or its designate.

All other Articles of the Collective Agreement shall apply and continue to be in effect.

SIGNED ON BEHALF OF THE CITY:



SIGNED ON BEHALF OF THE UNION:



DATE:

10 - Feb - 2026

DATE:

10 Feb 2026

LETTER OF UNDERSTANDING #XX

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

RE: Shift Schedule – Community Patrol Officer 2

The Parties have entered into this Letter of Understanding to establish work practices and scheduling for Community Patrol Officer 2's in the Bylaw Services Division. In an effort to provide enhanced service to our residents, and to provide seven day per week coverage, the provisions of the Collective Agreement will be specifically varied without prejudice and without precedent to the rights of either party as follows:

1. This agreement applies to employees in the Community Patrol Officer 2 job classification.
2. The length of a regular shift shall be 10 hours worked, plus a thirty (30) minute unpaid lunch break and two paid ten (10) minute rest periods, for a total of 10.5 hours.
3. Community Patrol Officer 2's will work a shift schedule, known as "four-on, four-off" covering a 7 day per week operation.
4. Employees may be regularly scheduled between the hours of 5:00 a.m. (start time) and 3:00 a.m. (end time). The City will provide a minimum of 72 hours' notice of any change of regular work schedule.
5. Overtime will be paid for hours worked beyond 10 hours per day, at rates provided in accordance with the overtime provisions in Article 8.6 of the Collective Agreement.
6. Shift differential (Article 9, Section 7 of the collective agreement) shall only be paid for the actual hours worked on the evening shift, that is, hours worked after 6:00 p.m.
7. Employees shall not receive Sunday premium pay (Article 8.8 of the Collective Agreement).
8. All benefits entitlements expressed in days in the Collective Agreement (including vacation, sick leave and general holidays) are understood to be the hours equivalent to a standard working day (7 hours) and will be scheduled and used in hours, based on the actual length of the work day (10 hours), with the exception of general holidays (see below).
9. Regular Full-Time employees scheduled to work on a general holiday shall be paid in accordance with the provisions of Article 8.6 (b) of the Collective Agreement for actual hours worked. Regular Full-Time employees who are not scheduled to work on the statutory holiday will receive pay for the statutory holiday in accordance

with the Collective Agreement (7 hours).

10. Upon expiration of the collective agreement, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.
11. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.
12. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 37 of the Employment Standards Act.

SIGNED ON BEHALF OF THE CITY:



SIGNED ON BEHALF OF THE UNION:



DATE:

10 - Feb - 2026

DATE:

10 Feb 2026

LETTER OF UNDERSTANDING #XX

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

RE: Shift Schedule – Enforcement Support Clerk (Clerk 3)

The Parties have entered into this Letter of Understanding to establish work practices and scheduling for Enforcement Support Clerk (Clerk 3) in the Bylaw Services Division. In an effort to provide enhanced service to our residents, and to provide seven day per week coverage, the provisions of the Collective Agreement will be specifically varied without prejudice and without precedent to the rights of either party as follows:

1. This agreement applies to employees in the Clerk 3 job classification.
2. The length of a regular shift shall be 10 hours worked, plus a thirty (30) minute unpaid lunch break and two paid ten (10) minute rest periods, for a total of 10.5 hours.
3. Employees will work a shift schedule, known as “four-on, four-off” covering a 7 day per week operation.
4. Employees may be regularly scheduled between the hours of 5:00 a.m. (start time) and 3:00 a.m. (end time). The City will provide a minimum of 72 hours’ notice of any change of regular work schedule.
5. Overtime will be paid for hours worked beyond 10 hours per day, at rates provided in accordance with the overtime provisions in Article 8.6 of the Collective Agreement.
6. Shift differential (Article 9, Section 7 of the collective agreement) shall only be paid for the actual hours worked on the evening shift, that is, hours worked after 6:00 p.m.
7. Employees shall not receive Sunday premium pay (Article 8.8 of the Collective Agreement).
8. All benefits entitlements expressed in days in the Collective Agreement (including vacation, sick leave and general holidays) are understood to be the hours equivalent to a standard working day (7 hours) and will be scheduled and used in hours, based on the actual length of the work day (10 hours), with the exception of general holidays (see below).
9. Regular Full-Time employees scheduled to work on a general holiday shall be paid in accordance with the provisions of Article 8.6 (b) of the Collective Agreement for actual hours worked. Regular Full-Time employees who are not scheduled to work on the statutory holiday will receive pay for the statutory holiday in

accordance with the Collective Agreement (7 hours).

10. Upon expiration of the collective agreement, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.
11. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.
12. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 37 of the Employment Standards Act.

SIGNED ON BEHALF OF THE CITY:



SIGNED ON BEHALF OF THE UNION:



DATE:

10 Feb 2026

DATE:

10 Feb 2026

LETTER OF UNDERSTANDING #XX

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Winter Maintenance Shifts – Engineering Operations Division - Engineering Department

PREAMBLE:

To meet winter maintenance operational coverage requirements in the Engineering Operations Division, the provisions of the Collective Agreement will be varied, without prejudice and without precedent to the rights of either party, during the period of winter maintenance defined as October 15th to March 31st of each year, as follows:

Application: This agreement applies to regular and non-regular employees in the Engineering Operations – Equipment and Garage Section in the following class specifications:

- Truck Drivers;
- Equipment Operators;
- Tradespersons;
- Labourers; and,
- Assistant Equipment Controllers/Equipment Controllers

On mutual agreement, employees in other Engineering Operations Sections capable of participating in winter maintenance shifts will be considered eligible.

Shift Change Notice: Employees who are in the sections and job classifications listed in this Letter of Understanding may be scheduled to work any time during the period of October 15th to March 31st without the required 48-hour shift change notice outlined in Hours of Work (Outside Employees) - Article 9.3 (a) and (b).

Overtime: Overtime will be paid for hours worked beyond 8 hours per day or 40 hours per week, at rates provided in accordance with the overtime provisions in Article 8.6 (b).

All overtime shifts related to inclement weather that require an employee to be asked to return to the workplace, outside of their regular scheduled shift, shall be for a minimum of four (4) hours, paid at the applicable overtime rate.

This minimum callout of four (4) hours does not apply to overtime resulting from the extension of a regularly scheduled shift. Employees will be paid for actual hours worked and in accordance with the overtime provisions in Article 8.6 (b).

Shift Differential: Shift differential (Article 9.6) shall be paid for the actual hours worked outside of the regular day shift (i.e. outside of 7:00 AM to 5:30 PM).

Stand-By Pay: Employees scheduled for standby will receive days off in-lieu as listed in Article 8.7.

Minimum Rest Between Shifts: Various types of emergent issues arise throughout Surrey which require the timely response of Engineering Operations staff. Where deemed operationally feasible by management's discretion, employees will have a minimum of 10 hours off from work between shifts.

Employees who are too fatigued or unfit to drive must follow established notification procedures.

Term of Agreement:

Either party may terminate the provisions of the Letter of Understanding as a whole or by a functional area as outlined above by providing thirty (30) days written notice to the other party.

Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

All other Articles of the Collective Agreement shall apply and continue to be in effect.

SIGNED ON BEHALF OF THE CITY:



SIGNED ON BEHALF OF THE UNION:



DATE:

10 - Feb - 2026

DATE:

10 Feb 2026

APPENDIX C

LETTER OF UNDERSTANDING # 57

- BETWEEN -
THE CITY OF SURREY
- and -
CUPE, LOCAL 402

Re: Shift Schedule – Cloverdale Fairground (Labourers) – Parks Division

PREAMBLE:

In an effort to provide operational and seasonal coverage to the Cloverdale Fairgrounds, the provisions of the Collective Agreement will be varied under Article 9, Sections 3 & 6, without prejudice and without precedent to the rights of either party as follows:

1. Application

This agreement applies to regular and non-regular staff employed in the classifications of

- Labourer 1
- Labourer 2
- Labourer 3
- **Park Technician**
- **Groundskeeper 2**

2. Shift Schedule

Employees will work an eight (8) hour shift, plus a thirty (30) minute unpaid lunch break and two paid ten (10) minute rest periods for a total of eight (8) hours. Shifts may be scheduled anytime between the hours of 6:30am to 9:30pm from Sunday to Saturday. If the facility is booked for an event, hours will vary and shifts could be scheduled any time during a 24-hour period.

Any employee required to work a shift other than the shift posted on the schedule shall receive forty-eight (48) hours' shift change notice.

3. Overtime

Overtime will be paid for hours worked beyond eight (8) hours per day, at rates provided in accordance with the overtime provisions in Article 8.6 (b) of the Collective Agreement. A workweek is considered Sunday through Saturday.

4. Shift Differential

Shift differential (Article 9.6) shall be paid for the actual hours worked outside of the regular day shift (i.e. outside of 6:30 A.M. to 9:30 P.M.).

5. Sunday Premium

Employees shall receive Sunday premium pay (Article 8.8 of the Collective Agreement) for the actual hours worked.

6. Statutory Holidays

Employees scheduled to work on a statutory holiday will be paid in accordance with the provisions of Article 8.6 of the Collective Agreement for the actual hours worked.

7. Term of Agreement

Upon expiration, on December 31, 2024, this letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

Either party may terminate the provisions of the Letter of Understanding as a whole or by a functional area as outlined above by providing thirty (30) days written notice to the other party.

Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

All other Articles of the Collective Agreement shall apply and continue to be in effect.

Signed this 6 day of July, 2022

SIGNED ON BEHALF OF THE CITY:



Date

July 6/22

SIGNED ON BEHALF OF THE UNION:



Date

July 6/22.

LETTER OF UNDERSTANDING # 58

- BETWEEN -
THE CITY OF SURREY
- and -
CUPE, LOCAL 402

Re: Shift Schedule – District Energy – Engineering Department

PREAMBLE:

In an effort to provide operational coverage to the District Energy Division, the provisions of the Collective Agreement will be varied under Article 9, Sections 1 and 6, without prejudice and without precedent to the rights of either party as follows:

1. Application

This agreement applies to regular and non-regular staff employed in the classifications of:

- Energy Facility Operator
- Senior Energy Facility Operator

2. Shift Schedule

Employees will work an eight (8) hour shift, plus a thirty (30) minute unpaid lunch break and two paid ten (10) minute rest periods for a total of eight (8) hours paid. Shifts may be scheduled anytime between the hours of 6:30 a.m. and 6:30 p.m. (Monday to Friday).

3. Overtime

Overtime will be paid for hours worked beyond eight (8) hours per day, at rates provided in accordance with the overtime provisions in Article 8.6 (b) of the Collective Agreement.

4. Shift Differential

Shift differential (Article 9.6) shall be paid for the actual hours worked outside of the regular day shift (i.e. outside of 6:30 A.M. to 6:30 P.M.).

5. Term of Agreement

Upon expiration, on December 31, 2024, this letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

Either party may terminate the provisions of the Letter of Understanding as a whole or by a functional area as outlined above by providing thirty (30) days written notice to the other party.

Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

All other Articles of the Collective Agreement shall apply and continue to be in effect.

Signed this 13____day of February____2023.

SIGNED ON BEHALF OF THE CITY:



February 13, 2023

Date

SIGNED ON BEHALF OF THE UNION:



February 13, 2023

Date

LETTER OF UNDERSTANDING # 59

- BETWEEN -
THE CITY OF SURREY
- and -
CUPE, LOCAL 402

Re: Shift Schedule – Civic Facilities Division – Corporate Services Department

PREAMBLE:

In an effort to provide operational coverage to the Civic Facilities Division, the provisions of the Collective Agreement will be varied under Article 9, Sections 1 and 6, without prejudice and without Precedent, to the rights of either party as follows:

1. Application

This agreement applies to regular and non-regular staff employed in the classifications of:

- Engineering Technologist
- Engineering Project Coordinator
- Engineering Team Lead

2. Shift Schedule

Employees will work an eight (8) hour shift, plus a thirty (30) minute unpaid lunch break and two paid ten (10) minute rest periods for a total of eight (8) hours paid. Shifts may be scheduled anytime between the hours of 7:00 a.m. and 5:30 p.m. (Monday to Friday).

3. Overtime

Overtime will be paid for hours worked beyond eight (8) hours per day, at rates provided in accordance with the overtime provisions in Article 8.6 (b) of the Collective Agreement.

4. Shift Differential

Shift differential (Article 9.6) shall be paid for the actual hours worked outside of the regular day shift (i.e. outside of 7:00 AM to 5:30 PM).

5. Term of Agreement

Upon expiration, on December 31, 2024, this letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

Either party may terminate the provisions of the Letter of Understanding as a whole or by a functional area as outlined above by providing thirty (30) days written notice to the other party.

Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the Collective Agreement will apply.

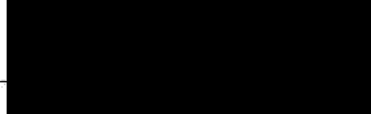
All other Articles of the Collective Agreement shall apply and continue to be in effect.

Signed this 20 day of August, 2024

SIGNED ON BEHALF OF THE CITY:



SIGNED ON BEHALF OF THE UNION:



August 8, 2024
Date

August 8, 2024
Date

LETTER OF UNDERSTANDING #60

between
THE CITY OF SURREY
and
CUPE, LOCAL 402

Re: Self-Directed Hours of Work – Communications and Engagement Division - Corporate Services Department

For the term of this collective agreement, the parties agree that in the Communications and Engagement Division for certain classifications of employees designated below to implement a voluntary self-directed work hours plan based on the following criteria and guidelines:

1. Classifications:

Clerk 4
Communications Coordinator
Community Services Coordinator 1
Community Services Coordinator 2
Functional Application Analyst 1 & 2
Graphic Designer 1
Graphic Designer 2
Media Designer
Production Coordinator
Senior Marketing Communications Specialist
Web Specialist

2. The employee and the appropriate management supervisor will meet initially to determine work requirements and expectations and will meet as needed on an ongoing basis to discuss specific problems or anticipated problems and potential solutions.
3. The Union will, upon request, be provided with a written record of the hours worked by each employee during the work cycle.
4. The employee will schedule and self-manage their workload and schedule to meet operational requirements and expectations over one of the following: a 140 hour, four (4) week work cycle; a 280 hour, eight (8) week work cycle; or a 420 hour, twelve (12) week work cycle.
5. The employee may work up to twelve (12) hours a day and may work in excess of thirty-five (35) hours per week without receiving payment for overtime. Overtime will be paid for hours worked in excess of: 140 hours for the four (4) week cycle; 280 hours for an eight (8) week cycle; and 420 hours for a twelve (12) week cycle. Overtime will also be paid for any work performed on the second consecutive day of rest in the employee's basic work schedule, provided overtime is authorized in advance by the Section Manager.
6. The employee will continue to be paid their regular salary bi-weekly, and any overtime pay will be reconciled and paid at the end of: the four (4) week cycle, the eight (8) week cycle, or the twelve (12) week cycle.
7. Upon mutual agreement between the Section Manager and employee, any overtime worked may be banked and scheduled as time off in lieu of overtime payment at a mutually agreeable time.

8. Where this Letter of Understanding is silent or there is a dispute about its application, the parties will meet to attempt to resolve the dispute. Failing resolution, the terms of the collective agreement will apply.
9. The department may end the application of this Letter of Understanding to an individual employee in the designated classifications by providing thirty (30) days written notice to the affected employee.
10. Either party may terminate the provisions of this Letter of Understanding by providing thirty (30) days written notice to the other.
11. Work arrangements implemented under this Letter of Understanding constitute an approved flexible work schedule for the purposes of Section 38 of the Employment Standards Act.

Upon expiration, this Letter of Understanding will be null and void and cease to have any effect in the absence of express mutual agreement between the parties in writing to extend its effect.

SIGNED ON BEHALF OF CITY:



SIGNED ON BEHALF OF THE UNION:



DATE:

October 15, 2024

DATE:

15 October 2024