

2021

MEMORANDUM OF AGREEMENT

between the

THE CITY OF PORT COQUITLAM
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 498
(hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE CITY OF PORT COQUITLAM, AGREE TO RECOMMEND TO THE CITY OF PORT COQUITLAM MUNICIPAL COUNCIL;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 498, AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2021 JANUARY 01 AND EXPIRING 2021 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2016–2020 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for two years (2) years from 2021 January 01 to 2022 December 31, both dates inclusive. Subsections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from and shall not apply to the new Collective Agreement.

3. General Wage Increase

The Employer and the Union agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2021 January 01, all hourly rates of pay that were in effect on 2020 December 31st shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2022 January 01, all hourly rates of pay that were in effect on 2021 December 31st shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Retroactive payments arising from (a) will be made as soon as possible following the date of ratification of the Memorandum of Agreement.

4. Housekeeping

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

- (a) delete expired effective dates;
- (b) Upon ratification of this MOA, all letters of understanding and the MOA on training requirements will be renewed or removed if mutually agreed to by both parties;
- (c) any other changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

5. Discussion Items:

The Parties agree to establish non-binding Committee(s) to meet in good faith, after ratification of this Memorandum of Agreement, to discuss:

- *Non- cash compensation (including employee wellness programs, for example employee fitness pass)*
- *Conversions*
- *Employee acting opportunities for development and succession planning*
- *Hours of work and schedules*
- *Leaves (family responsibility, compassionate, other use of sick, etc.).*

Should the parties come to an agreement on the issues they shall agree to both present them to the next round of collective bargaining or create a Letter of Understanding if agreeable terms can be reached on the applicable topic.

6. 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.

7. 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 and vote on the recommendations not later than thirty (30) calendar days from the date on which the Memorandum of Agreement is signed.

DATED this 6 day of April, 2021 in the City of Port Coquitlam.

BARGAINING REPRESENTATIVES ON BEHALF
OF THE EMPLOYER:

Steve Traviss

Rob Bremer

Karen Grommada

Lori Bowie

Dominic Long

Elaine Bujoreanu

BARGAINING REPRESENTATIVES ON BEHALF
OF THE UNION:

Bob Smejkal

Kyle Mooney

Rick Williams

Sadie Harber

Nathan Taylor

Dale Dingwall

Les Nerdahl
