

2007

MEMORANDUM OF AGREEMENT

between the

BURNABY PUBLIC LIBRARY  
(hereinafter called "the Board")  
and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 23  
(hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES OF THE LABOUR RELATIONS DEPARTMENT OF THE GREATER VANCOUVER REGIONAL DISTRICT, ACTING ON BEHALF OF THE BURNABY PUBLIC LIBRARY BOARD (hereinafter called "the Board"), AGREE TO RECOMMEND TO THE BURNABY PUBLIC LIBRARY BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 23 (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2007 JANUARY 01 AND EXPIRING 2011 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2003-2006 Collective Agreements continue except as specifically varied below by paragraphs 2 to 14 both inclusive.

2. Term of Agreement

The term of the new Collective Agreement shall be for five (5) years from 2007 January 01 to 2011 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 Increase

(a) Effective 2007 January 01, all hourly rates of pay which were in effect on 2006 December 31 shall be increased by three percent (3%). The new hourly rates shall be rounded to the nearest whole cent.

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BURNABY PUBLIC LIBRARY — CUPE 23 (cont'd)

- (b) Effective 2008 January 01, all hourly rates of pay which were in effect on 2007 December 31 shall be increased by three percent (3%). The new hourly rates shall be rounded to the nearest whole cent.
- (c) Effective 2009 January 01, all hourly rates of pay which were in effect on 2008 December 31 shall be increased by the three point five percent (3.5%). The new hourly rates shall be rounded to the nearest whole cent.
- (d) Effective 2010 January 01, all hourly rates of pay which were in effect on 2009 December 31 shall be increased by four percent (4%). The new hourly rates shall be rounded to the nearest whole cent.
- (e) Effective 2011 January 01, all hourly rates of pay which were in effect on 2010 December 31 shall be increased by four percent (4%). The new hourly rates shall be rounded to the nearest whole cent.

4. **First Aid Premium**

Effective the first of the month following the date of ratification of the Memorandum of Agreement, the Board and the Union agree to amend Clause 7.100 by:

- (a) increasing the OFA Level II premium from "\$85 per month" to "\$125 per month" and from "55¢ per hour" to "80¢ per hour"; and
- (b) increasing the OFA Level III premium from "\$100 per month" to "\$145 per month" and from "65¢ per hour" to "95¢ per hour".

5. **Vacations**

Effective the date of ratification of the Memorandum of Agreement, the Board and the Union agree to amend Clause 8.1(b) by deleting paragraph (1) and amending paragraph (2) to read as follows (re-number existing provisions):

„(1) In the first (1<sup>st</sup>) part calendar year of service, vacation will be granted on the basis of one-twelfth ( $\frac{1}{12}$ ) of fifteen (15) working days of each month or portion of a month greater than one-half (Y) worked by December 31<sup>st</sup> “

6. **Dental - Plan "C"**

The Board and the Union agree to amend Clause 10.20(c) by increasing the Plan "C" maximum from \$3000 to \$3500 effective the first of the month following the date of ratification of the Memorandum of Agreement, and to further increase it to \$4000 on 2009 January 01.

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PUBLIC LIBRARY — CUPE 23 (cont'd)

7. Extended Health Benefits Plan

The Board and the Union agree to amend Clause 10.30(d) by:

- (a) increasing the eye exam coverage from \$75 to \$100 effective the first of the month following the date of ratification of the Memorandum of Agreement;
- (b) increasing the vision care coverage from \$300 to \$350 effective the first of the month following the date of ratification of the Memorandum of Agreement and further increasing it to \$400 on 2009 January 01; and
- (c) establishing a cap on physiotherapist and massage practitioner combined coverage of \$2000 effective 2008 January 01, changing to \$1500 for combined coverage effective 2009 January 01, changing to \$1250 for combined coverage effective 2010 January 01.

8. Joint Committee - Disability Benefit Plan

The Board and the Union agree to participate in the Joint Committee established between the City of Burnaby and CUPE Local 23 to review the plan design and coverage of the Burnaby Municipal Benefit Society Disability Benefit Plan (including health and welfare benefits and WCB coverage) including potential cost saving measures by appointing one (1) representative to the Joint Committee. This will increase the total representatives on the Joint Committee to not more than four (4) representatives of the Union and four (4) representatives of the City/Board.

The Committee shall commence its review within three (3) months of the date of ratification of the Memorandum of Agreement and shall report its findings and recommendations by 2008 July 31 to their respective principals. Such recommendations may be implemented by mutual agreement of the parties.

9. Compassionate Leave

Effective the date of ratification of the Memorandum of Agreement, the Board and the Union agree to amend Clause 11.3(a)(i) by replacing the references to the employee's wife, husband or common-law spouse with the following phrase: "employee's spouse (including common-law spouse and same sex partner)".

10. Conversions

- (a) Effective as soon as possible following the date of ratification of the Memorandum of Agreement, the City and the Union agree to the conversion of the following positions from Temporary Full-Time or Auxiliary to Regular Part-Time or Regular Full-Time as well as the conditions surrounding such conversions.

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PUBLIC LIBRARY — CUPE 23 (cont'd)

The following positions will be created with the indicated status. If an incumbent is indicated, they shall receive the position without posting. Unless probation is specifically mentioned, the incumbent will not have to serve probation.

**Library**

<u>Class Title</u>	<u>Current Status</u>	<u>New Status</u>	<u>Name</u>
BSW	Auxiliary	RPT	Meana, S.
Librarian I	RPT	TFT	Grant, R.

(b) While not to be included in the new Collective Agreement, the Board will meet with the Union twice annually, in January and July of each year, to review the hours worked by Temporary Full-Time, Regular Part-Time and Auxiliary Employees. Following the review, the Board may make recommendations to City Council for conversion of employment status of specific positions. Due to the date of ratification of this Memorandum of Agreement, the first review meeting will occur in 2007 September 01. It is understood that any conversions agreed upon will only be implemented once per year, following the January meeting.

**11. Internal Equity Committee**

The Board and the Union agree to establish a Joint Committee to oversee a review of all library classifications (except the Page classification) in comparison to City of Burnaby classifications. The review will be done using the existing job evaluation procedures and the intent of the parties is to start on the review as soon as possible following ratification of the Memorandum of Agreement and to have the review completed prior to 2007 December 31. Any adjustments to class values will be implemented beginning on 2008 January 01 provided that the implementation cost shall be limited to the equivalent of no more than two percent (2%) of the Library straight-time payroll for the year 2007, and one percent (1%) per year as required on 2009 January 01, 2010 January 01 and 2011 January 01.

**12. Job Evaluation Committee**

The Board and the Union agree to participate in the Joint Committee established between the City of Burnaby and CUPE Local 23 to review the new job evaluation plan being developed jointly by the City of Coquitlam and their CUPE local to determine if the new plan is acceptable to the City of Burnaby and Burnaby Public Library and CUPE Local 23.

Where the Joint Committee agrees to implement the new job evaluation plan, the implementation cost shall be limited to the equivalent of no more than one percent (1%) of the Library straight-time payroll per year.

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BURNABY PUBLIC LIBRARY – CUPE 23 (cont'd)

13. Fitness/Wellness Joint Committee

The Board and the Union agree to participate in a Joint Committee established between the City of Burnaby and CUPE Local 23 to discuss establishing a Fitness/Wellness Program for City and Library Employees. The discussions shall include the introduction of an employee discount of at least twenty-five percent (25%) for the purchase of City fitness passes and the ability to purchase same through payroll deduction. The joint committee shall consist of not more than three (3) representatives of the Union (City and Library combined) and not more than three (3) representatives of the Employer (City and Library combined). The Committee shall commence discussions within one (1) month of a request of the Union for the Committee to meet.

14. Housekeeping

Effective 2007 January 01, all housekeeping items which have been, or shall be, mutually agreed to between the parties prior to or during the drafting of the new Collective Agreement, shall be included in the new Collective Agreement. Such items also include:

- (a) delete expired effective dates and related transitional wording;
- (b) delete the reference to the Employee Nurse in Clause 10.40(c);
- (c) update wage schedules, notes and related Letters of Understanding to reflect changes to class titles and rates of pay in effect when the new Collective Agreement are drafted.
- (d) amend clause 10.41 (d) to reflect varying percentage.

15. Ratification

The parties expressly agree that, upon the completed signing of the 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 the Memorandum of Agreement is signed.

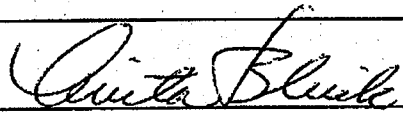
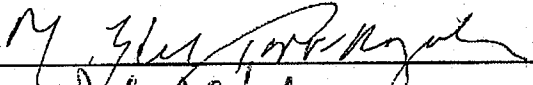
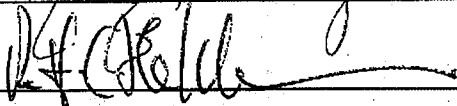
16. Drafting of New Collective Agreement

The Board and the Union agree that in all instances where an amendment to the Collective Agreement is effective on the date of ratification of this Memorandum of Agreement, then for the purposes of drafting the new Collective Agreement, the amended or new provision only shall appear in the new Collective Agreement together with a sentence referencing its effective date.

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BURNABY PUBLIC LIBRARY — CUPE 23 (cont'd)

Signed this & o day of \_\_\_ - i. \_\_\_\_\_, 2007.

BARGAINING REPRESENTATIVES FOR  
THE BOARD:

BARGAINING REPRESENTATIVES FOR  
CUPE LOCAL 23:

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