

## MEMORANDUM OF SETTLEMENT

This MEMORANDUM OF SETTLEMENT is entered into this 25th day of July, 2014, by the appointed bargaining representatives of Greater Victoria Labour Relations Association on behalf of the Capital Regional District and the bargaining representatives of the Canadian Union of Public Employees Local 1978.

The parties signatory hereto agree to recommend to their respective memberships and principals, without reservation, the ratification of the following terms and conditions to renew the existing collective agreement.

### **1. PREVIOUS CONDITIONS**

All of the terms and conditions of the collective agreement(s) commencing January 1, 2011 and expiring December 31, 2013 shall continue to apply except as specifically varied below.

### **2. EFFECTIVE DATE OF CHANGES**

All amendments to the revised collective agreement shall come into effect the first day of the month following the date of ratification by both parties unless specified otherwise within.

### **3. TERM OF AGREEMENT**

The parties agree that term shall be revised to provide for a three (3) year collective agreement from January 1, 2014 to and including December 31, 2016.

### **4. WAGE INCREASES**

A general wage increase shall be applied to existing wages schedules as follows and effective:

- January 1, 2014 - 1.75%
- January 1, 2015 - 1.0%
- July 1, 2015 - 1.0%
- January 1, 2016 - 2.0%

NOTE: It is understood by the parties that the retroactive wage increase effective January 1, 2014 shall be paid to all employees including those employees who have retired, resigned, terminated or otherwise left the service of the Employer.

Effective January 1, 2016 increase amount auxiliary employees earn in lieu of benefit plan entitlements, vacation entitlements, statutory holiday pay, and sick leave from thirteen (13%) percent to fourteen (14%) percent of their gross wage earnings (basic wages plus overtime).

**5. SAFETY FOOTWEAR**

Effective January 1, 2016 amend Article 35.05 Safety Footwear to increase annual contribution from ninety dollars (\$90.00) to one hundred dollars (\$100.00).

**6. PREVIOUSLY AGREED CHANGES (GREEN SHEETS)**

The parties agree that the negotiated changes to the collective agreement, the "green sheets" shall be incorporated into the revised collective agreement as follows:

1.	7.04	Policy Grievances	July 15, 2014
2.	13.03	Time-off in Lieu of Overtime	May 15, 2014
3.	18.01	Statutory Holidays – Entitlement	May 15, 2014
4.	26.01(g)	Medical Services Plan and Extended Health Benefits	Jun 10, 2014
5.	LOU 9	Supplemental Employment Insurance Benefit	June 5, 2014
6.	LOU	Utility Operator Program – Integrated Water Services	July 16, 2014
7.	LOU	Summary of LOU's	June 10, 2014
8.	Appendix A-1	Employer Package Proposal on Appendix A-1 Caretakers	July 16, 2014

IN WITNESS WHEREOF the parties hereto have caused this Memorandum of Settlement to be executed this 18 day of AUGUST in the year 2014, in the City of Victoria, Province of BC.

**FOR THE EMPLOYER**

  
EXECUTIVE DIRECTOR, GVLRA

  
CAPITAL REGIONAL DISTRICT

**FOR THE UNION**

  
PRESIDENT CUPE LOCAL 1978

  
BARGAINING CHAIR CUPE LOCAL 1978