

MEMORANDUM OF SETTLEMENT

This **MEMORANDUM OF SETTLEMENT** is entered into this 22nd day of September 2014, by the appointed bargaining representatives of Greater Victoria Housing Society 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 extend 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(s) 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 five year collective agreement from January 1, 2014 to and including December 31, 2018.

4. WAGE INCREASES

January 1, 2014	1.75%
January 1, 2015	1.5%
January 1, 2016	1.5%
January 1, 2017	2%
January 1, 2018	2%

5. EMPLOYER MATCHING RRSP PLAN

(a) Employees shall have the option of contributing up to the percentage of their salary to an RRSP that is acceptable to Revenue Canada. The Employer agrees to administer the RRSP and will match the amount contributed to the RRSP up to three and one half percent (3.5%) of the Employee's earned gross salary.

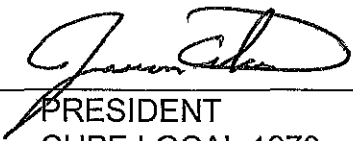
- (b) **Employees may access this plan and the Employer will begin matching contributions upon completion of one (1) year of service with the Employer.**
- (c) **Employees will not be allowed to withdraw from their Retirement Plan Account until terminating employment or retiring.**

6. Previously Agreed to Proposal:

Article 6.01	Correspondence	Agreed August 13, 2014
Article 12.08 (i) and 12.08 (ii)	Caretakers	Agreed August 13, 2014
Article 12.10	Flex Time	Agreed August 13, 2014
Article 13.05	Call-Out	Agreed August 13, 2014
Article 14.03	Personal Vehicle	Agreed August 28, 2014
Article 16.01(i)	Entitlement	Agreed August 13, 2014
Article 30.03	NEW – Safety Footwear	Agreed August 28, 2014

SIGNED at the City of Victoria, in the Province of British Columbia, this 22nd day of September, 2014.


 EXECUTIVE DIRECTOR
 GREATER VICTORIA HOUSING SOCIETY


 PRESIDENT
 CUPE LOCAL 1978


 DIRECTOR OF PROPERTY MANAGEMENT
 GREATER VICTORIA HOUSING SOCIETY


 GVHS CHAIR
 CUPE LOCAL 1978