

MEMORANDUM OF AGREEMENT

BETWEEN

COPY

NORTH SHORE NEIGHBOURHOOD HOUSE

(hereinafter called "The Employer")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES' LOCAL 389

(hereinafter called "The Union")

The undersigned Bargaining Representatives, acting on behalf of the North Shore Neighbourhood House (hereinafter called "**the Employer**"), Agree to recommend to the Board of Directors;

AND

The undersigned Bargaining Representatives, acting on behalf of the Canadian Union of Public Employees' Local 389 (hereinafter called "**the Union**"), Agree to recommend to the Union Membership;

That their Collective Agreement commencing **August 01, 2019**, and Expiring **July 31, 2022**, (hereinafter called the "**New Collective Agreement**"), Shall consist of the following:

1. Previous Conditions

All of the terms of the 2015 – 2019 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 August 01, 2019, to July 31, 2022, both dates inclusive. Subsections (2) and (3) of Section 50 of the *Labour Relations Code* shall be specially excluded from and shall not apply to the new Collective Agreement.

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3. General Increases

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

- (a) Effective August 01, 2019, all hourly rates of pay that were in effect on July 31, 2019, shall be increased by one percent (1%).
The new hourly rates shall be rounded to the nearest whole cent;
- (b) Effective August 01, 2020, all hourly rates of pay that were in effect on July 31, 2020, shall be increased by one - and one - half percent (1.5%). The new hourly rates shall be rounded to the nearest whole cent;
- (c) Effective August 01, 2021, all hourly rates of pay that were in effect on July 31, 2021, shall be increased by one - and one - half percent (1.5%). The new hourly rates shall be rounded to the nearest whole cent;
- (d) Retroactive payments arising from (a) and (b) will be made as soon as possible following the date of Ratification of the Memorandum of Agreement;
- (e) All employees that are in the employ of the North Shore Neighbourhood House on the day of ratification shall receive the retroactive pay as described in (a) and (b) above.

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; and
- (b) Any changes mutually agreed to between the Parties during the drafting of the new Collective Agreement.

5. 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.

6. Ratification

The Parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the Parties shall recommend the Approval of the Memorandum of Agreement 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 of which the Memorandum of Agreement is signed.

DATED this 15 day of June, 2021 in the City of North Vancouver

Signed on Behalf of the Employer:



Lisa Hubbard, Executive Director

Signed on Behalf of the Union:



