

2020

MEMORANDUM OF AGREEMENT

between the

DISTRICT OF NORTH VANCOUVER  
ON BEHALF OF NORTHLANDS GOLF COURSE  
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 389  
(hereinafter called "the Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE DISTRICT OF NORTH VANCOUVER (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE NORTH VANCOUVER DISTRICT COUNCIL;

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 2020 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 2016-2019 Collective Agreement continue except as specifically varied below.

2. **Term of Agreement**

The term of the new Collective Agreement shall be for two (2) years from 2020 January 01 to 2021 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**

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

- (a) Effective 2020 January 01, all hourly rates of pay that were in effect on 2019 December 31<sup>st</sup> shall be increased by two percent (2.00%). The new hourly rates shall be rounded to the nearest whole cent.
- (b) Effective 2021 January 01, all hourly rates of pay that were in effect on 2020 December 31<sup>st</sup> 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) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement.

5. **Drafting of New Collective Agreement**



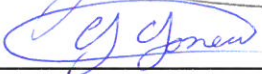
The Employer and the Union agree that in all instances where an amendment to the Collective Agreement is effective on a specific date, only the amendment shall appear in the new Collective Agreement together with a sentence referencing its effective date.

6. **Ratification**

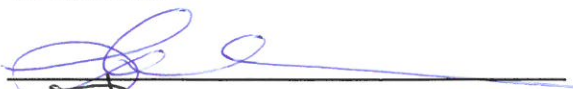


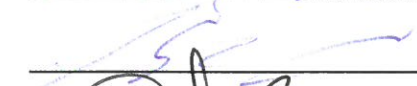

The parties expressly agree that, upon the completed signing of this Memorandum of Agreement, the parties shall recommend the approval of this Memorandum to their respective principals and schedule the necessary meetings to ensure that their principals vote on the recommendations not later than thirty (30) calendar days from the date on which the Memorandum of Agreement is signed.

DATED this 18<sup>th</sup> day of November, 2020 in the DISTRICT OF NORTH VANCOUVER.

BARGAINING REPRESENTATIVES ON BEHALF  
OF DISTRICT OF NORTH VANCOUVER:

  
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BARGAINING REPRESENTATIVES ON BEHALF  
OF CUPE 389:

  
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