

IN THE MATTER OF COLLECTIVE BARGAINING PURSUANT TO THE PROVISIONS
OF THE *LABOUR RELATIONS CODE OF BRITISH COLUMBIA*

BETWEEN:

City of Prince George

(the EMPLOYER")

AND:

CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCALS 399 & 1048

(the UNION")

(Hereinafter referred to as the PARTIES")

MEMORANDUM OF AGREEMENT

WHEREAS:

The Union's and the Employer's bargaining committees engaged in collective bargaining to renew the Collective Agreement between the Union and the Employer in effect from 2021 - 2023; and;

By the signatures of the undersigned bargaining committee representatives, the Employer and Union agree to recommend this Memorandum of Settlement, with the appended signed tentative agreements, to their respective principals.

1. All of the terms and conditions of the Collective Agreement commencing January 1, 2021, and expiring December 31, 2023, shall continue in force except as specifically varied or added as indicated below.
2. All items signed off and agreed to over the course of bargaining ("Green Sheets"), including all Letters of Understanding renewed, amended, or newly negotiated (attached), will be incorporated into the renewal Collective Agreement.
3. Article 18.03 - Supplementary Vacation will be implemented such that employees who reach their 30th anniversary on or before December 31, 2026, will not be eligible for a second allotment of supplementary vacation under the Article.

4. Amend Article 30, Term of Agreement, to January 1, 2024, to December 31, 2026.
5. Wage Increases:

Effective January 1, 2024 - 5% (Retroactive)
Effective January 1, 2025 - 5%
Effective January 1, 2026 - 4%
6. Increases to Group Benefits will be effective the first of the month following ratification.
7. The Parties will meet to discuss and incorporate mutually agreed upon housekeeping amendments into the renewal agreement.
8. The Parties agree the union will recommend this signed Memorandum of Settlement to their respective principals and schedule the necessary ratification meeting without undue delay and ensure their principals vote on this Memorandum of Settlement.
9. Unless otherwise specified by the Parties, the effective date for all changes will be the later date of ratification by the Employer's principals or the Union Membership.


Agreed to this 5th day of November, 2024.



On behalf of CUPE Local 399



On behalf of CUPE Local 1048



On behalf of City of Prince George