

2021

MEMORANDUM OF AGREEMENT

between the

VANCOUVER MARITIME MUSEUM SOCIETY, VANCOUVER MUSEUM SOCIETY, AND H.R. MACMILLAN  
SPACE CENTRE SOCIETY  
(hereinafter each called the "Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 15  
(hereinafter called the "Union")

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE EMPLOYER, AGREE TO RECOMMEND TO THEIR RESPECTIVE PRINCIPALS;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE UNION, AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2021 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 2017-2020 Collective Agreement continue except as specifically varied below.

**2. Term of Agreement**

The term of the new Collective Agreement shall be for one (1) year from 2021 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 Wage Increase**

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

- (a) Effective 2021 January 01, all hourly rates of pay that were in effect on 2020 December 31<sup>st</sup> shall be increased by zero percent (0.00%).

**4. Housekeeping**

Effective the date of ratification of this 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 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 this Memorandum of Agreement is signed.

DATED this \_\_\_\_ day of \_\_\_\_\_, 2021 in the CITY OF VANCOUVER.

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE EMPLOYER:

Raylene Marchand

*Greg Fruno*

Mauro Vescera

*Kelina Kwan*

BARGAINING REPRESENTATIVES ON BEHALF  
OF THE UNION:

*J. Marchand*

*Descamps*

Gail Johnson

Jonathan Teague

MVRD/RES/DA/ak  
2021.05.17 - 4:51 P.M.  
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