

MEMORANDUM OF AGREEMENT

BETWEEN:

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3338

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**MOVEUP (CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION,
LOCAL 378)**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

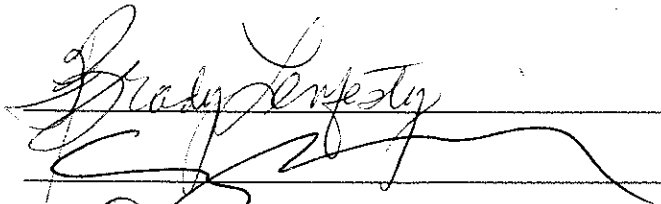
- A. The Parties are bound to a Collective Agreement effective from September 1, 2014 through August 31, 2019 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

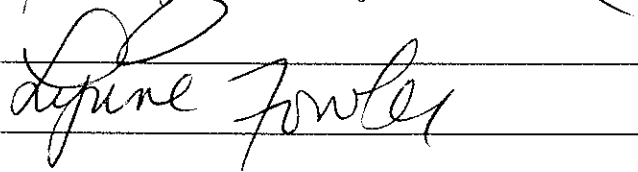
THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of five years from September 1, 2014 to August 31, 2019 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from September 1, 2014 unless specifically stated otherwise.
- 5. All items not addressed herein will be considered withdrawn on a without prejudice basis.

6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.

Signed at Burnaby, B.C. this 26 day of May, 2016





FOR THE EMPLOYER



FOR THE UNION



COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014
Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
U-1	Art 27 - 3	<i>Housekeeping</i>	

Housekeeping:

Wherever Steward appears amend to read Job Steward

Amend all Articles to read 1.01, etc.

Delete / at the end of sec 3.

ER – Amend language in the current agreement so that it is written in Gender Nuetral language

** In the collective agreement amend Canadian Office and Professional Employees Union Local 378 to read.....MoveUP (Canadian Office and Professional Employees Union, Local 378)

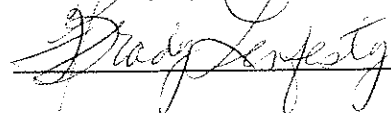
E&OE

Signed off this 29th _____ day of September _____ 2015 _____

For the Union (COPE Local 378)



For the Employer CUPE 3338





COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
U-2	Art 20, new sec 3,4	Sec 3, Add provision for complete phone expense reimbursement. Sec4, Add provision for Employer paid Parks and Recreation Pass	


Article 20 - Transportation ALLOWANCE

- 3 The Employer will provide a cell phone expense reimbursement of \$65.00 per month
4. The Employer will provide up to \$ 400.00 per year to provide parks and recreation passes

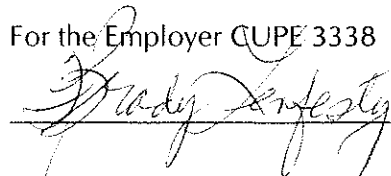
E&OE

Signed off this 29th _____ day of September _____ 2015 _____

For the Union (COPE Local 378)



For the Employer CUPE 3338





COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
U-3	Art 21 -2	<i>Add Family Day</i>	

Article 21 - Office Holidays

2. Recognized Holidays:

a. The Employer recognizes the following holidays:

- New Year's Day
- Family Day
- Good Friday
- Easter Monday
- International Women's Day
- Victoria Day
- Canada Day
- BC Day
- Labour Day
- Thanksgiving Day
- Remembrance Day
- December 24
- Christmas Day
- Boxing Day
- All University closures

E&OE

Signed off this 29th _____ day of September _____ 2015 _____

For the Union (COPE Local 378)

For the Employer CUPE 3338



COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
U-4	Art 30 New 5	<i>Add new language And Amend heading to read Medical, Dental, Extended Health Care Plan and Health Spending Account</i>	

Article 30 – Medical, and Dental, and Extended Health Care Plans

The Employer will provide a one-time reimbursement of up to \$ 1,500.00 dollars for corrective eye surgery.


E&OE

Signed off this 20th _____ day of April _____ 2016 _____

For the Union (COPE Local 378)



For the Employer CUPE 3338





COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
U-7	Art 41	<i>The Union will provide an amended wage package during collective bargaining</i>	

- Section 1 a. 2.5% effective Sept 1, 2014 \$ 33.12
- b. 2.5% effective Sept 1, 2015 \$ 33.95
- c. 2.75% effective Sept 1, 2016 \$ 34.88
- d. 3% effective Sept 1, 2017 \$ 35.93
- e. 3% effective Sept 1, 2018 \$ 37.01

Sections 2 and 3 delete, renumber 4 and 5.

E&OE

Signed off this ~~20th~~ 26th day of ~~April~~ May 2016

For the Union (COPE Local 378)

For the Employer CUPE 3338



COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
U-8	Art 42	<i>Term of agreement to be presented with wage package proposal</i>	

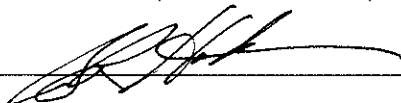
Article 42 - Duration

Amend term of agreement to read....September 1, 2014 thru August 31, 2019

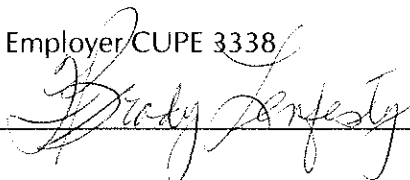
E&OE

Signed off this 20th _____ day of April _____ 2016 _____

For the Union (COPE Local 378)

_____ 

For the Employer (CUPE 3338)

_____ 



COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

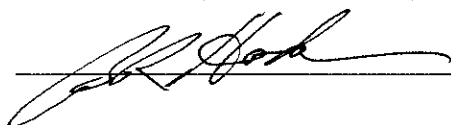
Union			
Number	Affected Article/MOU	Date:	Time:
ER 2	Article 6	<i>Amend as follows</i>	

- Human Rights: The Employer and the Union agree that there will be no discrimination against an employee, prospective employee or employee representative by reason of age, race, creed, colour, national origin, political or religious views, sex or sexual orientation, gender or perceived gender, transgender, marital status, appearance, family status, place of residence, citizenship status, physical or mental disability or because of criminal or summary conviction offence that is unrelated to the employment or intended employment of that person. ~~Or whether s/he has dependants.~~

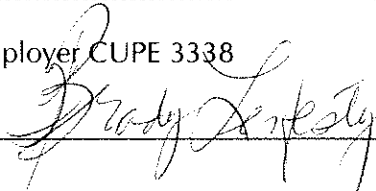
E&OE

Signed off this 29th _____ day of September _____ 2015 _____

For the Union (COPE Local 378)



For the Employer CUPE 3338





COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
ER 3	Article 20 2	<i>Amend as follows</i>	

The Employer agrees to pay a transportation allowance equivalent to a 1 zone pass.
Effective July 2015 1 zone pass = \$ 91.00

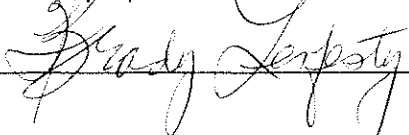
E&OE

Signed off this 20th _____ day of April _____ 2016 _____

For the Union (COPE Local 378)



For the Employer CUPE 3338





COPE LOCAL 378 / CUPE 3338 PROPOSALS 2014

Union U-Item Proposals

Union			
Number	Affected Article/MOU	Date:	Time:
ER 5	Article 23 6	<i>Amend as follows</i>	

6. Under 23.6 (definition of family) change brother, sister to sibling, and after child add (including adopted & foster children of any age, whether legally recognized or not).

E&OE

Signed off this 29th _____ day of September _____ 2015 _____

For the Union (COPE Local 378)



For the Employer CUPE 3338

