

Collective Agreement Between The Surrey Public Library Board and CUPE, Local 402-02

CONFIDENTIAL

July 12, 2024

ADDENDUM TO MEMORANDUM OF AGREEMENT

Between the

SURREY PUBLIC LIBRARY BOARD

(hereinafter called "the Library")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 402-02

(hereinafter called "the Union")

Whereas the parties ratified a renewed Collective Agreement on July 19, 2022, for the term 2021-2024, subsequent to ratification, unforeseen macro-economic factors and comparable regional settlements compelled the parties to enter into mutual gains negotiations to address opportunities related to employee recruitment, retention, benefits sustainability and operational efficiencies. The parties have tentatively negotiated an Addendum to their 2022 Memorandum of Agreement (AMOA) that now requires ratification from Union membership and the Surrey Public Library Board.

The following AMOA is submitted by the Employer to the Union. The AMOA is presented in a package format. If it is not accepted as a whole, none of the specific provisions of the AMOA remain agreed.

BY THE SIGNATURES OF THE UNDERSIGNED BARGAINING REPRESENTATIVES

THE REPRESENTATIVES FOR THE LIBRARY AGREE TO RECOMMEND TO THE SURREY PUBLIC LIBRARY BOARD

AND

THE REPRESENTATIVES FOR THE UNION AGREE TO RECOMMEND TO THEIR MEMBERSHIP

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2021 JANUARY 01 AND EXPIRING 2024 DECEMBER 31 SHALL BE MODIFIED AS FOLLOWS:

1. Previous Conditions

All of the terms of the 2021-2024 Collective Agreement continue except as specifically varied below.

2. General Increase

- a) Effective January 1, 2023 all rates of pay which were in effect on December 31, 2022 shall be increased by ~~two percent (2.0%)~~ **four percent (4.0%)**. The new rates shall be rounded to the nearest whole cent. In addition, employees will be eligible for an additional one-half percent (0.5%) Success Sharing Payment for a potential payment of **four and one-half percent (4.5%)**
- b) Effective January 1, 2024 all rates of pay which were in effect on December 31, 2023 shall be increased by ~~two percent (2.0%)~~ **three and one-quarter percent (3.25%)**. The new rates shall be rounded to the nearest whole cent. In addition, employees will be eligible for an additional one-half percent (0.5%) Success Sharing Payment for a potential payment of **three and three-quarters percent (3.75%)**

3. Fixed Schedule Positions
(LOU 9 2021-2024 Collective Agreement)

Add 15 fixed schedule positions (vacancy or new) without a timeline and without a limit on whether they are full-time or not.

4. Librarian Conversions from Union to Exempt
(LOU 7, October 19, 2018 Librarian Unionization)

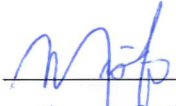

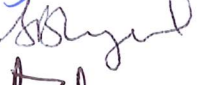

Remove timeline for conversion of remaining 3 librarian positions.

5. Benefits





Effective Jan 1, 2025, the maximum reimbursement for licenced massage therapy shall be set at \$5000 per calendar year per employee.

Dated this 17 day of JULY 2024 at Surrey, B.C.

For the Library

 Michael Ho
 Samantha Quizon
 SURINDER BHOGAL
 Julie Salazar

For the Union

 Jasper Wong
 Denise Parks
 Amar Bains
 DAVID LANCE