

2016

MEMORANDUM OF AGREEMENT

between the

NEW WESTMINSTER POLICE BOARD
(the "Board")

and the

NEW WESTMINSTER POLICE OFFICERS' ASSOCIATION
(the "Association")

THE UNDERSIGNED NEGOTIATORS ACTING ON BEHALF OF THE NEW WESTMINSTER POLICE BOARD (hereinafter the "Board") AGREE TO RECOMMEND TO THE BOARD, AND IF THE BOARD SHOULD AGREE, TO THE NEW WESTMINSTER MUNICIPAL COUNCIL;

AND

THE UNDERSIGNED NEGOTIATORS OF THE NEW WESTMINSTER POLICE OFFICERS' ASSOCIATION (hereinafter the "Association") AGREE TO RECOMMEND TO THE MEMBERSHIP OF THE ASSOCIATION;

THAT THE COLLECTIVE AGREEMENT COMMENCING 2016 JANUARY 01 AND EXPIRING 2018 DECEMBER 31 (hereafter the "new Collective Agreement") SHALL CONSIST OF THE FOLLOWING:

1. **Previous Conditions**

All of the terms and conditions of the Collective Agreement commencing 2013 January 01 and expiring 2015 December 31 (hereafter referred to as "the 2013-2015 Collective Agreement") shall apply except as specifically varied below.

2. **Term of Agreement**

The Board and the Association agree that the term of the new Collective Agreement shall be for thirty-six (36) months from 2016 January 01 to 2018 December 31, both dates inclusive. It is further agreed that Subsections 50(2) and 50(3) of the Labour Relations Code shall be specifically excluded from and shall not be applicable to the new Collective Agreement.

3. **Wages – Schedule "A"**

The Board and the Association agree that the new Collective Agreement shall reflect wage adjustments as follows:

- (a) Effective 2016 January 01, the First Class Constable rate in effect on 2015 December 31 (that is, \$7,680.00) shall be increased by three point five percent (3.5%) and be rounded to the nearest whole dollar (that is, to \$7,949.00). All other existing rank indices shall be maintained.
- (b) Effective 2017 January 01, the First Class Constable rate in effect on 2016 December 31 (that is, \$7,949.00) shall be increased by two point five percent (2.5%) and be rounded to the nearest whole dollar (that is, to \$8,148.00). All other existing rank indices shall be maintained.
- (c) Effective 2018 January 01, the First Class Constable rate in effect on 2017 December 31 (that is, \$8,148.00) shall be increased by two point five percent (2.5%) and be rounded to the nearest whole dollar (that is, to \$8,352.00). All other existing rank indices shall be maintained.

4. **Joint Consultation Committee - Seconded Employees**

- (a) While not to be included in the Collective Agreement, effective the date of ratification of this Memorandum of Agreement, the Board and the Association agree to constitute a joint Board - Association Committee (hereafter "the Secondment Committee") comprised of up to two (2) representatives appointed by the Board and up to two (2) representatives appointed by the Association.
- (b) The purpose of the Secondment Committee shall be to engage in discussions related to employees working in investigative and operational integrated units throughout Metro Vancouver and the Secondment Committee will give consideration to employee working conditions.
- (c) Where an agreement of the Committee is reached, subject to ratification by the parties' principals, it shall be implemented as soon as possible.
- (d) These Terms of Reference and the Secondment Committee will cease to exist twelve (12) months from the date of ratification of this Memorandum of Agreement.

5. **Joint Consultation Committee – Increments**

- (a) While not to be included in the Collective Agreement, effective the date of ratification of this Memorandum of Agreement, the Board and the Association agree to constitute a joint Board - Association Committee (hereafter "the Increment Committee") comprised of up to two (2) representatives appointed by the Board and up to two (2) representatives appointed by the Association.
- (b) The purpose of the Increment Committee shall be to engage in discussions related to the requirements for increments set out in Schedule "A", Part B, Note 3 of the Collective Agreement. The Increment Committee will give consideration to the specific courses, with respect to both course content and course provider, that may be submitted to the New Westminster Police Department for approval.

- (c) Where an agreement of the Committee is reached, subject to ratification of the parties' principals, it shall be implemented as soon as possible.
- (d) These Terms of Reference and the Increment Committee will cease to exist twelve (12) months from the date of ratification of this Memorandum of Agreement.

6. **Article 6.3(d) – Clothing Allowance**

Effective the date of ratification of the Memorandum of Agreement, the Board and the Association agree to amend Article 6.3(d) to read as follows:

“All members granted clothing allowance will be paid one-hundred dollars (\$100.00) per month in lieu of the clothing mentioned above and all members granted clothing allowance on a temporary or intermittent basis will be paid four dollars and fifty-four cents (\$4.54) for each day such members are required to work in plain clothes. Members granted monthly clothing allowance will be paid such clothing allowance monthly, in advance.”

7. **Article 10 - Absence from Duty of Association Officials**

Effective the date of ratification of the Memorandum of Agreement, the Board and the Association agree to revert to the strict language of Article 10 and that the Employer will cease its practice of annually providing the Association with up to one hundred and sixty (160) hours of paid leave to the Association for it to administer for its members to attend Association events.

8. **Drafting of the New Collective Agreement**

The Board and the Association 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.

4/10/17

9. **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) days from the date on which the Memorandum of Agreement is signed.

DATED this 27th day of January, 2017 in the City of New Westminster.

REPRESENTATIVES FOR THE BOARD:

REPRESENTATIVES FOR THE ASSOCIATION: