2026

MEMORANDUM OF AGREEMENT

between the

WEST VANCOUVER POLICE BOARD

and the

WEST VANCOUVER MUNICIPAL EMPLOYEES' ASSOCIATION

THE UNDERSIGNED BARGAINING REPRESENTATIVES, ACTING ON BEHALF OF THE WEST VANCOUVER POLICE BOARD (hereinafter called "the Employer"), AGREE TO RECOMMEND TO THE WEST VANCOUVER POLICE BOARD;

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE WEST VANCOUVER MUNICIPAL EMPLOYEES' ASSOCIATION (hereinafter called "the Union"), AGREE TO RECOMMEND TO THE UNION MEMBERSHIP;

THAT THEIR COLLECTIVE AGREEMENT COMMENCING 2026 JANUARY 01 AND EXPIRING 2028 DECEMBER 31 (hereinafter called the "new Collective Agreement"), SHALL CONSIST OF THE FOLLOWING:

1. Previous Conditions

All of the terms of the 2023-2025 Collective Agreement continue except as specifically varied below.

2. Term of Agreement

The term of the new Collective Agreement shall be for (3) years from 2026 January 01 to 2028 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(s)

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

(a) Effective 2026 January 01, all hourly rates of pay that were in effect on 2025 December 31st shall be increased by three and one-half percent (3.50%). The new hourly rates shall be rounded to the nearest whole cent.

(b) Effective 2027 January 01, all hourly rates of pay that were in effect on 2026 December 31st shall be increased by three percent (3.00%). The new hourly rates shall be rounded

to the nearest whole cent, and then effective April 1, 2027 increased by an additional twenty-five cents ($0.25).

(c) Effective 2028 January 01, all hourly rates of pay that were in effect on 2027 December 31st shall be increased by the pattern settlement of the first four (4) identical Municipal (Metro Vancouver) general wage increases negotiated for 2028. The new hourly rates shall be rounded to the nearest whole cent.

(d) Retroactive payments arising from (a) will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

4. Article 4 – Definitions, Clause 4.01(g) Casual Employees

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 4.01 (g) to read as follows:

...

"(g) A Casual Employee is any other Employee working no more than twenty-five (25) hours per week and does not hold the status of Permanent Employee.

(i) The Department Head is to ensure that the hours worked by the Casual Employee do not exceed the limits specified above.

(ii) It is understood that no Casual Employee attains Permanent status by reason of working the equivalent of six (6) months in time."

5. Article 5 – Remuneration, Clause 5.04 Pay for Acting in a Senior Capacity

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 5.04 Pay for Acting in a Senior Capacity to read as follows:

"5.04 Pay for Acting in a Senior Capacity

...

(c) All overtime hours worked while acting in a senior capacity must be taken as pay and will be paid out in the pay period that the overtime was worked. "

6. Article 7 – Benefits for Permanent Employees, Clause 7.02 Extended Health Benefits

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to the following changes to Clause 7.02 Extended Health Benefit:

- Increase Vision Care – Eye Exams from $100.00/every 2 years to $150.00/every 2 years.
- Increase Vision Care – Eyeglasses from $400.00/every 2 years to $600.00/every 2 years.
- Increase Psychological Services from $1500.00 per person per calendar year to $2000.00 per person per calendar year.

Effective January 1, 2027:

- Bundle Massage Therapy, Physiotherapy, Chiropractic services, and Naturopathic services. The four paramedical services share a combined annual maximum of $1,900 per covered person. Within this overall limit, no more than $1,400 may be claimed for any single service category.
- Increase Dental Exam Frequency from every 9 months to every 6 months per covered person.

7. Article 7 – Benefits for Permanent Employees, Clause 7.06 Dental Plan

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to the following changes to Clause 7.06 Dental Plan:

- Increase Plan C lifetime maximum from $3000.00 to $4000.00 lifetime maximum.

8. Article 8 – Leaves of Absence, Clause 8.02 Bereavement

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 8.02 Bereavement (e) to read as follows:

"(e) Upon application to, and upon receiving the permission of the Chief Constable, an Employee may be granted leave of up to one (1) day without loss of pay in order to attend a funeral as a pallbearer or a mourner in any case other than one covered by Sub-section 8.02(a)."

9. Article 9 – Vacation, Clause 9.X Vacation Advancement

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to add a new Sub-Clause (d) to Article 9 – Vacation to read as follows:

"A newly hired permanent employee who is recruited directly from another municipal police agency in British Columbia or from the District of West Vancouver may be placed on the vacation grid at a level that corresponds to their years of related experience. This placement will not affect any other employment calculations, including but not limited to seniority, length of service, progression through the vacation grid, or eligibility for supplementary vacation."

10. Article 13 – Working Conditions, Clause 13.07 Callout

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to amend Clause 13.07 Callout to read as follows:

"Call-out is to be defined in the case of Permanent Full-time Employees as being called back to work at any time following the completion of an Employee's regular shift except when pre-scheduled by notice provided prior to the end of the Employee's previous regular shift.

(a) Call-out pay shall commence upon the Employee's arrival at the job site or regular place of work, including an Employee on stand-by who is called out. Payment shall be based on hours actually worked, subject to a minimum of three (3) hours' pay, which includes up to one (1) hour of travel time (one (1) travel time plus two (2) hours of time worked).

(b) Additional call-outs made before the expiry of the three (3) hour minimum or before work is completed shall not attract another minimum payment. The Employee shall be paid for hours actually worked.

(c) If the initial call-out work is complete and an additional call-out is made before the expiry of the three (3) hour minimum, the Employee shall not attract another minimum payment. The Employee shall be paid for hours actually worked plus an additional one (1) hour travel time (minimum two (2) hours worked plus two (2) hours travel time).

(d) Call-out pay and travel time shall be at double (2X) time.

(e) A call-out ceases when work at the job-site, or regular place of work, is complete."

11. Letters of Understanding

Effective the date of ratification of this Memorandum of Agreement, the Employer and the Union agree to the following:

Renew

Appendix 1	Benefit Details for WVMEA Members After Age 65
Appendix 2	Bargaining Subcommittee on Emergency Planning Terms of Agreement – Bargaining Sub-committee
Appendix 3	Labour Management Committee Terms of Agreement
Appendix 4	Miscellaneous Items
Appendix 5	Sick Leave

Delete

Letter of Understanding: Casual Hours

12. 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;

(b) any changes mutually agreed to between the parties during the drafting of the new Collective Agreement;

(c) Delete Clause 4.05 - Job Sharing, and remove any reference to Clause 4.05 within the Collective Agreement;

(d) Update Clause 5.05 - First Aid Premiums for Designated Holders of First Aid Certificates with new titles;

(e) Remove "maintenance employees" from Clause 7.12(b) Overtime;

(f) Amend Clause 10.02 bold title;

(g) Delete Clause 13.03 - Shift Differential;

(h) Update Schedule A with new classifications; and

(i) Amend Schedule B Supplementary table.

13. 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.

14. 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 22nd day of June, 2026 in the District of West Vancouver.

BARGAINING REPRESENTATIVES ON BEHALF OF THE EMPLOYER:

BARGAINING REPRESENTATIVES ON BEHALF OF THE UNION: