

THE SALVATION ARMY VANCOUVER HARBOUR LIGHT
and
B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION
October 11, 2017

MEMORANDUM OF SETTLEMENT

The parties agree that the following represents the entirety of agreed-to changes for the renewal of the collective agreement.

All changes to the collective agreement are to be effective from the date of ratification unless otherwise specified.

Any proposals not addressed in this memorandum are to be considered as withdrawn.

The parties agree to recommend to their principals that the agreement be ratified.

Terms of settlement:

1) All non-monetary items tentatively agreed to June 8 2017 shall form part of the package.

2) Effective January 1, 2018, increase Annual Vacation Entitlement as follows:

18.1(b):

Vacation Years	Workdays
First	10 days (or prorated)
Second to Eighth Eleventh	15
Ninth to Sixteenth Twelfth to Twenty-Fourth	20
Seventeenth to Twenty-fourth Twenty-Fifth year and thereafter	25
Twenty-fifth year and thereafter	30

3) **31.1 Term of Agreement:** April 1, 2016 to March 31, 2019

4) **Appendix A – Harbour Light Wage Rates (fully retroactive)**


Effective April 1, 2016 2.0% increase to all classifications


Effective April 1, 2017 1.5% increase to all classifications


Effective April 1, 2018 1.5% increase to all classifications


5) Retroactive pay to be paid November 10, 2017 by separate cheque.

Agreed for BCGEU




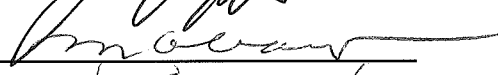
M. Dusekhi







Agreed for Vancouver Harbour Light





W. Thompson



Grant McArthur