

Submitted by the Corporation on February 27, 2014

MEMORANDUM OF AGREEMENT

BETWEEN:

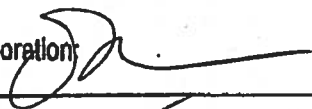
THE CORPORATION OF THE CITY OF LONDON
(The "Employer")
AND
LONDON CIVIC EMPLOYEES' LOCAL UNION NO. 107
(Chartered by the Canadian Union of Public Employees
and affiliated with the Canadian Labour Congress)
(The "Union")


The representatives of the Employer and the Union have accepted and agreed to recommend to their respective principals for ratification, terms of settlement per the following. It is recognized that all changes unless otherwise specified, shall come into effect January 1, 2016. In the event that this Memorandum is ratified by the Parties, the representatives will meet to finalize the renewed Collective Agreement, subject to review by the Legal Counsel of both Parties and proper execution of the Collective Agreement.

1. The Parties agree that the terms of this Memorandum of Agreement constitute the full and final settlement of all matters in dispute between them with respect to a renewal collective agreement and that there are no representations (written, oral or otherwise) that either party has relied upon that have not been recorded herein. All proposals, written and/or verbal, not resolved herein are withdrawn on a without prejudice basis.
2. The Parties agree that the renewed Collective Agreement shall include the terms and conditions of the previous Collective Agreement which expires December 31, 2015 except as amended, deleted from or added to by virtue of this Memorandum.
3. Notwithstanding Article 25.1 of the Collective Agreement, the parties agree to waive all notice requirements relating to the parties' intent to bargain with a view to the renewal of the Collective Agreement.
4. Final acceptance of the Memorandum of Agreement is subject to a majority vote in the affirmative by the membership of the Union and the elected Council of The Corporation of the City of London.



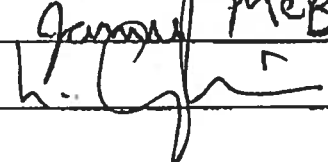
Signed this 27 day of February, 2014.

For the Corporation:





For the Union:



James McBride


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1. Article 29 – TERM OF AGREEMENT

This Agreement shall be for a term commencing on the 1st day of January, ~~2010~~ **2016** and ending on the 31st day of December, ~~2014~~ **2019**, and thereafter in each succeeding year, subject to changes and amendments agreed to by both Parties in writing.

2. Schedule "A" – WAGE SCHEDULE FOR OUTSIDE EMPLOYEES OF THE WORKS DEPARTMENT

Amend Schedule "A" to reflect the following increases:

0%	January 1, 2016
0%	January 1, 2017
1 %	January 1, 2018
1.1%	January 1, 2019

Within the period of January 3, 2016 to January 31, 2016, a one-time lump sum payment of five hundred dollars (\$500.00) less all applicable statutory deductions required by law shall be paid by the Corporation to all of the Corporation's CUPE Local 107 permanent full time bargaining unit members who are employed with the Corporation, and actively at work with the Corporation as at January 1, 2016. For permanent full time employees not actively at work, these employees will receive the lump sum payment upon return to work provided that the return to work occurs within the term of the Agreement outlined above and in any event is no later than December 31, 2019.

Within the period of January 3, 2017 to January 31, 2017, a one-time lump sum payment of six hundred dollars (\$600.00) less all applicable statutory deductions required by law shall be paid by the Corporation to all of the Corporation's CUPE Local 107 permanent full time bargaining unit members who are employed with the Corporation, and actively at work with the Corporation as at January 1, 2017. For permanent full time employees not actively at work, these employees will receive the lump sum payment upon return to work provided that the return to work occurs within the term of the Agreement outlined above and in any event is no later than December 31, 2019.

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3. Letters of Understanding

Effective January 1, 2016, the following Letters of Understanding shall be renewed and form part of the Collective Agreement.

Subject

- Equipment Operators and Drivers
- Winter Control Operations
- Benefits for Laid off Employees
- Loss of Driver's License
- Rest Periods/Overtime
- Hours of Work Permit - Pollution Control Plants
- Leave of Absence for Union Business
- Letter of Commitment re Contracting Out
- Re: Ontario Works
- Re: Golf Course Operations – Letter agreed to February 7, 2014
- Re: Water Main Maintenance Overtime
- Ontario Pay Equity Act
- Terms of Dedicated Presidency for Local 107
- Request to Revert to Employee's Previous Position
- Meal Allowances for Road or Sidewalk Plough Employee's
- Arena Operations
- Protocol for Complaint/Grievance Investigation
- Service Delivery Options in Solid Waste Operations
- Work Day in Excess of Eight Hours