



## BURNABY CIVIC EMPLOYEES' UNION CUPE LOCAL 23

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### BARGAINING RATIFICATION VOTE RESULTS MEMORANDUM OF AGREEMENT 2025 – 2027

I'd like to announce that the membership has ratified a new 3 year contract with the City of Burnaby. A special thanks to the committee for their hard work in securing a number of important improvements for all the members of CUPE 23. The wage and term assures healthy increases to keep City of Burnaby employees above inflation in this unstable economic climate:

- effective January 1, 2025, all hourly rates increase by **3.5%**
- effective January 1, 2026, all hourly rates increase by **3.5%**
- effective January 1, 2027, all hourly rates increase by **3.0%**
- effective April 5, 2027, all hourly rates increase by an additional **twenty-five cents (\$0.25)** per hour

This Memorandum of Agreement also reduces the Extended Health Plan deductible from one hundred dollars (\$100) to **fifty dollars (\$50)** meaning members pay \$50 less each year before coverage kicks in. It also increases Plan B coverage (crowns, bridges and partial or complete denture) from 60% to **70%**.

Thank you to all the members who made proposals, came to information meetings, and voted on this agreement. This collective agreement truly represents the achievements that are possible when we stand together.

Take a moment to enjoy these gains and then we can set our sights on future improvements that we'd like to achieve the next round of bargaining in order to better our working conditions and standards of living.

In solidarity,  
Chris Mikowski