

# Memorandum of Understanding

BETWEEN:

AVIS BUDGET GROUP

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION,  
LOCAL 378

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

The Parties have engaged in discussions to reach a Memorandum of Understanding hereby referred to as the Avis-Budget Merger, as required pursuant to the Labour Relations Board, case number 2021/BCLRB 33, decision, dated February 25, 2021.

THEREFORE:

1. The Parties agree that all employees currently employed at AvisBudget will be covered by the AVIS-MoveUP collective agreement which is for a term of written four (4) years from June 1, 2018 to May 31, 2022, with the changes set out in this Memorandum of Understanding and the attached appendices A, B and C.
2. Any amendment to this Memorandum of Understanding must be confirmed in writing by both Parties.

Signed at Richmond, B.C. this 7<sup>th</sup> day of December, 2021

For the union



For the employer



## Appendix A

### (1) Re: The Seniority List

The parties agree to use the integrated seniority list that was distributed to all members for review. See Appendix " B ".

### (2) Re: Recall rights:

Whereas the former Budget-Teamsters collective agreement provided recalls rights of 6 months, the affected employees now as MoveUP members enjoy 24 months of recall rights pursuant to Article 18 in the Avis-MoveUP collective agreement.

### (3) Re: Vacation pay and top up:

The parties agree to use the Avis-MoveUp collective agreement process of reconciling owed vacation pay as per Article 25.11. The calculation is done in April of every year.

Those employees affected by LOU #7 in the Budget-Teamsters collective agreement will be converted to a new LOU #20 in the Avis-MoveUp collective agreement. For clarity, the former Budget employees affected are, Pravindra Singh, David Tom, Jason Miller, Mario Villatoro, Ivan Cheng, and Sing Luk Chia. The former Budget employees, where owed, were paid out with the regular vacation top up in May 2021. See Appendix C.

### (4) Re: Sick Pay:

As of January 1, 2022, all former Budget employees will transition to ten (10) sick days per calendar year as per Article 27.02 in the Avis-MoveUP collective agreement. The payout of unused sick time in December 2021, will be prorated per Article 6.10 of the Budget-Teamsters collective agreement. The proration will affect former Budget employees only. Where a former Budget employee has used more than their prorated entitlement, that deficit shall count against their 2022 entitlement.

Example:

As of December 31, a full time Budget employee would have accrued 30 hours of sick pay. If the member used 5 sick days before December 31 this would equal 40 hours (5 days x 8 hours). They would carry 10 hours in to 2022, thus reducing the 80 hours (10 days x 8hours) of sick pay to 70 hours (or 8.75 days). Conversely, if the Budget employee used 3 sick days before December 31 this would equal 24 hours used. They then would be paid out 6 hours of sick pay in December, 24 hours + 6 hours = 30 hours.

### (5) Re: Full Integration:

Full integration to the Avis-MoveUp collective agreement, including all wage scales will come into effect January 1, 2022. Effective January 1, 2022 the Budget-Teamsters 213 Collective Agreement dated Aug.1,2019-July 31 will no longer apply.

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## APPENDIX "B"

SENIORITY	LOS		Position
Pravindra Singh	35	1986-02-01	SA
Chris Lockhart	32	1989-02-20	RSA
Dean Millar	32	1989-08-18	SA
Janet Batten	31	1990-07-06	Clerk
Bernard Ling	31	1990-05-05	Mech #1
Jonathan Lao	29	1992-06-30	SA
David Tom	29	1992-09-24	SA
Linda Stanley	28	1992-03-03	Clerk
Patricia White	28	1992-11-16	RSA
Mario Villatoro	28	1993-09-13	SA
Bal Reddy Krishna	28	1993-09-13	Mech#2
Khalid Rahimbux	26	1995-05-18	ROVER
Ivan Cheng	26	1995-09-26	SA
Sing Luk Chiu	26	1995-09-26	SA
Jason Miller	25	1996-04-17	RSA
Abhay Rai	24	1996-06-21	SA
Berlin Aberlin	22	1999-04-25	Utility
Mike Tang	20	2001-03-31	Utility
Behanz Rabei	20	2001-08-07	RSA
Shon Nandan	19	2002-05-14	RSA
Martha Martin	17	2003-12-04	RSA
Adriel Reddy	17	2004-01-31	SA
Azieb Woldu	17	2004-03-27	Clerk
Dennis De Guzman	17	2004-05-17	SA
Kevin Yawney	17	2004-08-04	SA
Qin(John) Qin	15	2005-11-15	SA
Rohit Singh	15	2006-02-13	Utility
Kassa Emiru	15	2006-02-20	RSA
Michelle Choy	15	2006-05-03	Clerk
Jason Lal	15	2006-06-19	RSA
Ferdinand Escolar Chua	14	2006-09-30	Utility
Wayne Wong	13	2006-12-21	SA
Ching Hui(Simon) Chen	13	2007-07-12	SA
Kevin Tran	13	2013-09-13	Clerk
Bai Yun(Parker) Wang	12	2008-03-10	SA
Mussie Kassahun	12	2008-04-15	SA
Nabeel Yousaf	12	2008-07-03	Gate Guard
Kerwin Jao	12	2013-09-13	Clerk

Yohanes Chassanova	11	2009-08-07	ROVER
Dereje Kinfe	11	2009-07-03	RSA
Xian Bin (Robin) Meng	10	2010-03-29	SA
Charanjit Singh	10	2010-05-10	SA
Yan(Ian) Zhou	10	2010-07-16	SA
Chungmin(Ted) Lu	8	2012-05-05	SA
Xiaolong(Richard) Zhu	8	2012-05-26	SA
Jai Shankar	7	2012-12-06	ROVER
Alastair Sutherland	6	2014-07-17	ROVER
Van Ngo	6	2014-07-23	SA
Shao Wei Wang	6	2014-10-15	Utility
Sam Mustapha	5	2016-02-09	RSA
Aimee Yuan	5	2016-06-03	Clerk
Jonny Yan	5	2015-04-19	SA
Vahid Tanbakouie	4	2016-08-05	RSA
Ahmed Dabir	4	2016-12-20	RSA
Xin(David) Le	4	2016-10-03	SA
Sau Hin (Peter) Tam	4	2016-10-03	SA
Amit Verma	3	2017-02-15	RSA
Anthony Yung	3	2017-08-06	RSA
Ramend Prasad	3	2017-08-14	Utility
Janath Selvaratnam	2	2018-02-10	SA
Jaspal Singh	2	2018-05-02	RSA
Randy Burnett	2	2018-05-18	ROVER
Ahmad Mansouripour	2	2018-05-07	SA
Jagjit Sahi	2	2018-05-30	SA
Pamela Lindholm	2	2018-06-01	ROVER
Steven Foley	2	2019-04-01	Clerk
Samuel Liu	2	2019-04-01	Clerk

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**Appendix C**

**LETTER OF UNDERSTANDING NO. 20**

**Re: Vacation Entitlement Red Circle**

**BETWEEN**

**AVISCAR INC.**

**(hereinafter referred to as the "Employer")**

**PARTY OF THE FIRST PART**

**AND**

**MOVEUP**

**(CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES'**

**UNION, LOCAL 378)**

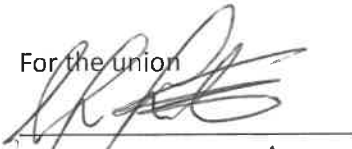
**(hereinafter referred to as the "Union")**

**Re: Vacation Red Circle**

The following former Budget employees are entitled to seven (7) weeks vacation as per the Memorandum of Understanding Re: Avis Budget Merger dated December 7, 2021, agreed upon by both parties:

- Pravindra Singh, David Tom, Jason Miller, Mario Villatoro, Ivan Cheng, and Sing Luk Chiu.

For the union

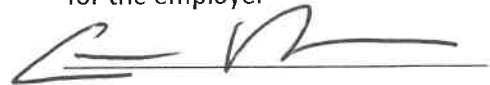


Date:

Dec. 10/21

Sham Lakwisa  
Union Rep  
Move Up

for the employer



Date:

Dec. 7, 2021

Cameron Wallace  
Director of Operations  
ABG BC