

MEMORANDUM OF AGREEMENT

BETWEEN:

Richmond Cabs Ltd.

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

MoveUP, Local 378 of the Canadian Office and Professional Employees Union

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from April 1, 2025, through March 31, 2026 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

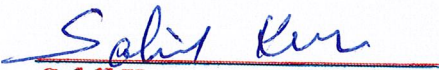
THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of three (3) years from April 1, 2026, to March 31, 2029, with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from April 1, 2026, unless specifically stated otherwise.

5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within thirty (30) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have fifteen (15) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within sixty (60) calendar days of the date of completion of the ratification vote.

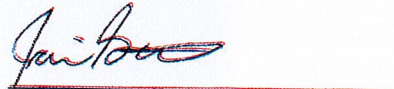
Signed at Burnaby, B.C. this 15th day of May 2026.

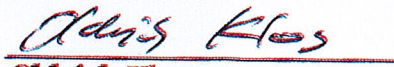
FOR THE EMPLOYER


Sahil Kumar
General Manager

General Manager
Richmond Cabs Ltd/Coral Cabs Ltd
2440 Shell Road, Richmond BC
V6X 2P1

FOR THE UNION


Jaime Scott
Union Representative


Oldrich Klos
Bargaining Committee



(Canadian Office and Professional Employees Union, Local 378)

RICHMOND CABS Ltd.
PROPOSALS 2026
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 14, 2026	Time: 12:20pm
UP 06	LOU 4	Amend	

Letter of Understanding #4

The Parties agree that, in the event Oldrich Klos ends his employment with the Employer and membership within the Union, the followings terms outline his severance:

- The following calculations will use the rate of ~~\$23.74/hr or \$949.60/week~~ (less statutory deductions):
 - \$26.00/hr or \$1,040.00/week effective April 1, 2026
 - \$26.78/hr or \$1,071.20/week effective April 1, 2027
 - \$27.58/hr or \$1,103.20/week effective April 1, 2028
- Oldrich Klos will receive an amount equal to 50 weeks of pay, ~~or \$47,480.00, less statutory deductions or:~~
 - \$52,000.00 effective April 1, 2026
 - \$53,560.00 effective April 1, 2027
 - \$55,160.00 effective April 1, 2028
 - * Payment of the above will be made within six days following his departure.
- Oldrich Klos will receive six (6) months of benefit continuation from the date of his departure.

E&OE

Signed off this

15 day of May

2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

RICHMOND CABS Ltd.
PROPOSALS 2026
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 14 th , 2026	Time: 12:20pm
UP 05	Appendix A	Amend	

APPENDIX A - JOB CLASSIFICATIONS AND HOURLY WAGE RATES

- Three-year term
- Wage increase to \$26.00 on April 1, 2026 (Fully Retroactive)
- 3% wage increase on April 1, 2027
- 3% wage increase on April 1, 2028

E&OE

Signed off this

15 day of May

2026.

For the Union

For the Employer