

MEMORANDUM OF AGREEMENT

BETWEEN:

BC FERRY AND MARINE WORKERS UNION

(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 August 1st, ~~2025~~ to July 31, ~~2029~~ (the "Collective Agreement"). 2025 2021
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

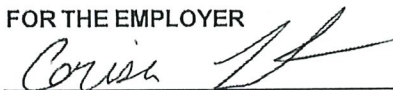
THEREFORE:

1. The Parties agree that the Collective Agreement is renewed for a term of four (4) years from August ~~1st~~ 15th ~~2025~~ to July 31th, ~~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 August 1st, 2025 unless specifically stated otherwise.
5. All items not addressed herein will be considered withdrawn on a without prejudice basis.

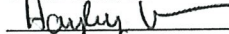
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this 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 Nanaimo, B.C. this 2nd day of March 2026

FOR THE EMPLOYER



Carisa Lentz



Hayley Walker



Anne Tonym

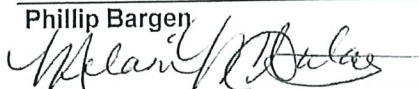
FOR THE UNION



Alina Teymory



Phillip Bargaen



Melanie McAulay



Sandra Newton



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 01	Various	<i>Housekeeping</i>	

Housekeeping

- The Union proposes the entire collective agreement be updated to become gender neutral. i.e.: "they", "them", "their", or "the employee".
- Adjust any mention of "employee" to "Employee" and "employer" to "Employer".

E&OE
Signed off this 12th day of November 2025

For the Union
Alina Teyman

For the Employer
Cassidy J



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: November 14, 2025	Time:
UP 02	6.04, 6.06, 6.10	<i>Amend, New RENUMBER: 6.04 to become 6.06 and 6.06 to become 6.04</i>	

ARTICLE 6 — HOURS OF WORK

**6.046
Overtime**

All time worked before or after the regularly established working day shall be considered as overtime, and paid for at the rate of double time. All overtime shall be calculated in one-half (1/2) hour increments and must be approved by the Employer.

All work on weekends and statutory holidays shall be compensated at the rate of double time with a two (2) hour minimum. Weekend and Holiday overtime shall be compensated in one (1) hour increments for time worked over two (2) hours.

Travel time, where required, shall be considered as time worked and any travel outside of Central Vancouver Island shall be considered four (4) hours.

(...)

6.064

Employees hired on a part-time basis or temporary basis shall have their hours scheduled, and these hours shall fall between the hours of 8:30 a.m. and 4:30 p.m. between Monday and Friday inclusive. All work done outside the scheduled hours and within the regularly established work day shall be considered as off-schedule hours and paid for at the regular rate.

6.10

Out of Town Assignment

Overtime will also be paid for out of town assignments requiring accommodation away from the Employee's principal residence, at the rate of three (3) hours at one and a half (1.5) times for each consecutive overnight assignment.

E&OE
Signed off this 14th day of November 2025

For the Union

For the Employer



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		NOV 13/2025	11:23
UP 03	8.02, 8.08	Amend, New	

ARTICLE 8 - ANNUAL VACATIONS

8.01

- (a) Upon completion of twelve (12) months' service an employee shall be entitled to receive a paid vacation of twelve (12) working days. Payment for such vacation period shall be at the employee's current wage rate or six percent (6%) of gross earnings for the period in which the vacation was earned, whichever is greater.
- (b) Upon completion of six (6) months' service in the first year of employment, an employee shall be entitled to receive a paid vacation of four (4) working days which if taken, will be deducted from the total entitlement for that year. Such vacation shall be taken at a time mutually agreed with the Employer.

(c)

Service Time Completed as Employees	Working Days Paid Vacation
6 Months Service (1 st Year)	4
1 Year Service (1 st Year)	8
2 Years Service	12
3 Years Service	12
4 Years Service	12
5 Years Service	18
6 Years Service	19
7 Years Service	20
8 Years Service	21
9 Years Service	22
10 Years Service	23
11 Years Service	24
12 Years Service	25
13 Years Service	26
14 Years Service	27
15 Years Service	28
16 Years Service	29
17 Years Service	30
18 Years Service	31
19 Years Service	32
20 Years Service	33
21 Years Service	34

8.02

- a) Vacations shall be selected by ~~April 1st~~ January 31st of each year, in order of seniority.
- b) Vacation schedules, once approved by the BCFMWU, shall not be changed except by mutual agreement between the employee and the BCFMWU.
- c) Any costs incurred by the employee as a result of a change caused by the BCFMWU due to an emergency, will be paid by the BCFMWU.
- d) Any vacation unscheduled by October 1st may be scheduled by the BCFMWU. The BCFMWU will consult with the affected employee.

8.03

Each employee who completes five (5) years' service shall receive eighteen (18) working days paid vacation. Pay for such vacation shall be at the employee's current wage rate or eight percent (8%) of gross earnings for the period in which vacation was earned, whichever is greater.

8.04

For each completed year of service in excess of five (5) years, each employee shall receive one (1) working day paid vacation, to a maximum of thirty-five (35) working days.

8.05

Payment for vacation entitlement outlined in Article 8.04 shall be:

1. 21 and 22 days - eight (8%) of gross earnings or the current wage rate, whichever is greater.
2. 23 to 27 days inclusive – ten percent (10%) of gross earnings or the current wage rate, whichever is greater
3. 29 days and over - twelve percent (12%) of gross earnings or the current wage rate, whichever is greater.

8.06

On December 31st of each year regular and/or part-time employees shall be eligible for vacation bonus of two percent (2%) of the gross earnings earned in the preceding twelve (12) months, such bonus to be paid out to the employees no later than January 31st of each year. In Lieu of cash employees shall have the option of taking this bonus in equivalent paid time off, and if electing equivalent time off shall notify the Employer of such on or before December 31st of each year. Upon resignation or retirement, or layoff an employee shall be paid the vacation bonus on gross earnings for the period from January 1st to day of resignations or retirement, or layoff.



(Canadian Office and Professional Employees
Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

8.07

Employees shall not accrue vacation credits while receiving L.T.D. benefits.

8.08

Partial Year of Service

Employees covered by this Agreement with a partial year of service shall earn vacation on a prorated basis, except on retirement when the Employee shall receive full vacation entitlement for the year in which they retire.

E&OE
Signed off this 13th day of November 2025

For the Union

Alia Teymay

For the Employer

Cerise J.D.



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
		<i>March 2/2026</i>	<i>2:42</i>
UP 04	9.01	<i>Amend, New</i>	

ARTICLE 9 – BENEFIT PACKAGE

9.01

- a) The Employer shall pay the total cost of the following benefits: medical, dental, extended health benefit, short term disability plan, long term disability, accidental death and dismemberment, group life insurance and Canada Pension Plan for each employee. It is understood that the Employer will not be required to underwrite the carrier. STIIP/LTD Plan to provide seventy-five (75%) percent of pay benefit.
 - Psychological Services ie. Social Worker, Psychologist, Registered Clinical Counsellor, raised from three hundred and fifty (\$350) dollars per year to one thousand (\$1000) dollars per year.
- b) MSP coverage for the employee is payable by the Employer on the first day of the month following date of hire. The balance of benefits are payable 90 days after date of hire.
- c) The benefit plans shall be maintained for MoveUP ~~Employees~~ members providing benefits no less than those contained in plans ~~between BC Ferry Services Inc~~ within the Labour Relations Officers Collective Agreement between MoveUP and the BC Ferry & Marine Workers' Union.
- d) The employer shall amend the Extended Health Plan provisions to provide for four hundred dollars (\$400) for corrective lenses payable once every twelve (12) months for adults and once every twelve (12) months for children, ~~and~~ This benefit is cumulative to a maximum of eight (\$800) hundred every twenty-four (24) months. The Employer will also provide for up to two thousand dollars (\$2000) for laser vision correction as a lifetime family maximum.
- e) The Employer to reimburse for receipted expenses for the shingles vaccine for employees and dependents covered under the Health and Welfare Plan.



(Canadian Office and Professional Employees
Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

- f) The Employer shall continue to provide, at a minimum, the level of plan coverage as listed in the Employer Policy (814413) dated December 1, 2021.

- g) The employer will not change carriers for the benefit plan without consulting and mutual agreement from the Union. No such change in carrier will occur if it leads to a loss or reduction of coverage.

E&OE

Signed off this 21st day of March 2026

For the Union

Alina Teyazay

For the Employer

Corin J.



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP 05	9.06	<i>Amend</i>	

ARTICLE 9 – BENEFIT PACKAGE

9.06 FITNESS ALLOWANCE

The Employer recognizes that a healthy lifestyle enhances both the quality of service delivered by the employees and the quality of their lives. To encourage that healthy lifestyle the Employer will reimburse employees for receipted expenses up to ~~two hundred dollars (\$200.00)~~ four hundred (\$400) dollars annually for fees in gym, fitness center, community center, sports facility or fitness/exercise equipment. This is to be pro-rated for part-years commencing upon ratification of this agreement.

E&OE

Signed off this 3rd day of March 2026

For the Union

Alice Teymsy

For the Employer

Cerise J



(Canadian Office and Professional Employees Union, Local 378)

BCFMWU PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
		NOV 13/2025	4:07
UP 06	9.07, 9.08, 9.09	Amend	

ARTICLE 9 – BENEFIT PACKAGE

9.07 EMPLOYMENT SERVICE BONUS

Employees not covered under the Retirement Bonus provisions contained within the BCFMWU/BC Ferries Inc. Collective Agreement shall be eligible for the following service bonus, upon retirement:

- i) Employees who have completed ~~fifteen (15)~~ ten (10) years or more of continuous employment with the Employer shall be given upon retirement a cash bonus equal to three (3) weeks' pay.
- ii) Employees who have completed twenty (20) years or more of continuous employment with the Employer shall be given upon retirement a cash bonus equal to five (5) weeks' pay.
- iii) The service bonus may be taken as salary continuance paid in cash or by transfer to an Employee's Registered Retirement Savings Plan (RRSP), at the employee's option.

9.08 DEATH BENEFITS

- a) Where the employee dies during the term of this agreement on one (1) month's salary for every year of continuous service to a maximum of six (6) months' salary, shall be paid to the estate of the deceased or to the designated beneficiary within one (1) month of the death.
- b) This payment is in addition to any amount earned by the deceased up to the date on which the deceased was last employed by Employer.
- c) The Employer shall continue to provide, the level of life insurance, medical, extended health, and dental coverage to the dependents of the deceased employee for a period of twenty-four (24) months after the death of the employee, as listed in the Employer Policy (814413) dated December 1, 2021, along with six (6) months access to the Family Assistance Plan.
- d) The dependants shall be notified in writing of the terms of this provision when payments and benefits are paid under this provision.



(Canadian Office and Professional Employees
Union, Local 378)

**BCFMWU
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9.09 GROUP LIFE INSURANCE BENEFITS

The Employer shall provide a mutually acceptable group life insurance plan with benefits equivalent to three (3) times an employee's annual earnings to a non-evidence maximum of one hundred and sixty-two thousand (\$162,000), and a maximum benefit of one million (\$1,000,000).

E&OE
Signed off this 13th day of November 2025

For the Union
Alina Reynay

For the Employer
Cerise JA



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: November 14, 2025	Time:
UP 07	12.06	<i>Amend, New</i>	

ARTICLE 12 – PROMOTIONS, LAY-OFFS, RECALL AND SEVERANCE

12.06 SEVERANCE

- (a) Severance pay shall be paid to employees who lose their jobs as a result of mergers, changes in administrative procedures, automation, consolidation or suspension of business, reduction of work, or relocation. The amount of such severance pay shall be ~~two (2)~~ three (3) weeks' pay at current salary for each year of service with the Employer and shall not exceed twenty-six (26) weeks' pay.
- (b) An employee who chooses to be laid-off and placed on the recall list may elect:
 - (i) to terminate during the recall period and be paid their severance pay entitlement upon termination;
 - (ii) to remain on the recall list and be paid severance pay entitlement.

E&OE
Signed off this 14th day of November 2025

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP 08	20	<i>Amend</i>	

ARTICLE 20 – HARASSMENT IN THE WORKPLACE

- (a) The Union and the Employer recognize the right of employees to work in an environment free from sexual, personal and verbal harassment, and the Employer shall take such actions as are necessary respecting an employee engaging in such harassment in the workplace.
- (b) Personal harassment means a course of conduct directed at a specific person, that causes distress in such a person and serves to legitimate work related purpose. It may include:
 - (i) Physical threats or intimidation, physical assault; and
 - (ii) Words, gestures or actions, in the natural consequence of which is to humiliate, alarm and abuse another person.
- (c) Sexual harassment means engaging in a course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome and shall include, but not be limited to:
 - (i) Sexual solicitation or advance or inappropriate touching and sexual assault;
 - (ii) A reprisal, or threat of reprisal, which might reasonably be perceived as placing a condition of a sexual nature on employment by a person in authority after such sexual solicitation or advance or inappropriate touching is rejected.
- (d) In cases of harassment, the employee has the right to discontinue contact with the harasser without incurring any penalty. In cases where the discontinuation of contact requires a transfer or reassignment of an employee, it shall be the harasser who, whenever possible, is transferred or reassigned. The employee who is harassed shall not be reassigned or transferred against their will.
- (e) An employee who wishes to pursue a concern arising from an alleged harassment may submit a grievance directly to Step 2 of the grievance procedure within sixty (60) days of the latest alleged occurrence.



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

- (f) The Union and the Employer recognize the right of employees to work in an environment free from bullying or harassment and the Employer undertakes to appropriately deal with BCFMWU members that engage in this type of conduct.
- (g) For any workplace dispute, please refer to the BCFMWU Staff Complaint Policy.

E&OE
Signed off this 13th day of November 2025

For the Union

Alina Teymou

For the Employer

Cousi H



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		<i>March 2/2026</i>	<i>2:40</i>
UP 09	23	<i>Amend</i>	

ARTICLE 23 – DURATION

a) This Agreement shall be binding and remain in full force for the period from and including August 1, ~~2021~~ 2025 to and including July 31, ~~2025~~ 2029.

E&OE
Signed off this 2nd day of March 2026

For the Union
Aline Teyssie

For the Employer
Crisis



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		NOV 13/2025	10:57
UP 11	MOU #5	Amend	

MEMORANDUM OF AGREEMENT UNDERSTANDING #5

BETWEEN: BC Ferry & Marine Workers' Union

AND: MoveUP (Canadian Office and Professional Employees Union, - Local 378)

This Memorandum shall remain in full force and effect during the term of this Collective Agreement (August 1, 2009 to July 31, 2012) and each successive Collective Agreement and may only be amended by collective bargaining and subject to any changes following ratification of such amendments by both Parties. The aforementioned parties do hereby agree:

The position of RECEPTIONIST/ADMINISTRATIVE ASSISTANT/AND MANAGER OF OPERATIONS will be filled and covered under all provisions of the Collective Agreement except as follows:

ARTICLE 6 – HOURS OF WORK

6.01 the number of work days per week will be five,
And the weekly hours will be thirty-seven and one-half

ARTICLE 8 – ANNUAL VACATION

8.01 (a) the number of vacation days will be fifteen,
(b) the number of advance days will be five,
8.03 the number of vacation days earned on completion of 5 years' service will be twenty-three working days

~~Calculation for annual vacation and sick leave entitlement will be based on hours worked.~~

*ce
A.T.*

ARTICLE 10 – SICK LEAVE

10.01 the maximum days of sick leave accrual will be fifty working days, accrued at the rate of one and one quarter days per month.



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

Signed this 24th day of May, 2013.

SIGNED ON BEHALF OF THE EMPLOYER:

Party of the First Part

"Original Copy Signed"

Kevin Lee
Provincial Secretary-Treasurer

"Original Copy Signed"

Lisa Hayes
Local 4 President

"Original Copy Signed"

Girija Emery
Local 19 President

SIGNED ON BEHALF OF THE UNION:

Party of the Second Part

"Original Copy Signed"

Kevin Smyth
Union Representative

"Original Copy Signed"

Vicki Barta
Job Steward

"Original Copy Signed"

Jenny Rouse

E&OE

Signed off this 13th day of November 20 25

For the Union

Alina Tymny

For the Employer

Colin J



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		<i>NbU 13/2025</i>	<i>10:57</i>
UP 12	MOU #6	<i>Re-sign</i>	

MEMORANDUM LETTER OF UNDERSTANDING #6

BETWEEN: BC Ferry & Marine Workers' Union

AND: MoveUP (Canadian Office and Professional Employees Union, - Local 378)

RE: CREATION OF MANAGER OF OPERATIONS POSITION AND THE TRANSITION OF Ms. Melanie McAulay

WHEREAS the Parties have agreed to the creation of a new Manager of Operations position that will become part of the administrative collective agreement between the Employer and the Union;

AND WHEREAS the Parties have agreed to place Ms. Melanie McAulay into this new position;

AND WHEREAS the Parties wish to formalize the process of the creation of the Manager of Operations position and the process of transferring Ms. McAulay into the position;

THEREFORE, the Employer and the Union agree to the following:

1. Effective upon the date of signing of this ~~Letter~~ Memorandum of Understanding, a new Manager of Operations shall be created and be added as a position into the administrative bargaining unit as follows:
 - a. The job description shall be appended to this agreement;
 - b. All annual percentage wage increases per Appendix 'A' shall apply;
 - c. An initial wage of \$48.00 per hour shall apply; and
 - d. All terms and conditions of the administrative collective agreement shall apply.
2. Effective upon the date of signing of this ~~Letter~~ Memorandum of Understanding, the following shall occur:
 - a. Ms. McAulay shall be paid at the initial rate of \$48.00 per hour;



(Canadian Office and Professional Employees Union, Local 378)

**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

- b. Ms. McAulay shall fully participate in all annual percentage wage increases that subsequently occur, including the 2024 wage reopener and the 2025 wage reopener per Appendix A with wage reopener adjustments applied to Ms. McAulay's initial rate; and
 - c. Ms. McAulay shall self-administer the tracking and recording of all overtime she performs, and she shall report all such overtime to the Employer on a weekly basis.
 - d. It is understood that such overtime performed is pre-approved given the contingent needs of the office with the Employer reserving the right to raise any questions with Ms. McAulay about any overtime submitted.
 - e. The Employer and the Union shall review the amount of overtime recorded from May 2024 and April 30, 2025 with a view of discussing workload and for a topic discussion in collective bargaining.
3. The Employer and the Union agree to that the current inactive Office Manager position in the LRO collective agreement shall be removed from the collective agreement in collective bargaining.
 4. The Employer and the Union agree that the terms and conditions contained herein shall take effect upon the date of signing.

Signed this 27th day of May, 2024.

SIGNED ON BEHALF OF THE EMPLOYER:

SIGNED ON BEHALF OF THE UNION:

Party of the First Part

Party of the Second Part

"Original Copy Signed"

"Original Copy Signed"

Eric McNeely
BC Ferries and Marine Workers' Union

Phillip Bargaen
Union Representative

"Original Copy Signed"

"Original Copy Signed"

Gary Caroline
BC Ferries and Marine Workers' Union

Daniel Storms
Union Representative

E&OE
Signed off this 13th day of November 20 25

For the Union
Alina Tegmay

For the Employer
Corin A



**BCFMWU
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 13	Appendix "A"	<i>Amend</i>	

Appendix "A" Wages

August 1st, 2025- 2.85% general wage increase retroactive

August 1st, 2026- 4% general wage increase

August 1st, 2027- 4% general wage increase

August 1st, 2028- 4% general wage increase

*"Me Too" to any wage re-openers conducted by BC Ferries and the B.C. Ferry & Marine Workers' Union that are greater than our negotiated wage increases this round.

E&OE

Signed off this 2nd day of March 2026

For the Union

Alina Tejerano

For the Employer

Crossi J



**BC Ferry & Marine Workers' Union
MoveUP (Admin Unit)
PROPOSALS 2025
BCFMWU Proposals (UP #)**

BCFMWU			
Number	Affected Article/MOU	Date: 12 November 2025	Time: 13:00
1	7.01	Remove the asterisk beside Family Day.	

- remove and Monday in February A.T.
- remove asterisk CL

E&OE
Signed off this 12th day of November 2025

For the Employer

For the Union - MoveUP

Craig A

Alina Teyng



**BC Ferry & Marine Workers' Union
MoveUP (Admin Unit)
PROPOSALS 2025
BCFMWU Proposals (UP #)**

BCFMWU			
Number	Affected Article/MOU	Date: 13 November 2025	Time: 13:00
2 v2	12.11	Incorporate MOU#4. Amend as below: 12.11 Relocation Should the Employer relocate the office or open a sub-office outside the <u>Greater Nanaimo Regional District</u> , all regular, <u>permanent</u> employees shall have the 8. Legal fees - Registration of deed, Land Registration, searches, certificates of encumbrances, photocopies, telephone, filing fees, miscellaneous office expense, Solicitor's fees in respect to: (a) agreement for sale where new house is purchased, (b) discharge of encumbrances against the former residence, (c) financing new dwelling - first and second mortgage agreements. 9. <u>The total allowance for moving expenses shall be no less than \$3000.</u> <u>(c) Once the employee has accepted these moving expenses they shall no longer be entitled to severance and shall have been deemed to have accepted the relocation position.</u>	

E&OE
Signed off this 13th day of November 2025

For the Employer

For the Union - MoveUP

Corin H

Alina Teymora



BC Ferry & Marine Workers' Union
 MoveUP (Admin Unit)
 PROPOSALS 2025
 BCFMWU Proposals (UP #)

BCFMWU			
Number	Affected Article/MOU	Date: 13 November 2025	Time: 13:30
3 v2	MOU#1	<p>Amend bullet point #3 to remove mention of Unifor. Document transfer between the Employer/UNIFOR and MoveUP can be done by hard copy, diskette, voice recordings, electronic mail or network file transfer.</p> <p>Add "MOU#1 page 38" to the Table of Contents</p> <p>APPENDIX "A" - WAGES..... 37 MEMORANDUM OF UNDERSTANDING #2..... 39</p>	

E&OE
 Signed off this 13th day of November 2025

For the Employer

For the Union - MoveUP

Cousin LA

Alina Teymov



BC Ferry & Marine Workers' Union
MoveUP (Admin Unit)
PROPOSALS 2025
BCFMWU Proposals (UP #)

BCFMWU			
Number	Affected Article/MOU	Date: 13th November 2025	Time: 3:57
5 V3	11.13	<u>(a)</u> The Employer shall grant to members of the bargaining unit paid educational leave equivalent to one (1) week per year for the unit to attend the C.L.C Winter School, including wages and tuition. <u>(b)</u> The bargaining unit may choose to have members attend union equivalent training sessions offered through BCFMWU or affiliates in lieu of attending CLC as mentioned in (a), provided it does not exceed the amount referenced in (a). Allocation of such leaves shall be determined by the bargaining unit. All courses must be approved by the Employer. Such approval shall not be unreasonably denied.	

E&OE
Signed off this 13th day of November 2025

For the Employer

Corin [Signature]

For the Union - MoveUP

Alina Teysey