

# **MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**Berlitz Canada  
(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 January 1st, 2016 to December 31st, 2016 (the "Collective Agreement").
- B. The Parties have agreed to renew the Collective Agreement from January 1st, 2017 to March 31<sup>st</sup>, 2025 under the following understanding :
  - The Employer will provide a signing bonus of \$300.00 for all current employees hired prior to January 1<sup>st</sup>, 2018. The signing bonus will be paid during the first pay cycle following ratification.
  - The Employer will provide a signing bonus of \$150.00 for all current employees hired on or after January 1<sup>st</sup>, 2018. The signing bonus will be paid during the first pay cycle following ratification.
  - Article 3.04 will be removed, and all gendered language in the Collective Agreement will be amended to be gender neutral.
  - The following will be added as Article 9.06 "Employment Standards Act" :  
*" The Employer agrees to provide any rights or benefits currently legislated under the B.C. Employment Standards Act that exceeds what is negotiated in this Collective Agreement."*

- Article 19.02 will be amended to remove David McPhillips, Don Munroe, and Colin Taylor, and to add Gabriel Somjen and Lisa Southern to list of Arbitrators.
- "National Day for Truth and Reconciliation" and "Family Day" shall be added to Article 25.01
- The following shall be added as Article 26.04 :  
"26.04 All other Instructors who do not meet the minimum qualifying hours under 26.01 shall be entitled to the minimum paid and unpaid sick leave legislated under the B.C Employment Standards Act"
- Article 36.01 shall be amended as follows :  
"This Agreement shall be binding and remain in full force for the period from and including January 1, 2017 to and including March 31, 2025"
- Appendix 'A' shall be amended increase the wage grid as follows :  
 April 1<sup>st</sup>, 2023 – 1.5%  
 April 1<sup>st</sup>, 2024 – 1.5%

Signed at Vancouver, B.C. this 26<sup>th</sup> day of January, 2023

FOR THE EMPLOYER

Claudio Chalom  
 Language Centre Director

FOR THE UNION