

MEMORANDUM OF AGREEMENT

BETWEEN:

**International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths,
Forgers and Helpers, Local Lodge 191**

(hereinafter referred to as the "Employer")

AND:

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

(hereinafter referred to as the "Union")

WHEREAS:


- A. The Parties are bound to a Collective Agreement effective from August 1, 2018 to July 31, 2023.
- 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 three (3) years from August 1, 2023 to July 31, 2026 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 1, 2023 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 All items not addressed herein will be considered withdrawn on a without prejudice basis.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 make every effort 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.

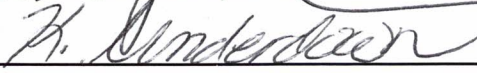
Signed at Esquimalt, B.C. this 1st day of December, 2023





FOR THE EMPLOYER





FOR THE UNION

APPENDIX "A"

Attach all sign off as Appendix A



**Boilermakers Local 191
PROPOSALS 2023
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 2	Article 8.03 ¹ PB	Amend	

8.03¹ Benefit Package-Increase rates by the following:

August 1, 2023	New	0.20
Welfare	2.13	
Pension	5.22	
Total	7.35	
August 1, 2024	New	0.20
Welfare	2.13	
Pension	5.42	
Total	7.55	
August 1, 2025	New	0.20
Welfare	2.13	
Pension	5.62	
Total	7.75	

E&OE
Signed off this 1 day of December 2023

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

Boilermakers Local 191 PROPOSALS 2023 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 3	Article 9.08	<i>New</i>	

9.08 Leave for Medical or Dental Appointments

With prior approval, an employee will be allowed leave of absence with pay of up to 2 hours for medical or dental appointments that cannot be taken on a regularly scheduled day off. For appointments over 2 hours the time will come from the employee's sick bank. Where excessive travel is required, up to one day may be utilized, with approval.

E&OE
Signed off this 1st day of December 2023

For the Union

Phillip M. Ba

For the Employer

[Signature]



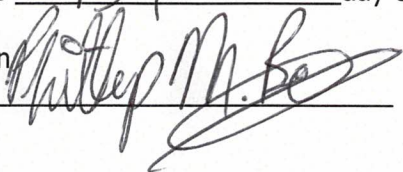

(Canadian Office and Professional Employees Union, Local 378)

Boilermakers Local 191 PROPOSALS 2023 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 4	Article 9.09	<i>New</i>	

9.09 Family Responsibility Leave

- (a) In the case of illness/injury of an immediate family member, the employee shall be entitled to use entitlement from the sick leave bank up to a maximum of two (2) days at any one time for this purpose. Upon request, additional time may be approved.
- (b) In the event of a serious illness or injury to a spouse, dependent or non-dependent child or parent, the Employer will make a reasonable effort to provide appropriate time off not to exceed five (5) working days at any one time for the employee, from their sick bank, to make the necessary arrangements for the ongoing care of the ill/injured person.

E&OE
 Signed off this 15th day of December 2023
 For the Union  For the Employer 



**Boilermakers Local 191
PROPOSALS 2023
Union Proposals (UP Item)**

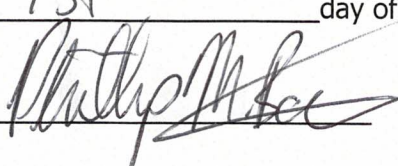

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 5	Article 9.10	New	

9.10 Domestic or Sexual Violence Leave

An employee who requests leave under this Article shall be entitled to up to ten (10) days of paid leave and up to seventeen (17) weeks of unpaid leave if an employee or the employee's child has experienced domestic or sexual violence.

E&OE
Signed off this 1st day of December 2023

For the Union  For the Employer 



**Boilermakers Local 191
PROPOSALS 2023
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 8	Article 16.01	<i>Amend</i>	

16.01 Term of Agreement

This Agreement shall be binding and remain in full force for the period from and including August 1, ~~2014~~ 2023 to and including July 31, ~~2018~~ 2026.

E&OE
Signed off this 15th day of December 2023

For the Union

Phillip A. Ba

For the Employer

[Signature]



**Boilermakers Local 191
PROPOSALS 2023
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 9	Appendix A	Amend	

Appendix "A" Part 2 – Wage Rates

August 1, 2023

Category		Probationary	After 6 months
1	0%	\$33.42	\$33.88
2	0%	\$35.00	\$35.46
3	0%	\$38.58	\$39.09
4	5%	\$42.17	\$42.70


August 1, 2024


Category		Probationary	After 6 months
1	2%	\$34.08	\$34.56
2	2%	\$35.70	\$36.16
3	2%	\$39.35	\$39.87
4	3.75%	\$43.75	\$44.30

August 1, 2025

Category		Probationary	After 6 months
1	2%	\$34.76	\$35.25
2	2%	\$36.41	\$36.88
3	2%	\$40.14	\$40.66
4	3%	\$45.06	\$45.63

E&OE
Signed off this 1 day of December 20 23

For the Union 

For the Employer 

AUGUST 1, 2018 (3.75%)

Category	Start Rate	After 6 Months	After 12 Months
1	\$29.28	\$29.69	\$30.10
2	\$30.69	\$31.13	\$31.51
3	\$33.81	\$34.28	\$34.73
4	\$35.21	\$35.69	\$36.14

AUGUST 1, 2019 (3.00%)

Category	Start Rate	After 6 Months	After 12 Months
1	\$30.16	\$30.58	\$31.00
2	\$31.61	\$32.06	\$32.46
3	\$34.82	\$35.31	\$35.77
4	\$36.27	\$36.76	\$37.22

Wage Increase Calculations

AUGUST 1, 2020 (3.00%)

Category	Start Rate	After 6 Months	After 12 Months
1	\$31.06	\$31.50	\$31.93
2	\$32.56	\$33.02	\$33.43
3	\$35.86	\$36.37	\$36.84
4	\$37.36	\$37.86	\$38.34

August 1, 2021: 2% + Consumer Price Index (CPI) up to a maximum of 3% if the annual CPI is greater than 2%.

August 1, 2022: 2% + Consumer Price Index (CPI) up to a maximum of 3% if the annual CPI is greater than 2%.

AUGUST 1, 2021 (3 %)

Category	Start Rate	After 6 Months	After 12 Months
1	0.93 31.99	0.95 32.45	0.96 32.89
2	0.98 33.54	0.99 34.01	1.00 34.43
3	1.08 36.94	1.09 37.46	1.11 37.95
4	1.12 38.48	1.14 39.00	1.15 39.49

AUGUST 1, 2022 (3 %)

Category	Start Rate	After 6 Months	After 12 Months
1	0.96 32.95	0.97 33.42	0.99 33.88
2	1.01 34.55	1.02 35.00	1.03 35.46
3	1.11 38.05	1.12 38.58	1.14 39.09
4	1.15 39.63	1.17 40.17	1.18 40.67

Banefit Package

August 1, 2020

Welfare	2.13
Pension	4.62
Total	6.75

August 1, 2021

New	0.20	6.95
Welfare	2.13	
Pension	4.82	
Total	6.95	

August 1, 2022

New	0.21	7.16
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~ ? (.21) 7.16