LETTER OF UNDERSTANDING

BETWEEN: MacLure's Cabs (1984) Ltd.

(The "Employer")

AND: Canadian Office and Professional Employees Union, Local 378

(The "Union")

RE: Contracting Out

The parties acknowledge that notwithstanding the provisions of Article 17.03 (Bargaining Unit Work) of the Collective Agreement, the Employer may, at its discretion, contract out work normally performed by members of the bargaining unit. This Letter of Understanding ("LOU") shall supersede Article 17.03 of the Collective Agreement to the extent necessary to give effect to these provisions.

Termination of Bargaining Unit Members

In the event the Company contracts out work performed by bargaining unit members, the Company may terminate the employment of its bargaining unit members for the purpose of contracting out the bargaining unit work on July 6, 2026, or any day thereafter, subject to the terms of this LOU. An employee terminated in this way will have their termination coded as a (permanent) layoff in their record of employment.

Enhanced Termination

If a regular employee's position is eliminated as a direct result of the Employer contracting out bargaining unit work, the affected employee shall be entitled to a one-time enhanced severance package, calculated as follows:

- David Clancy: 28 weeks' severance pay;
- Jasmeet Sangha: 18 weeks' severance pay;
- Brandon Jury: 18 weeks' severance pay;
- Gopal Sachit: 10 weeks' severance pay;
- Harpreet Singh: 7 weeks' severance pay;

The severance pay will be paid as wages and be subject to applicable statutory deductions.

The payment is inclusive of any entitlement to notice under Article 13.02,16 or any other provision of the Collective Agreement.

Transition Counseling Services:

The Employer will make available career transition counseling services with a 3rd party service provider who can provide resume writing, job search assistance and other career counselling services to any affected employees. The Employer will make two hours of career counselling services available to every employee whose employment is terminated due to the contracting out of bargaining unit work.

Outstanding Grievance

The parties agree that this Letter of Understanding satisfies and resolves all outstanding matters regarding Grievance No. 26-0176, the specific terms of which are set out in the Minutes of Settlement dated July 3, 2026.

Term of Agreement

This Letter of Understanding shall remain in full force and effect for the duration of the Collective Agreement and shall be subject to renewal unless otherwise negotiated by the parties.

Signed at Vancouver, BC This 3 Day of July, 2026

SIGNED ON BEHALF OF THE EMPLOYER

Gurpal Nagra

Parminder Brar

SIGNED ON BEHALF OF THE UNION

Phillip Bargen, Union Representative

David Clancy, Bargaining Committee