

# **MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**Richmond Taxi**

**(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, 2024, through March 31, 2025 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.


**THEREFORE:**

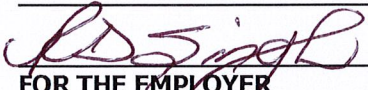
- 1. The Parties agree that the Collective Agreement is renewed for a term of (1) year from April 1, 2025, to March 31, 2026, with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification 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 April 1, 2025, unless specifically stated otherwise.
- 5. All items not addressed herein will be considered withdrawn on a without prejudice basis.

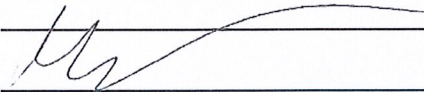


6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this 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 Burnaby, B.C. this 21 day of August, 2025

  
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**FOR THE EMPLOYER**

  
\_\_\_\_\_  
\_\_\_\_\_  
**FOR THE UNION**



(Canadian Office and Professional Employees Union, Local 378)

**RICHMOND CABS Ltd.**  
**PROPOSALS 2025**  
**Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP 01	Appendix A	Amend	

**APPENDIX A - JOB CLASSIFICATIONS AND HOURLY WAGE RATES**

- One year term
- 10% wage increase on April 1, 2025 (Fully Retroactive)

E&OE

Signed off this 21 day of August 2025.

For the Union

For the Employer





(Canadian Office and Professional Employees Union, Local 378)

**RICHMOND CABS Ltd.**  
**PROPOSALS 2025**  
**Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP 02	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 ~~\$21.95/hr or \$878/week~~ \$23.74/hr or \$949.60/week (less statutory deductions)
- Oldrich Klos will receive an amount equal to 50 weeks of pay. ~~or \$43,900.00, less statutory deductions or \$47,480.00, less statutory deductions.~~
  - Payment of the above will be made within six days following his departure. ~~in four equal installments. The first payment will come within of week of his departure; the subsequent three payments to come every two months thereafter.~~
- Oldrich Klos will receive six (6) months of benefit continuation from the date of his departure.

E&OE

Signed off this 21 day of August 2025.

For the Union

For the Employer