

MEMORANDUM OF AGREEMENT

BETWEEN:

**Teamsters Local 213
(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, 2017 through March 31, 2022 (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 three (3) years from April 1, 2022 to March 31, 2025 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, 2022, 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 All items not addressed herein will be considered withdrawn on a without prejudice basis.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, BC this 21st day of September, 2022.



FOR THE EMPLOYER



FOR THE UNION

APPENDIX "A"

Offer of Settlement for collective bargaining between MoveUP and Teamsters Local 213

1. Collective Agreement renewed for a 3-year term from April 1, 2022 to March 31, 2025.
2. Add "National Day for Truth and Reconciliation" to the Statutory Holiday list.
3. Increase Employer pension plan contributions by ten cents (10¢) in each year of the renewed collective agreement.
4. Employer agrees to increase the paramedical coverage for Chiropractors and Naturopaths in the Extended Health Benefits plan to \$500 per year for each.
5. Increase rates of pay by 3.5% in each of the 3 years of the deal retroactive to April 1st, 2022.
6. \$5000 Covid Appreciation Bonus for services rendered during the Covid 19 pandemic for all regular staff. This includes Nam Singh, Josh Marola, Destiny Ward, Sheila Hogan, Lorraine Gaird, Nicole Williams and Cheryl Hallman.
7. \$1000 Covid Appreciation Bonus for all casual staff including Berna Ho, Gail Carter and Lori Fung.