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**WITHOUT PREJUDICE**

April 29, 2016

Kevin Smyth  
Senior Union Representative  
MoveUp 378  
301-4501 Kingsway  
Burnaby, BC V5H 0E5

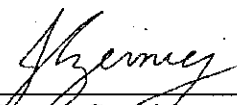
Dear Mr. Smyth:

**Re: LOU No. D-7 – Re: Claims Adjuster Trainees**

The Insurance Corporation of British Columbia (the “Employer”) and MoveUp – Canadian Office and Professional Employees’ Union, Local 378 (the “Union”) have agreed to the following:

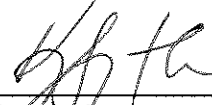
1. That LOU No. D-7, Re: Claims Adjuster Trainees, will no longer apply as of May 9, 2016;
2. No current Claims Adjuster Trainees will be placed directly into an Article 5.03 plan as a result of the elimination of LOU No. D-7;
3. Current Claims Adjuster Trainees will become Claims Adjusters as of May 9, 2016, and on that date will advance to Step 1 of Salary Group 9, or will be paid their current salary plus one (1) step, whichever is greater (subject to a maximum of Step 5 of Salary Group 9);
4. On a seniority basis, current Claims Adjuster Trainees will be provided with the option of a one-time location change from a list of available locations to be provided by the Employer;
5. The Union agrees to waive the requirement for a lateral posting to facilitate the option set out in paragraph 4 above;
6. Any dispute(s) arising from this agreement shall be subject to the grievance procedure as outlined in Article 3 of the Collective Agreement; and
7. The parties agree that this agreement is entered into on a without prejudice and precedent basis and will have no future application beyond this agreement.

FOR THE EMPLOYER:

  
 \_\_\_\_\_  
 Justyna Czerniej  
 Senior Employee Relations Advisor

April 29, 2016  
 \_\_\_\_\_  
 Date Signed

FOR THE UNION:

  
 \_\_\_\_\_  
 Kevin Smyth  
 Senior Union Representative

April 29, 2016  
 \_\_\_\_\_  
 Date Signed

CC: Employee Relations