

LETTER OF AGREEMENT
between
COAST MOUNTAIN BUS COMPANY (CMBC)
(Hereafter referred to as the "Employer")
and
The **CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES**
UNION, LOCAL 378
(MoveUP)
(Hereafter referred to as the "Union")

**Re: FAREBOX ATTENDANT, FAREBOX RECEIPTS ATTENDANT AND TRAFFIC
CHECKER JOB EVALUATION TRANSITION AGREEMENT**

The following will constitute the agreement reached between the Parties regarding the Union's request to transition the Farebox Attendant, the Farebox Receipts Attendant, and the Traffic Checker positions from "non-office" to integration in the Employer's job evaluation plan under Article 4 of the Collective Agreement.

The Parties agree that the Employer will engage in a job evaluation process in accordance with Article 5 of the Collective Agreement for the above noted positions. As a result of the process, these positions will be evaluated at a "group" level that will necessarily be different from the salary scales currently in place for these positions.

Accordingly, employees affected by this Agreement will be treated in the following manner:

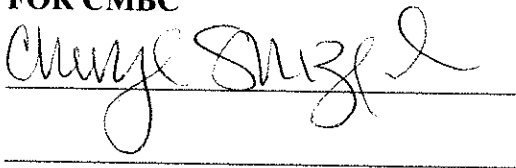
Salary treatment:

1. Once each job is assessed and the job group is determined, employees will be placed at the step in the job group nearest to the step they are at, without going lower. This salary will be effective February 12, 2018; and
2. Employees will receive length-of-service increases on the same date as they have received length-of-service increases in past.

It is understood that this Agreement will not result in postings of the above noted jobs and will accordingly not affect the incumbents in the positions except as outlined above.

SIGNED this 28th day of November, 2017.

FOR CMBC



FOR COPE, LOCAL 378