

MEMORANDUM OF AGREEMENT

BETWEEN:

Sheet Metal Industry Training Board

(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 May 1, 2022, through April 30, 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 written three (3) years from May 1, 2025, to April 30, 2028, 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 May 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 All items not addressed herein will be considered withdrawn on a without prejudice basis.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 2nd day of June, 2025



FOR THE EMPLOYER



FOR THE UNION



(Canadian Office and Professional Employees
Union, Local 378)

**SHEET METAL TRAINING
BOARD PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP1	Various	<i>Housekeeping</i>	

1. Amend cover page with new dates
2. Amend generic housekeeping

E&OE

Signed off this 2nd day of June 2025

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**SHEET METAL TRAINING
BOARD PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP2	Appendix A	<i>Amend</i>	

Appendix "A"

May 1, 2025 – 3.5%

May 1, 2026 – 3%

May 1, 2027 – 3%

With a seven hundred and fifty dollars (\$750) signing bonus for all existing members upon ratification.

E&OE

Signed off this 2nd day of June 2025

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**SHEET METAL TRAINING
BOARD PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
		June 2, 25	1 Pm
UP3	9.02	Amend	

ARTICLE 9 — ANNUAL VACATIONS

9.01

- a) Upon completion of twelve (12) months service an employee shall be entitled to receive a paid vacation of fifteen (15) working days. Payment for such vacation period shall be at the employee's current wage rate for the period in which the vacation was earned. Such vacation shall be taken at a time mutually agreed with the Employer.
- b) Upon completion of six (6) months service in the first (1st) year of employment, an employee shall be entitled to receive a paid vacation of five (5) working days which, if taken, will be deducted from the total entitlement for that year. Such vacation shall be taken at a time mutually agreed with the Employer.
- c) Vacation time may not be carried over into the following year without the approval of the Employer.

9.02 Effective January 1, 2021, each employee who completes five (5) years' service shall receive twenty (20) working days paid vacation. Each employee after (10) years' shall receive (25) working paid vacation days, and each successive year of service, thereafter, receive one (1) additional day of vacation time to a maximum cumulative total of thirty (30) working days of vacation time. Pay for such vacation shall be at the employee's current wage rate for the period in which vacation was earned. Such vacation shall be taken at a time mutually agreed with the Employer.

E&OE
Signed off this 2nd day of June 2025

For the Union

For the Employer

 



(Canadian Office and Professional Employees
Union, Local 378)

**SHEET METAL TRAINING
BOARD PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP5	10.10	NEW	

ARTICLE 10.10 - Domestic and/or Sexual Violence Leave

In accordance with the Employment Standards Act, when an employee, or an eligible person with respect to an employee, experiences domestic and/or sexual violence, the employee is entitled upon request, during each calendar year, to:

- (a) Up to five (5) days of leave with pay; and,
- (b) up to an additional five (5) days of unpaid leave, in units of one or more days or for one continuous period; and,
- (c) in addition to the above period of time, up to 15 weeks of unpaid leave.

Notwithstanding the above, in the event that further legislation comes into force regarding domestic and/or sexual violence leave that applies to the Employer, the Employer will provide such leave consistent with the legislation and the Employer will not be required to provide leave with or without pay in excess of the requirements in such legislation.

E&OE

Signed off this 2nd day of JUNE 20

For the Union

For the Employer

 

**SHEET METAL TRAINING
BOARD PROPOSALS 2025
Employer Proposals (EP Item)**

Employer			
Number	Affected Article/MOU	Date:	Time:
EP-Counter	10.02	<i>Amend</i>	

10.02 Bereavement Leave:

- a. In cases of death in the immediate family, (i.e. spouse, son, daughter, step-parents, daughter-in-law, son-in-law, grandparents, grandchildren, step-child, father, father-in-law, mother, mother-in-law, sister or brother, brother-in-law or sister-in-law and to any person who lives with an employee as a member of the employee's family, any other immediate family as defined in the BC Employment Standards Act), an employee shall be granted up to three (3) working days leave of absence with full pay.
- b. One (1) day of leave with pay shall be granted to any employee who wishes to attend services related to the death of niece or nephew, or aunt or uncle, spouse's grandparents or grandchildren.
- c. Such leave of absence will not be charged against sick leave, holiday entitlement, vacation entitlement or other accrued time off.
- d. Employees who are required to travel out-of-province, overseas or to and/or from remote areas shall be allowed additional time off with pay for any necessary period of absence not to exceed three (3) working days.
- e. An employee may be granted up to an additional seven (7) calendar days' unpaid bereavement leave upon request.

E&OE
Signed off this 2nd day of June 2025

For the Union

For the Employer

 