

# MEMORANDUM OF AGREEMENT

**BETWEEN:**

**CUPE BC and Locals  
(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 January 1st, 2017 to December 31st, 2017 (the "Collective Agreement").
- B. The Parties have agreed to extend the Collective Agreement by one (1) year from January 1st, 2018 to December 31st 2018 under the following understanding :
  - The Employer will provide a wage increase of two (2%) percent to the current salary scale (January 1st, 2017) which will form the rate of pay until December 31st, 2018 and will continue in effect until any negotiated amendment(s). The wage increase will be retroactive January 1st, 2018 for all employees and all outstanding wages owing as a result of the wage increase will be paid as soon as possible.
  - The Employer will add "*BLUEnet Pay Direct Drug Card*" coverage to all members' PBC policies as soon as possible.
  - CUPE BC will borne the cost of retaining WE Consulting & Benefits Services Ltd. to begin amalgamating and merging PBC Policies 4219, 4506, 4519, 4543, 4547, 77708, 4548, 4560, 40989, 904508, 904575, 904550, 904530 and all other relevant policies into one policy for all MoveUP members covered by CUPE BC & Locals. Any cost savings will be applied, by mutual agreement, to other benefits

and coverage of the PBC plan.

- The following shall be added as Article 15.12 at the end of Appendix "F":

*"All employees not using employer-provided parking shall receive a monthly transportation allowance equal to the current rate charged 1,2 or 3 Zone Translink Monthly Passes. If Translink implements a distance-based fare system, both parties will meet to discuss a monthly allowance equivalent under the new fare system."*

- The Parties agree to meet on the following dates to exchange proposals and begin bargaining, in advance of the expiration of this extension :

October 22<sup>nd</sup>, 2018    October 23<sup>rd</sup>, 2018    November 22<sup>nd</sup>, 2018    November 23<sup>rd</sup>, 2018

- For the purposes of Section 46 of the *BC Labour Relations Code*, notice to bargain collectively will be deemed received by the employer as of December 30<sup>th</sup>, 2018.
- If collective bargaining has not concluded in advance of the expiration of this extension, the Parties agree to meet on the following dates to continue collective bargaining :

January 17<sup>th</sup>, 2018

January 18<sup>th</sup>, 2018

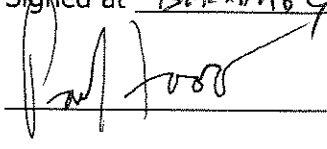
- The Parties agree to be committed to concluding collective bargaining for a new Collective Agreement as soon as possible.

#### THEREFORE:

The Parties agree that the Collective Agreement is extended for a term of one (1) year from January 1st, 2018 to December 31st, 2018 with the changes set out in this Memorandum subject to the following conditions :

- The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from January 1st, 2018
- The Parties agree that this Memorandum of Agreement is the entire agreement between the Parties with respect to the agreed extension of the current Collective Agreement dated January 1st, 2014 to December 31st, 2017.

Signed at Bornaby, B.C. this 29 day of August, 2018

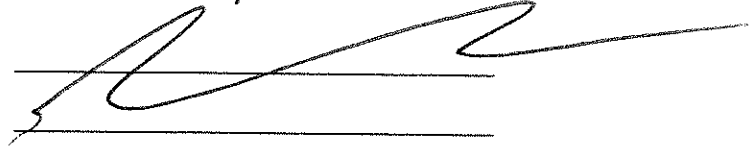


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FOR THE EMPLOYER



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FOR THE UNION

