

# MEMORANDUM OF AGREEMENT

between

**FortisBC Inc.**  
("the Company")

-and-

**MoveUP (Canadian Office & Professional Employees Union Local 378)**

("the Union")

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Subject to ratification by their respective principals, the Parties hereby agree to renew their collective agreement on the following terms:

1. The term of the renewed collective agreement is January 1, 2019 to December 31, 2019.
2. Effective January 1, 2019, the wages for all classifications will be increased by 2.0%.
3. The company agrees to pay the members of the bargaining unit a \$500 non-pensionable cash payment upon ratification.
4. All articles, terms, conditions, appendices, Letters of Understanding and supporting documents contained in the current collective agreement between the Parties will remain unchanged until the expiry date of December 31, 2019.
5. The Parties agree to recommend ratification on the basis of this process to their respective principals. The employer expressly agrees, however, that the Union shall not be required to release the details of the ratification vote with respect of the memorandum unless and until the Employer has ratified this memorandum and advised the union in writing of its acceptance.

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SIGNED this 20<sup>th</sup> day of SEPTEMBER, 2018

Bargaining Representatives of:

Bargaining Representatives of:

**The Company**

**The Union**

  
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Jody Drope, VP FortisBC Energy Inc.

  
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Cindy A. Lee, U/R - MoveUP

E&OE