

## SETTLEMENT AGREEMENT

Between:

Prairiecoast Equipment Inc. (Langley) - **(the “Employer”)**

And:

MoveUP, Local 378 of the Canadian Office and Professional Employees Union – **(the “Union”)**

**Re: (Group Grievance (23-0394)) & LRB Section 104 - Case No. 2023-001227M**

The parties agree to resolve the above-noted grievance and corresponding s.104 application on the following terms:

1. The parties will make the following amendments and clarifications to ensure the effective interpretation and application of the collective agreement, which was ratified by the Union on or about June 23, 2023;
  - (a) 7.07 (b) will add to the end of the paragraph “, if/as permitted by the applicable benefits provider and/or the applicable benefits plan”;
  - (b) 17.14 will add to the end of the paragraph “, if/as permitted by the applicable benefits provider and/or the applicable benefits plan”
  - (c) 24.07 (a) will replace “any earned vacation entitlement not taken” by “any accrued vacation entitlement”;
  - (d) 31.07 (c) will read “The Employer shall ensure that all of the employees of the Employer, including the employees who are subject to this collective agreement, will enjoy the same health and dental benefits pursuant to the applicable Benefit Plan(s), and will discuss with the Union any material changes to the Benefit Plan(s);
  - (e) 31.08 (a) will read “A regular employee on leave of absence without pay shall be required to pay the employee portion of the applicable benefit coverage . . . “; and

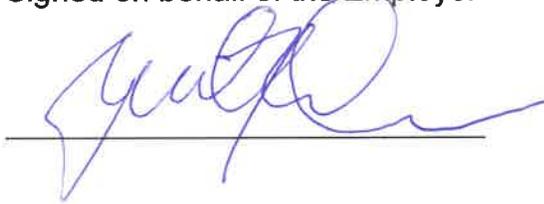
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(f) The RRSP Match of \$1700.00 per year will apply on a pro-rata, calendar year basis from the date of ratification. In 2023, this is June 23, 2023 to December 31, 2023 (27 weeks or \$882.69).

2. The parties agree that the grievance is resolved for all purposes.

Signed in Vancouver, B.C. this 30<sup>th</sup> day of October 2023.

Signed on behalf of the Employer

A handwritten signature in blue ink, appearing to be "Guthrie", written over a horizontal line.

Signed on behalf of the Union

A handwritten signature in blue ink, appearing to be "Sam Colby", written over a horizontal line.