

## LETTER OF UNDERSTANDING

BETWEEN:

**TST-CF EXPRESS**

(the "Company")

AND:

**MOVEUP**

(the "Union")

**RE: Statutory Holiday Application**

### **WHEREAS**

The inclusion of employees in Ontario and Quebec requires some minor amendments to the statutory holiday clause of the Collective Agreement.

### **AND WHEREAS**

The Parties recognize some flexibility is required in respect to certain statutory holidays to ensure adequate business coverage.

### **AND WHEREAS**

The heralding of "National Day of Truth and Reconciliation" under the Federal code, but without individual provincial recognition, has identified some challenges in business coverage on a province-by-province basis.

### **THEREFORE:**

By signature(s) of their duly authorized representative(s) hereinafter affixed, the Employer and the Union ("the Parties") do hereby expressly and mutually agree as follows:

1. Statutory Holidays (listed in the order they occur in the Calendar) shall be honoured, by region, as follows:

<b>General Holidays</b>	<b>Federal or Provincial</b>	<b>MoveUp West</b>	<b>MoveUp East</b>
New Years Day	Federal	All	All
Day After New Years	Provincial	None	Quebec
Family Day / Louis Riel Day (MB)	Provincial	BC, AB, SK, MB	Ontario
Good Friday	Federal	All	All
Victoria Day	Federal	All	All
Aboriginal Day	Provincial	Yukon	No
St. Jean Baptiste	Provincial	No	Quebec
Canada Day	Federal	All	All
Civic Holiday / BC Day	Provincial	AB, SK, MB, BC	Ontario
Discovery Day	Provincial	Yukon	No
Labour Day	Federal	All	All
Truth & Reconciliation Day*	Federal	All	All
Thanksgiving Day	Federal	All	All
Remembrance Day	Federal	All	Exchanged for Christmas Eve
Christmas Eve	None	No	Ontario & Quebec
Christmas Day	Federal	All	All
Boxing Day	Federal	All	All
New Years Eve	None	None	None
*see #3 below			

2. The Parties recognize the long standing past practice that Customs Clerks, who work PARS, shall continue to exchange their statutory holidays as follows:

- Victoria Day shall be exchanged for US Memorial Day
- Canada Day shall be exchanged for Independence Day
- Thanksgiving Day (Canada) shall be exchanged for Thanksgiving Day (US)

3. The Company has identified Christmas Eve and New Years Eve as non-operating days due to extremely low freight volumes. As a result, the Parties agree to survey the employees, for their opinion in exchanging the “National Day of Truth and Reconciliation” holiday for New Year’s Eve.

**SIGNED ON THIS 15<sup>th</sup> DAY OF MARCH, 2022**

**For MoveUP, COPE Local 378**

Mike Novak

**For the Employer**

Kim Glenn