

Letter of Understanding #5

Between

Kelowna Cabs (1981) Ltd.

(the "Employer")

and

MoveUP

(Canadian Office and Professional Employees' Union, Local 378)

(the "Union")

Re: Shift Trades

The Union and the Employer recognize the benefit of employee-initiated shift trades for ensuring coverage while allowing for individual flexibility when needed. The Union and the Employer agree that employees may exchange shifts among themselves provided that:

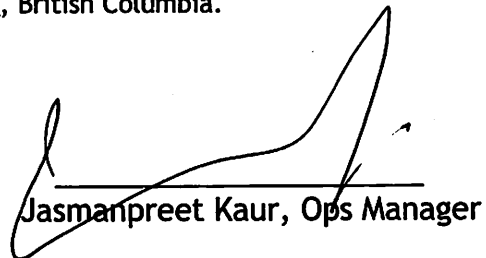
- a) Shift trades are voluntary and are initiated at the request of the employee; and
- b) Prior approval of such exchange is given by the employee's immediate supervisor; and
- c) An employee moving to the exchanged shift is entitled to all benefits of this Collective Agreement which would normally be afforded to an employee working that shift; and
- d) The Employer shall not incur any additional costs, except for the nominal costs associated with processing a shift exchange, over and above those expenses which would have resulted had the exchange not taken place; and
- e) The parties may choose to opt out of this LOU at any time by providing written notice to the other party.

This agreement shall be in force until negotiations for the June 1, 2022 collective agreement conclude and the parties agree to discuss the language further in bargaining.

Signed this 3 day of Oct, 2022 at Kelowna, British Columbia.



Sara Colliss, Union Representative


Jasmanpreet Kaur, Ops Manager

for the Union

for the Employer