

Letter of Understanding No. 5

Between
Construction, Maintenance and Allied Workers Bargaining Council
(CMAW)
(the "Employer")
and
MoveUP
(Canadian Office and Professional Employees' Union, Local 378)
(the "Union")

RE: Flexible Hours of Work for CMAW Organizers

Whereas the Parties agree that providing organizing services for the Employer requires flexibility in the working hours of Organizers; and

Whereas the Parties agree that the personal life and health of the Organizers require that their working hours are reasonable;

Now, therefore, the Employer and the Union do hereby expressly and mutually agree as follows:

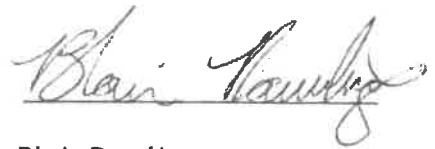
1. Subject to providing the coverage which meets the unique operational requirements of the Employer organizing, the scheduling principle underlying the flexible work week is, that each employee dedicated to organizing will establish their own work schedule after initial consultation with the President or designate and in accordance with the provisions set out in No.2 below.
2. The hours of work for the employees dedicated to organizing will be as follows:
 - a. Work Period - Organizers will work eighty (80) hours per bi-weekly period on a flexible time basis, and there will be scheduled days off of at least four (4) calendar days in that period.
 - b. Overtime on scheduled days off shall be paid at straight time or taken as future paid time-off and scheduled by the employee after consultation with the President or designate.
 - c. *Overtime on regularly scheduled days of work shall be paid at straight time or taken as future paid time-off and scheduled by the employee after consultation with the President or designate.*
 - d. *Any overtime taken as future paid time off that is not able to scheduled shall be paid out at the end of each calendar year.*
3. Employees dedicated to organizing shall work the hours of work noted in No. 2 above, in which case Article 7 (Hours of Work and Overtime) shall not apply except for the following:
 - a. Article 7.09 (Call back from vacation)

4. Employees hired as Organizers shall be paid as follows:
- a. Organizer 1 shall be paid at an hourly rate of \$42.00 per hour;
 - b. Organizer 2 shall be paid at an hourly rate of \$48.00 per hour.
5. Except as expressly provided otherwise by this Letter of Understanding, all of the provisions of the Collective Agreement shall apply fully and are unamended to all employees dedicated to organizing.

Signed this 14th day of December, 2022 at Burnaby, British Columbia.



Daniel Storms
for the Union



Blair Rawlings
for the Employer