

SETTLEMENT AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 2 (SEIU 2)
("the Employer")

- and -

CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES' UNION, LOCAL 378
dba as
Movement of United Professionals (MoveUP)

("the Union")

RE: RETROACTIVE PAY AND OTHER BENEFITS UNDER THE COLLECTIVE AGREEMENT (CASE NO. 22-0645)

WHEREAS THE Union filed a Grievance (#22-0645) in December 2022 with respect to the required retroactive pay and other benefits under the 2022-2024 collective agreement.

AND WHEREAS the parties, with the assistance of Mediator Schaub on March 14, 2023, have agreed to resolve the outstanding matters that led to the grievance as follows:

The Union and the Employer agree:

- a) As a matter of Housekeeping all references to TUG shall be deleted from the Collective Agreement and replaced with Service Employees International Union Local 2 (SEIU Local 2);
- b) The term of the collective agreement shall be from January 1, 2022 to December 31, 2024.
- c) The wages in Appendix 'A' during the term of the collective agreement shall be as follows:

Year 1

Effective January 1, 2022 1.5% Increase to all Categories

Effective July 1, 2022 1.5% Increase to all Categories

Effective Upon Ratification \$1,000 Per Member Cost of Living Adjustment*

*One time payout, not incorporated into salary.

Year 2

Effective January 1, 2023, a 3% Increase shall be applied to all categories in the wage table in Appendix A plus ++COLA (6.8%);

Year 3

Effective January 1, 2024, a 3% Increase shall be applied to all categories in the wage tables in Appendix A, with a ++COLA Adjustment up to 9% being paid as a Lump Sum Payment

++COLA Adjustment to be calculated based on average CPI for previous calendar year (January to January Vancouver)

- d) Upon signing this Settlement Agreement, the Union and the Employer confirm:
- i. both parties will recommend this Settlement Agreement, without reservation, for ratification of the changes to the current collective agreement to their respective principals;
 - ii. if the Settlement Agreement is ratified by their respective principals, the Union confirms the grievance shall be deemed to have been settled with no further proceedings under the grievance procedure being required.
 - iii. the changes to the current 2022-2024 agreement contained in this Settlement Agreement will be effective from January 1, 2022 unless specifically stated otherwise;
 - iv. all wages as outlined in No. 3 above that take effect for Year 2 as of January 1, 2023 shall take effect upon ratification and retroactive to January 1, 2023;
 - v. the collective agreement between SEIU 2 and the Union shall be updated according to this Settlement Agreement;
 - vi. the Union shall prepare a revised 2022-2024 collective agreement draft;
 - vii. the Union shall provide the revised 2022-2024 collective agreement draft to the Employer for review and approval for accuracy within fifteen (15) calendar days of the date of completion of the ratification vote; and

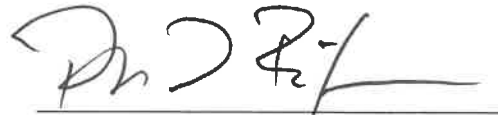
viii. the Union and the Employer agree the objective will be to have a finalized Collective Agreement within thirty (30) calendar days of the date of completion of the ratification vote.

e) The Union and the Employer agree that terms and conditions contained herein shall take effect upon the date of signing, and the confirmed changes to the collective agreement upon ratification.

Signed in Vancouver, B.C. this 14th day of March 2023.



Daniel Storms, Union Representative
COPE Local 378 (MoveUp)



David Bridger, President
SEIU Local 2