

# **MEMORANDUM OF AGREEMENT**

## **BETWEEN:**

**Teamsters Local 213 Members Benefit Plan**

**(hereinafter referred to as the "Employer")**

## **PARTY OF THE FIRST PART**

## **AND:**

**MoveUP, Local 378 of the Canadian Office and Professional Employees Union**

**(hereinafter referred to as the "Union")**

## **PARTY OF THE SECOND PART**

### **WHEREAS:**

- A. The Parties are bound to a Collective Agreement effective from May 1, 2017 through April 30, 2022 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

### **THEREFORE:**

- 1. The Parties agree that the Collective Agreement is renewed for a term of written (3) years from May 31, 2022 through April 30, 2025 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from month day, year unless specifically stated otherwise.

5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within thirty (30) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have fifteen (15) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within sixty (60) calendar days of the date of completion of the ratification vote.

Note: an additional line item in the second part **may** be required as follows:

n. This Agreement will be subject to the prior approval of PSEC. (or some other outside, interfering body)

Signed at VANCOUVER, B.C. this 26 day of April, 2023

  
\_\_\_\_\_  
\_\_\_\_\_  
**FOR THE EMPLOYER**

  
\_\_\_\_\_  
\_\_\_\_\_  
**FOR THE UNION**



(Canadian Office and Professional Employees  
Union, Local 378)

**Teamsters Local 213 MBP  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP 1	Appendix A	<i>Amend</i>	

**SUPERVISOR**

Effective May 1, 2022, an employee who is given supervisory duties in addition to the regular duties shall be paid ~~two~~ five dollars (~~\$2.00~~) (\$5.00) per hour in addition to the regular wage.

E&OE

Signed off this \_\_\_\_\_ day of APRIL 26 20 23

For the Union

*Phillip M. B...*

For the Employer

*[Signature]*



## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#1	2	<u>A three (3) year agreement from May 1<sup>st</sup>, 2022 to and including April 30<sup>th</sup>, 2025.</u>

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer



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For the Union



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## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#2	17.01	Add "National Day for Truth and Reconciliation" to the statutory holiday list.

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer

A stylized, handwritten signature in black ink, written over a horizontal line.

For the Union

A handwritten signature in black ink, written over a horizontal line.



## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#3	Appendix C	<p>Note: Delete from App. C, the wording in (A) (2) (i) and (ii) that references an effective date which sometimes differs with what is referenced in Section 1-6:</p> <p><del>From the first (1<sup>st</sup>) day of the month next following or coincident with the date which is one (1) month after his date of employment, contributions shall commence with respect to all benefits except dental;</del></p> <p>Note: The effective date is separately referenced in App. C Sections 1-6 with the exception of dental which needs wording added:</p> <p><u>Coverage for all eligible employees (and their dependents) shall commence on the first (1<sup>st</sup>) of the month following two (2) months of employment.</u></p> <p>Note: Section 2 Wage Indemnity Plan, item (2) says coverage will commence the first of the month following date of employment but should say after the probation period per BC life policy (policy refers to probation period "of 528 hours worked" but should be updated to match 6 month probation period per collective agreement)</p>

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer



For the Union





## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#4	37	<u>Increase Employer pension plan contributions by ten cents (10c) in each year of the renewed collective agreement (ie. Effective May 1, 2022, May 1, 2023, and May 1, 2024.</u>

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer

For the Union



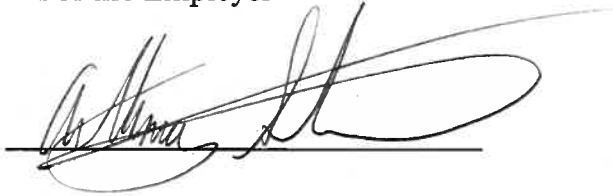
## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#5	Appendix C Section 5	<u>Effective the first of the month following ratification:</u> <u>Increase Extended Health Benefit Plan, Paramedical coverage for</u> <u>Chiropractors and Naturopaths to \$500 per calendar year for each of the</u> <u>paramedical types.</u>

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer



For the Union







## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#6	Appendix A	Increase hourly rates of pay for Job Category Levels by 3.5% effective May 1 <sup>st</sup> in each of the 3 years retroactive to May 1, 2022.

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer

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For the Union

A handwritten signature in black ink, written over a horizontal line.



## Teamsters 213 Member Benefits Plan

### EMPLOYER PROPOSAL TO UNION

Proposal No.	Article	Employer Proposal
EP#7	Appendix A	<u>\$5,000 COVID Appreciation Bonus for services rendered during the COVID-19 pandemic for all current Regular and Regular part-time staff.</u>

Agreed to on this \_\_\_\_\_ day on APRIL 26 2023

For the Employer

  
\_\_\_\_\_

For the Union

  
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