

**LETTER OF UNDERSTANDING**

**BETWEEN**

**KEKINOW NATIVE HOUSING SOCIETY & MOVEUP**

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. It is the understanding of the parties that the approved and signed Memorandum of Agreement (MOA) dated on March 8, 2023, and was ratified by all parties on May 1, 2023.
3. In respect to Union Proposal# 6 in the Memorandum of Agreement, Union proposal #6 included in the Memorandum of Agreement does not reflect the mutually agreed Article language by the parties.
4. The attached (Appendix "A") Union Proposal #6 is the original, true and final agreed terms and conditions of Article 11.05 "Health Spending Account" as mutually agreed. The parties agree that the language of this article shall be as follows:

"As part of the Employee Benefit Plan listed above, the Employer will include a Health Spending Account in the amount of Five Hundred (\$500.00) dollars per year for allowable medical expenses.

Any amount left over in the Health Spending Account will automatically be carried for the next twelve (12) months and added to the following Health Spending Account's yearly allocation. Any amount of the carried forward balance not used by the end of the next Health Spending Account's plan year will revert back to the Employer".

5. The parties agree that the above-mentioned language and attachment (Appendix "A") shall be reflected in the final collective agreement.

Signed at \_\_\_\_\_, B.C. this 8 day of June, 2023.

**For the Union**

**For the Employer**

  
\_\_\_\_\_

  
\_\_\_\_\_

Ronnie Ho

## **APPENDIX "A"**



(Canadian Office and Professional Employees Union, Local 378)

**Kekinow Native Housing Society  
PROPOSALS 2023  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#6	Article 11	<i>Amend - <u>Benefits Plan</u></i>	

**The Union proposes adding HSA coverage on top of existing benefits**

**11.05 HEALTH SPENDING ACCOUNT**

As part of the Employee Benefit Plan listed above, the Employer will include a Health Spending Account in the amount of Five Hundred (\$500.00) dollars per year for allowable medical expenses.

Any amount left over in the Health Spending Account will automatically be carried for the next twelve (12) months and added to the following Health Spending Account's yearly allocation. Any amount of the carried forward balance not used by the end of the next Health Spending Account's plan year will revert back to the employer.

E&OE

Signed off this 8 day of March 2023

For the Union

*[Signature]*

For the Employer

*[Signature]*