

LETTER OF UNDERSTANDING

BETWEEN:

INSURANCE CORPORATION OF BRITISH COLUMBIA

("ICBC")

AND:

MOVEUP

(the "Union")

LETTER OF UNDERSTANDING REGARDING VACATION SCHEDULING (ARTICLE 15.12)

WHEREAS:

- A. The parties do not agree on the proper interpretation and application of the vacation scheduling provisions of Article 15.12 (and related LOU's) of the collective agreement.
- B. The parties have discussed the application of the collective agreement to a number of areas of the business and have reached a temporary, without prejudice understanding regarding vacation scheduling in specified areas.

THE PARTIES AGREE AS FOLLOWS:

1. This agreement has been reached on a without prejudice and without precedent basis, and will not be referred to in any other proceeding or matter, other than to enforce its terms.
2. The parties agree that for the purposes of Article 15.12, in the business areas specified below, current groupings of employees for vacation scheduling purposes will be maintained until the conclusion of the current collective agreement between the parties:
  - a. Commercial Claims Appraisers – will maintain 2 vacation bids, 1 for lower mainland and 1 for outside lower mainland

- b. Specialty Vehicle Estimators (Commercial) – will maintain 3 vacation bids, 1 for lower mainland, 1 for the North and 1 for the South.
- c. Vehicle Settlement Representatives – will maintain 4 vacation bids as follows:
  - i. Abbotsford Claim Centre combined with Chilliwack Claim Centre
  - ii. Fraser Valley Salvage combined with Lower Mainland Salvage
  - iii. Outside Lower Mainland
  - iv. CEF combined with Burnaby Claim Centre
- 3. Either party may terminate this agreement, in whole or in part, by providing thirty (30) days advance notice of termination in writing.
- 4. The parties may, by mutual agreement, vary or amend the terms of this agreement.
- 5. Unless terminated earlier in accordance with paragraph 3 above, this agreement expires as of the conclusion date of the current collective agreement.

*Gilbert Astorga*  
\_\_\_\_\_  
For the Employer  
Gilbert Astorga  
Manager, Employee Relations  
November 8, 2023  
\_\_\_\_\_  
Date Signed

*Kevin Smyth*  
\_\_\_\_\_  
For the Union  
Kevin Smyth  
Sr. Union Representative  
November 6, 2023  
\_\_\_\_\_  
Date Signed