

LETTER OF UNDERSTANDING

BETWEEN

ENTERPRISE RENT-A-CAR CANADA COMPANY

("Employer")

AND

moveUP

(CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES' UNION, LOCAL 378)

("Union")

RE: REVISION TO APPENDIX "A" SALARIES FOR 2023/2024

The Employer and the Union agree to amend Appendix "A" of the August 1, 2022 to July 31, 2025 collective agreement, as follows:

1. The "Categories, Classifications and Salaries" grid for the years effective August 1, 2023 and August 1, 2024 will be replaced by the attached new grid ("Revised Appendix A");
2. Any employees who are currently receiving an hourly rate less than the Revised Grid that is applicable to their position and tenure will, effective December 3, 2023, have their hourly rates increased to those set out in the Revised Appendix A;
3. Any employees who are currently receiving the same or higher rate than the rate set out in the Revised Appendix A applicable to their position and tenure will not have their rate changed unless and until their rate falls below the rate in the Revised Appendix A, at which time their rate will be increased to the rate set out in the Revised Appendix A.

Signed this 14 day of December, 2023

FOR THE EMPLOYER



FOR THE UNION



12/3/2023 8/1/2024
 3% 3%

Customer Experience Representative/Clerk/Customer Service Agent

Start	\$ 22.00	\$ 22.66
1 Year - 2080 hrs	\$ 22.74	\$ 23.42
2 Years - 4160 hrs	\$ 25.27	\$ 26.03
3 Years - 6240 hrs	\$ 29.96	\$ 30.86
4 Years - 8320 hrs	\$ 30.89	\$ 31.82

Automotive Detailer

Start	\$ 23.00	\$ 23.69
1 Year - 2080 hrs	\$ 24.00	\$ 24.72
2 Years - 4160 hrs	\$ 24.77	\$ 25.51
3 Years - 6240 hrs	\$ 28.41	\$ 29.26
4 Years - 8320 hrs	\$ 30.28	\$ 31.19

Handheld/Greeter

Start	\$ 22.00	\$ 22.66
1 Year - 2080 hrs	\$ 22.61	\$ 23.29
2 Years - 4160 hrs	\$ 25.07	\$ 25.82
3 Years - 6240 hrs	\$ 29.66	\$ 30.55
4 Years - 8320 hrs	\$ 30.64	\$ 31.56

Mechanic

Start	\$ 42.89	\$ 44.18
1 Year - 2080 hrs	\$ 47.35	\$ 48.77
2 Years - 4160 hrs	\$ 47.35	\$ 48.77
3 Years - 6240 hrs	\$ 47.35	\$ 48.77
4 Years - 8320 hrs	\$ 47.35	\$ 48.77

Shuttler

Start	\$ 22.00	\$ 22.66
1 Year - 2080 hrs	\$ 22.39	\$ 23.06
2 Years - 4160 hrs	\$ 22.78	\$ 23.46
3 Years - 6240 hrs	\$ 23.19	\$ 23.89
4 Years - 8320 hrs	\$ 23.60	\$ 24.31

LP Agent

Start	\$ 22.00	\$ 22.66
1 Year - 2080 hrs	\$ 22.57	\$ 23.25
2 Years - 4160 hrs	\$ 22.74	\$ 23.42
3 Years - 6240 hrs	\$ 26.96	\$ 27.77
4 Years - 8320 hrs	\$ 27.80	\$ 28.63

**Utility Agent rate
 Utility Agent**

Start	\$ 23.50	\$ 24.21
1 Year - 2080 hrs	\$ 24.00	\$ 24.72
2 Years - 4160 hrs	\$ 25.83	\$ 26.61
3 Years - 6240 hrs	\$ 29.48	\$ 30.36
4 Years - 8320 hrs	\$ 31.35	\$ 32.29