

APPENDIX "A"

Offer of Settlement for collective bargaining between MoveUP and Teamsters Local 31

1. Term of Agreement – Five-year term – January 1, 2024 to December 31, 2028.
2. Wage Increases in all Categories (Classifications)
 - January 1, 2024 \$1.26 per hour
 - January 1, 2025 \$1.31 per hour
 - January 1, 2026 \$1.35 per hour
 - January 1, 2027 \$1.40 per hour
 - January 1, 2028 \$1.46 per hour

(Upon ratification, members in good standing shall be paid retroactively to January 1, 2024's wage increase)

3. Pension – January 1, 2024 \$1.00 per hour increase

(Upon ratification, members will be paid retroactively \$1.00 per hour towards their pension as of January 1, 2024)

4. ADD NEW Letter of Understanding to read as follows:
 - Re: Shane St. Jean
 - Shane St. Jean will be paid the Category 6 rate going forward. All new hires will be paid as per the collective agreement.
5. Add "National Day of Truth and Reconciliation" to the statutory holidays list under Article 8.1
6. Add new Article 10.6 - "Domestic and Sexual Violence leave"
 - "In accordance with the *Employment Standards Act* of British Columbia, an employee who requests leave under this article is entitled up to five (5) days of paid leave and up to fifteen (15) weeks of unpaid leave if an employee or the employees' child has experienced domestic or sexual violence".

LETTER OF UNDERSTANDING

BETWEEN: TEAMSTERS LOCAL UNION NO. 31

AND: MOVEUP (Canadian Office and Professional Employees, Local 378)

RE: Shane St. Jean

Effective January 1, 2024, Shane St. Jean will receive the Category 6 rate of pay. Shane has been consolidating and streamlining various work processes. In recognition of this, Shane will be provided with reasonable and equitable compensation equal to the work performed. This letter will remain for the term of this agreement unless otherwise agreed between the parties.


All new hires will be paid as per the collective agreement.


DATED THIS 30th DAY OF January, 2024.

FOR THE COMPANY

FOR THE UNION







MEMORANDUM OF AGREEMENT

BETWEEN:

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

Teamsters Local Union No. 31

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 April 1, 2017 through March 31, 2024 (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 five (5) years from January 1, 2024 to December 31, 2028 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 January 1, 2024 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.

Signed at Delta, B.C. this 30th day of January, 2024.

Stan Hennessy

FOR THE EMPLOYER

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FOR THE UNION