



Provided  
to Union.

4:30 pm.  
Feb 20/2024.

February 20, 2024

Paul Voykin  
Union Representative

MoveUP (Local 378, Canadian Office and Professional Employees Union)  
#310 - 4501 Kingsway Avenue  
Burnaby, BC  
V5H 0E5

Mr. Voykin,

**Re: MoveUP CE Collective Agreement - Notice of change to practice – premiums for  
Emergency & Operations Representatives (EORs)**

Please be advised that the Company has become aware of a pay premium error that impacts EORs. EORs have been using a payroll shift premium code that was built to pay the premiums outlined in Article 12.05 e). Instead, EORs should be using the payroll non-core premium code that was built to pay the premiums outlined in Article 15.06.

As a result of the error in payroll coding, EORs have received the 12% premium while on overtime, and for all hours worked between 15:00 and 08:00 Monday to Friday, and all hours worked on a Saturday, Sunday or Statutory Holiday. Upon ratification of the Collective Agreement that is currently in negotiation, the Company intends to revert to administering this pay premium for the EORs in-line with the plain language of the Collective Agreement as outlined in Article 15.06.

Should the Union have any questions with regards to this notice, as always, please feel free to reach out to me.

Regards,

Colin Murdoch  
Senior Manager, Employee and Labour Relations  
FortisBC