

MEMORANDUM OF AGREEMENT

For a Renewed Collective Agreement

Between

Southern Railway of British Columbia Limited

And

Canadian Office and Professional Employees Union, Local 378 (dba Move Up)

April 2, 2025 at 14:25

The undersigned bargaining representatives acting on behalf of Southern Railway of British Columbia Limited ("SRY" or the "Company"), agree to unanimously recommend to their principals for ratification and signature;

AND

The undersigned bargaining representatives acting on behalf of Canadian Office and Professional Employees Union, Local 378 ("MoveUp" or the "Union"), agree to unanimously recommend to the Union membership for acceptance and ratification.

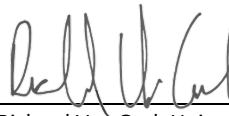
Comprehensive Offer:

1. Term: Expiration date of March 31, 2030
2. Wages, increase as follows:

Year	Current Rate	Company Additional Offer	Total Annual Increase
March 30, 2025	2%	5%	7%
March 29, 2026	2.25%	4.75%	7%
March 28, 2027	X	5%	5%
April 2, 2028	X	3% COLA to a max of 5%*	
April 1, 2029	X	2.5% COLA to a max of 5%*	

* Based on Vancouver CPI (year over year) for the month of January (as published in the month of February) of the applicable year as published by Statistics Canada.


Andrew Jansen, Director, Human Resources & Labour Relations


Richard Van Grol, Union Representative