

MEMORANDUM OF AGREEMENT

BETWEEN:

**Teamsters Local 213 Members Benefit Plan
(Hereinafter referred to as the "Employer")**

PARTY OF THE FIRST PART

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 May 1, 2025 through April 30, 2028 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

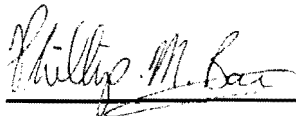
- 1. The Parties agree that the Collective Agreement is renewed for a term of three (3) years from May 1, 2025 to April 30, 2028 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification 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 May 1, 2025, 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 All items not addressed herein will be considered withdrawn on a without prejudice basis.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 VANCOUVER, BC this 12 day of AUGUST, 2025.



FOR THE EMPLOYER





FOR THE UNION

APPENDIX "A"

Offer of Settlement for collective bargaining between MoveUP and Teamsters Local 213 Members Benefit Plan

1. Collective Agreement renewed for a 3-year term from May 1, 2025 to April 30, 2028.
2. Wages:
 - May 1, 2025-3%
 - May 1, 2026- 3%
 - May 1, 2027- 3%
3. \$500 dollar signing bonus on ratification.
4. Pension:
 - May 1, 2025- 30 cents an hour
 - May 1, 2026- 25 cents an hour
 - May 1, 2027- 25 cents an hour