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BY EMAIL: **thansen@moveuptogether.ca**

September 12, 2025

MoveUP
301 - 4501 Kingsway
Burnaby, BC V5H 0E5

Attention: **Trevor Hansen, Senior Union Representative**

Dear Trevor:

Re: **Claims Injury Corporate Legal (CICL) Posting**

WHEREAS:

- The Employer continues to transition its business model from the tort-based book of business ("Legal Based") to Enhanced Care; and,
- There are upcoming postings for vacancies in the following positions in Claims Legal Corporate Law (the "Postings"):
 - Claims Support Assistants (806)
 - Legal Assistants – Litigation (403)
 - Legal Billing Representative (117671)
 - Paralegal (406)

The Parties agree on a without prejudice and without precedent basis as follows:

1. Prior to consideration of other qualified candidates, the Employer will consider candidates from the same primary position, with the same title and job grade, from Legal Based (the "Lateral Employees") until January 30, 2026.
2. The Employer will first make the Postings available to Lateral Employees by a deadline set by the Employer.



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3. Selection of candidates for the Postings will be based on seniority of the Lateral Employees who applied.
4. Where an insufficient number of Lateral Employees apply to the Posting or accept an offer, the Employer may then fill the vacancies pursuant to Article 7.
5. The Parties agree that Article 7.07(a) shall not apply to those who are hired into the positions noted in the preamble.

If the above is agreeable, please sign below and return to the writer at your earliest opportunity.

A handwritten signature in cursive script that reads "Gilbert Astorga".

Gilbert Astorga
Manager, Employee Relations
October 10, 2025

Date Signed

A handwritten signature in cursive script that reads "Trevor Hansen".

Trevor Hansen
Senior Union Representative
October 10, 2025

Date Signed