

MEMORANDUM OF AGREEMENT

BETWEEN:

HERTZ CANADA

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**Canadian Office and Professional Employees' Union, Local 378
(dba MoveUP)**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The parties are bound to a Collective Agreement effective from November 1, 2022 through October 31, 2025 (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 from November 1, 2025 through October 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 November 1, 2025 unless specifically stated otherwise.

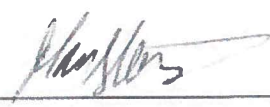
5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both parties.
7. The parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties 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 Burnaby, B.C. this 7th day of May, 2026

FOR THE EMPLOYER



FOR THE UNION



APPENDIX "A"

Attach all sign off as Appendix A



(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: February 19, 2026	Time: 4:45pm approx.
UP#2v4	Article 7	<i>Amend</i> Union Representation Revised per ER comments	

ARTICLE 7 – UNION REPRESENTATION, VISITATION AND JOB STEWARDS

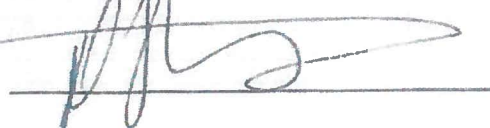
7.01 Union Representatives


- (a) The Employer recognizes the Union’s right to select, subject to its sole discretion, Job Stewards and any other Union officials or representatives whose duties involve, in whole or in part, representing Employees under this Agreement and the Employer agrees to cooperate with these persons in the performance of their duties on behalf of the Union and its membership employed by the Employer.
- (b) The Union shall notify the Employer in writing of the names of the persons authorized to represent the Union and/or the Employees for the purposes of this Agreement and shall promptly notify the Employer in writing of any changes in these names.
- (c) It is understood and agreed that unless otherwise provided by this agreement, the cost of time off from work for Union representatives while carrying out union duties referred to in Article 7.01(a) and 7.01(b) will be reimbursed to the Employer by the Union.

7.02 Union Access to Employees

Authorized representatives of the Union shall have access to the Employer’s establishment during working hours for the purpose of adjusting disputes or other Union business, upon reasonable advance notice to the Manager in charge of the establishment, provided that such visitation shall not interfere with conduct of the Employer’s business. Permission for such access shall not be unreasonably denied.

E&OE
Signed off this 19th day of February 2026

For the Union


For the Employer


7.03 Union List of Job Stewards and Alternates

The Employer shall recognize a maximum of one two (2) stewards per shift that will be designated by the Union in the following areas: at the Airport, the QTA, and at the Service Centre and a maximum of one steward for the Downtown area.

The Union will notify the Employer of the names and number of such Stewards and alternates in writing immediately upon their appointment.

7.04

The Authority of Job Stewards and/or alternates shall be limited to the following activities:

- (a) The investigation and presentation of grievance matters or complaints which may result in grievances.
- (b) Transmission or posting of Union notices, bulletins or other information to employees or to the Employer.

7.05

The Job Steward(s) may, within reason, investigate and process grievances during regular working hours, without loss of pay. Before leaving the employee's place of work or duties to assist an employee or confer with a Union representative, the Job Steward will receive permission from the Employer. The Employer will not unreasonably deny such permission, nor will the Job Steward(s) unreasonably exercise the privilege.

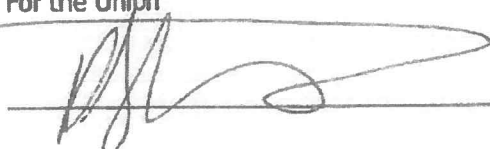
7.06 No Other Agreement

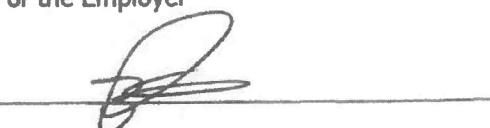
The Employer agrees not to enter into any agreement with any Employee or group of Employees which conflicts with any of the terms or conditions of this Agreement.

7.07 Leave of Absence for Union Business

- (a) Employees who are acting as full-time officers or representatives of the Union or who are hired, elected or appointed to positions representing the Union shall be granted an unpaid leave of absence to perform their duties, with the time involved considered as service with the Employer.
- (b) An Employee on leave pursuant to this Article 7.07 may elect to continue some or all of the benefit plan coverage, except the Pension Plan, provided by this Agreement in which case the employee shall be responsible for reimbursing the Employer on a monthly basis

E&OE
Signed off this 19th day of February 2026

For the Union


For the Employer


for the cost of such continued coverage, unless the Union makes such monthly payments on behalf of the Employee.

- (c) Except as expressly provided otherwise by this Article 7.07 (b), the Employee shall be kept "whole" by the Employer with respect to all seniority, benefits, except the Pension Plan, and other rights and entitlements which would accrue under this Agreement had the employee remained working.
- (d) On conclusion of a leave of absence under this Article 7.07, the Employee shall be returned to the employee's former job and work location, unless the Employer and the Union mutually agree to alternative arrangements.
- (e) Permission for leave pursuant to this Article 7.07 shall not be unreasonably denied by the Employer and such leave, once approved, shall not be interrupted by the Employer during the approved period of the leave.

7.08 Miscellaneous Leave of Absence for Union Business

- a) An employee who is required to attend a Union Convention or other official Union function on behalf of the Local Union necessitating absence shall, upon written application to the immediate supervisor at least fourteen (14) calendar days in advance, be granted time off without pay for a period of time not to exceed one (1) week, except where mutually agreed to extend such period.
- b) To facilitate administration of this Article, when a leave of absence is granted, the Employer will continue the employee's straight-time hourly compensation for the employee's regularly scheduled shifts that would have been worked had it not been for the leave.

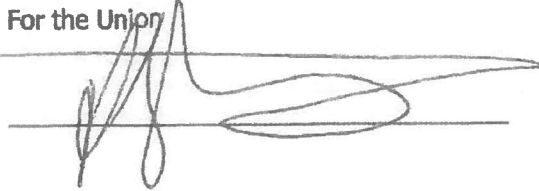
The Union shall, without unreasonable delay, reimburse the Employer for all wages and benefits associated with the leave.

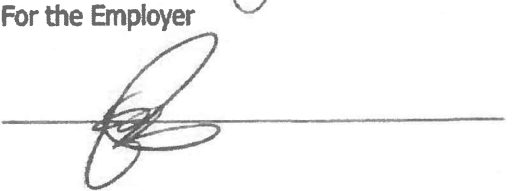
An employee granted leave under Article 7.08 shall be covered by the applicable provisions of Article 28.03 (a) and Article 28.03 (b) 28.04 (Employee Entitlements During Leaves of Absence) and Article 31.10 09 (Benefit Plans Coverage While on Vacation or Leave of Absence) and shall otherwise be kept "whole" with respect to seniority, service and vacation accrual and the right to apply for job postings as well as any other "benefit" that may be mandated by Provincial labour law inclusive of the Employment Standards Act as amended.

7.09 Union Information for New Employees

The Employer agrees to acquaint new Employees with the fact that a Collective Agreement is in effect and with the conditions of employment set out in the provisions dealing with Union membership and Dues. The new Employee shall be advised of the names and locations of the

E&OE
Signed off this 19th day of February 2026

For the Union


For the Employer


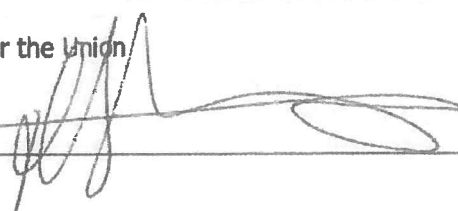
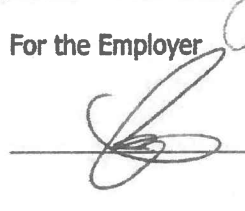
employee's Job Stewards. The Employer agrees that a Job Steward shall be given, upon request, an opportunity without loss of pay, for one (1) hour within the first thirty (30) days of employment to acquaint the new Employee with the benefits and duties of Union membership and the Employee's responsibilities and obligations to the Employer and the Union.

7.10 Union Communications And Voting

- (a) The Employer shall provide bulletin boards at its premises, in Employee lunch or rest areas, for the purpose of posting Union communications. All such notices shall be submitted to the Employer at the time of posting or distribution.
- (b) The Union shall have the right, upon reasonable notice and with the agreement of the Employer, to place ballot boxes in the workplaces of the Employer covered by this Agreement, for the purposes of conducting Union elections, polling or collective agreement votes.

Leave of Absence for Trainee Union Representative

7.11 The Employer will grant leave of absence to an employee requested by the Union to serve as a Trainee Union Representative, for a period of up to 26 weeks, subject to departmental operating considerations, determined at the sole discretion of the Employer. Pay and benefits for such leave shall be reimbursed by the Union on the same basis as per Article 7.08 (Miscellaneous Leave of Absence for Union Business).

E&OE
Signed off this 19th day of February 2026
For the Union  For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: February 19, 2026	Time: 2:35pm approx.
UP#3v2	Article 8	Amend	
		Revised per ER comments	

8.01 Management Rights

It is recognized that the management and operation of the offices and establishments of the Employer and the direction of the employees is vested exclusively in the Employer, which maintains all rights and responsibilities of management not specifically modified by this Agreement.

8.02 Application of Employer's Rights

It is recognized that it is the exclusive function of the Employer:

- (a) To maintain order, discipline and efficiency;
- (b) To determine the number and location of offices and/or establishments, methods and procedures of operations and processes.

It is agreed that these functions will be exercised in a fair and reasonable manner consistent with the terms and conditions of this Agreement.

The Employer or the Employer's representative shall make known to the Employees their general duties and from whom they shall receive instructions as to the policies and procedures of the establishment.

8.03 Application of Employer Policy

Where a difference arises out of any provision contained in this Agreement, and the subject matter is also covered in any policy, rule, regulation, guidelines, directive or similar instrument of the Employer, this Agreement shall take precedence.

E&OE
Signed off this

19th

day of

February

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For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: February 19, 2026	Time: 12:15pm approx.
UP#4v2	Article 11	<i>Amend</i> Grievance Procedure –break up into sub-paragraphs for ease of reading 11.03 Pluralize for ease of reading and for grammar 11.06 Simplify grievance attendee process –cleaned up wording grammatically per ER comments Remainder of Article 11 to remain unchanged	

ARTICLE 11 - GRIEVANCE PROCEDURE AND ARBITRATION

11.01

The Parties to this Agreement are agreed that it is of the utmost importance to adjust complaints and grievances as quickly as possible in accordance with the procedures as set out in this Article. For the purpose of this Article the word "employee" when used, will be interpreted to refer to any employee of the Employer who is a member of the bargaining unit. The grievor shall be allowed the necessary time off with pay to attend grievance meetings with the Employer.

11.02

Definition of Grievance

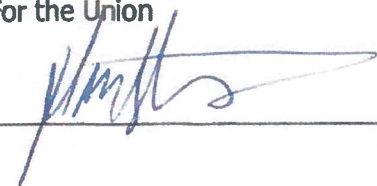
“Grievance” means any difference, disagreement or dispute between the Parties, concerning:

- (a) The interpretation, application, operation or any alleged violation of any provision of this Agreement, including any question as to whether any matter is arbitrable; or
- (b) The discipline, discharge or termination of any Employee.

E&OE

Signed off this 19 day of Feb 2024

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

HERTZ RENT-A-CAR PROPOSALS 2026 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: March 10, 2026	Time: 1:05pm approx.
UP#5v3	Article 12	<i>Amend</i> Union Representation Revised per ER counter and comments	

12.01 Just Cause

The Employer shall only discipline, discharge or terminate an Employee for just cause. The burden of proof of just cause shall rest with the Employer.

12.02 Progressive Discipline

Disciplinary action taken by the Employer must be appropriate to the cause and to the principles of progressive discipline.

12.03 Time Limits for Applying Discipline

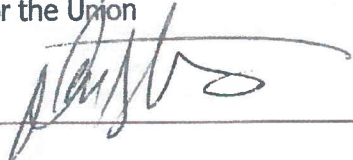
A disciplinary meeting shall take place between a representative of the Employer, the Employee and a Union Representative, or designate, within fifteen (15) calendar days of the date that the Employer became aware of the circumstances giving rise to the discipline. Disciplinary action taken as a result of such meeting shall be applied within ten (10) calendar days of the meeting.

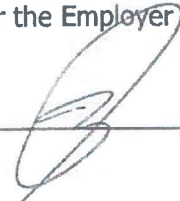
12.04 Notice Of Disciplinary Action

(a) Notice of Disciplinary Action

The Employer shall provide the Employee and the Union with a statement, in writing, of the disciplinary action being taken and the reasons for such action, at the time of taking any such action.

E&OE
Signed off this 10th day of March 2026

For the Union


For the Employer


11.03

Right to Grieve

- (a) ~~Any employee~~ Employees who considers ~~themselves~~ themselves aggrieved shall have the right to initiate and to process a grievance under this Agreement, subject to the consent of the Union, in which case the Union shall at all times control carriage of the grievance on behalf of the Employee.
- (b) The Union shall have the right to initiate and to process a grievance under this Agreement on behalf of itself, or on behalf of any Employee, or on behalf of any group of Employees.
- (c) The Employer shall have the right to initiate and to process a grievance under this Agreement with respect to the Union's actions.
- (d) It is mutually agreed that any Employee or Party exercising the employee's or their rights under this Agreement does so without prejudice to the employee's or their relations with any Employee or Party or representative of either Party.

11.04

Complaints

An Employee and/or any Union Representative or Job Steward may discuss any complaint with their immediate Manager or the General Manager prior to initiating a grievance through the Union.

Such discussion will take place not later than fifteen (15) calendar days after the event causing the complaint or within fifteen (15) calendar days from the time the Employee became aware of the event causing the complaint.

11.05

Grievance Process

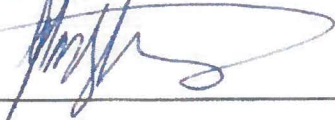
All grievances shall be processed in accordance with the following:

- (a) All grievances must be submitted in writing at the appropriate step by:
 - (i) setting out the nature of the grievance and the circumstances from which it arose;
 - (ii) stating the provision(s) of the Agreement at issue or alleged to have been violated;
 - (iii) stating the redress or other action required to resolve the matter;
 - (iv) transmitting the grievance to the other Party.

E&OE

Signed off this 19 day of Feb 20 26

For the Union



For the Employer



- (b) Throughout the grievance procedure, in attempting to effect resolution, the Parties may fashion such settlements as they deem appropriate and mutually acceptable.
- (c) All grievances shall be resolved without stoppage of work.

11.06

Steps of Appeal

(a) Steps

A grievance may be appealed in writing by the Union or the Employer through the following steps:

(i) Step I

The General Manager of the Employee(s) concerned and a representative of the Union or their respective alternate(s):

(ii) Step II

The General Manager of the Employer and a full-time paid representative of the Union shall meet.

At the discretion of the Union, the Grievor(s), a Job Steward and/or their respective alternate(s) may attend.

~~The General Manager of the Employer and a full-time paid representative of the Union and with a Job Steward or their respective alternate(s) and the grievor(s).~~

(b) *Suspension, Discharge or Termination Grievances*

A grievance concerning the suspension, discharge or termination of any Employee may be initiated at Step II of the grievance procedure.

(c) *Job Selection Grievances*

A job selection grievance may be initiated at Step II of the grievance procedure.

(d) *Bypassing Step(s)*

By mutual agreement between the Employer and the Union, any step of the grievance procedure may be bypassed with respect to any grievance.

E&OE

Signed off this

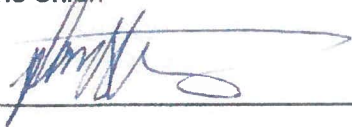
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For the Union



For the Employer



12.05

Union Representation

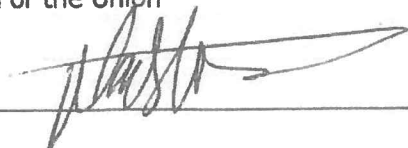
- (a) When a meeting is to occur involving any Employee with respect to the discipline, discharge or termination of the Employee, the Employer shall advise the Union office in advance, and a Job Steward or Union Representative must at all times be present.
- (b) Union representation (Union Representative or job steward) will be present for any discussion or meeting involving any representative(s) of the Company if:
 - i. the meeting is or becomes discipline related; or
 - ii. the meeting is related to medical fitness or medical accommodation outside the terms and conditions of the collective agreement, or if the Employee requests the Union be present.
- (c) An employee shall have the right to refuse to participate or to continue to participate in any meeting or discussion with the Employer which the employee believes ought to be subject to Union representation under this Article 12.05 and such Union representation is not present. An Employee who exercises this right of "non-participation" shall not suffer any prejudice, penalty or discipline as a result.

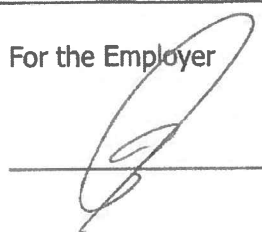
12.06

No Oral Warning Or Reprimand As Discipline

An oral warning or reprimand shall not be deemed to be a disciplinary measure.

E&OE
Signed off this 10th day of March 2026

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: May 7, 2026	Time:
UP#6v3	Article 17	<i>Amend--Revised</i> --add subtitles for ease of reading --sub-paragraphs for ease of reading --add article names cross-referenced	

ARTICLE 17 – LAYOFF, RECALL AND SEVERANCE

17.01

If a reduction of staff is necessary, the Employer will first endeavour to make such reduction by attrition. Should this not be possible, the Employer shall give as much notice as possible.

17.02

Notice of Displacement or Layoff to Union

(a) Due to Lack of Work or Being Bumped

The Employer will provide the Union and the employee with as much notice as possible but not less than a minimum of ten (10) calendar days prior written notice when regular employees are to be displaced or laid off due to a lack of work.

This notice will specify the anticipated effective date of the displacement or layoff and the number, job titles and work locations of employees who may be displaced or laid off.

E&OE

Signed off this

26th

day of

May

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For the Union

For the Employer

(b) Due to Introduction of New Procedure or Technological Change

Such New Procedure or Technological Change shall mean:

- (i) a change in the manner, method or procedure in which the Employer carries on the Employer's work, undertaking or business that is related to the introduction of that equipment or material; which results in the displacement or layoff of one (1) or more regular employees; or
- (ii) the introduction by the Employer into the Employer's work, undertaking or business of equipment or material of a different nature or kind than that previously used by the Employer in that work, undertaking or business.
- (iii) The Employer will provide the Union with a minimum of ninety (90) calendar days prior written notice when regular employees are to be displaced or laid off due to introduction of new procedure.

This notice will specify the nature of the new procedure, the date on which the Employer intends to introduce the new procedure and the number, job titles and work locations of employees who may be displaced or laid off.

The ninety (90) calendar days advance notice period must have elapsed before the Employer provides any affected employee with the written notice.

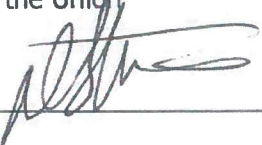

(c) Notice to Affected Employees

In the event that any Employees are subject to displacement or layoff for any reason under this Agreement, the Employer shall provide these Employees with prior written notice or pay in lieu of such notice in accordance with the following:

Six Months to Three (3) Years of Continuous Service- Two (2) Weeks

And for each one (1) year of continuous service in excess of three (3) years, one (1) additional week to a total maximum of ten (10) weeks.

E&OE
Signed off this 26th day of May 2026

For the Union  For the Employer 

(d) Joint Impact Review Meeting

Whenever a notice of displacement or layoff is issued by the Employer to the Union pursuant to this Article 17.02, the Parties shall convene a meeting within seven (7) calendar days of the date of the notice to review the impact of the impending displacement or layoff.

This review will include identifying those employees whom it is anticipated may or will be displaced or laid off.

(e) Banked Hours for Laid Off Employees

The Employer will pay all banked hours owed to laid off employees at the time of the lay-off, if requested by the employee at the time.

17.03 Retraining

The Employer agrees that Regular employees affected by the introduction of any technological or procedural change shall be entitled, based on ability and seniority, in that order, to retraining provided by the Employer.

17.04 Displacement of Employees

If a Regular employee affected by the introduction of technological or procedural change does not accept retraining in accordance with this Article, such employee shall be subject to displacement or layoff.

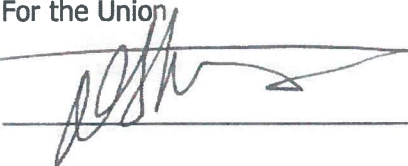
Any displacement or layoff of a Regular employee resulting from the introduction of technological or procedural change shall be undertaken in accordance with the provisions of this Article.

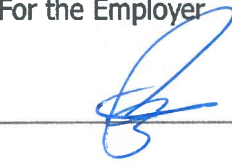
17.05

(a) The employee with the least amount of seniority in any job will be the first laid off from that job, but may displace an employee in a similar or lower classification with less seniority providing they are able to satisfactorily do the job.

Employees who are displaced from their jobs as a result of such bump back procedure may themselves bump employees having less seniority, in similar or lower classifications, providing they are able to satisfactorily do the job.

E&OE
Signed off this 20th day of May 2028

For the Union 

For the Employer 

- (b) Employees on the recall list shall have first rights to any vacancy in their former job classification or to a similar classification for which the employee is qualified, and the Employer will not hire for, nor transfer, nor promote to such a classification while an eligible employee is available from the recall list.

17.06 Recall

A regular employee who is displaced and laid off under this Agreement shall have the right for a period of two (2) years or the employee's length of service whichever is less, from the date of the employee's last being laid off to be recalled to work in accordance with Article 17.05(b).

An extension of the recall period may be mutually agreed to by the Union and the Employer.

17.07 Notice of Recall

Notice of recall to an employee who has been laid off shall be made by registered mail to the last known address of the employee, with a copy to the Union office.

The employee must respond to such notice within seven (7) calendar days of receiving it. The employee must be available to go to work within fifteen (15) calendar days.

An employee who is prevented from responding to a recall notice because of illness or other reason beyond the employee's control, or who declines recall to a lower position, may be bypassed for the position available, but such employee shall not lose seniority and recall rights thereby.

Where more than one employee is on the recall list in similar classifications, recall shall be made in order of seniority.

17.08 Seniority Accrual During Layoff

Seniority shall accrue for all purposes under this Agreement for any regular employee who is laid off in accordance with this Agreement for the duration

E&OE
Signed off this 26th day of May 2018

For the Union [Signature]

For the Employer [Signature]

of such layoff, subject to the provisions of Article 15.09 (Termination of Seniority).

17.09

Employees who have been bumped will be returned to their former positions on the same basis as employees on the recall list subject to the seniority provisions of the list. An employee who accepts recall to a lower position than formerly held will be considered bumped for purposes of the operation of this section.

17.10

Severance Pay Entitlement

(a) Regular Employees

A regular employee whose employment is terminated in accordance with the provisions of this Agreement shall be entitled to severance pay in accordance with the following:

- (i) two (2) weeks' pay for each full year of service up to a maximum of twenty four (24) weeks' pay, for permanent termination excluding resignation and discharge for just cause.
- (ii) employees who have been laid off for the maximum period of layoff, in accordance with this agreement and are thereby terminated are eligible for severance pay.

(b) Casual Employees

It is understood and agreed that Casual employees shall not be entitled to any severance pay pursuant to this Article.

(c) Notice or Pay In Lieu Entitlement

In addition to the severance pay in accordance with this Article, an eligible Employee shall be entitled to notice of layoff or pay in lieu of such notice per Article 17.02(c).

17.11

Severance Pay Rate

Severance Pay shall be calculated at the regular employee's prevailing rate of pay at the date of termination of employment.

E&OE

Signed off this

26th

day of

May

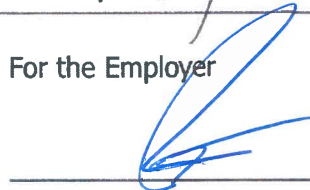
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For the Union



For the Employer



17.12 Death in Service

Severance Pay shall be payable by the Employer to the estate or named beneficiary of a deceased employee who is eligible for such payment.

17.13 Acceptance of Severance Pay

It is understood and agreed that at such time as a regular employee accepts severance pay, and the severance pay is paid in full, the employee's employment shall be terminated and such employee shall have no further rights or entitlements under this Agreement, except for the following:

- (i) any vested rights or entitlements under the Pension Plan; and
- (ii) any other accrued benefits or entitlements not paid to the employee at the time of termination of employment; and
- (iii) continuation of any coverage the employee is entitled to receive, subsequent to the employee's termination, under any benefit plan referred to in this Agreement.

17.14 Benefit Entitlement During Layoff

The benefit plan coverage referred to in this Agreement (except for sick leave) may be continued for a laid off regular Employee at the option of the Employee for the duration of the recall period provided the Employee pays any applicable premiums or contributions related to the benefit program.

17.15 Special Protection for Full-Time Regular Employees

- (a) A Full-Time Regular Employee who is recalled into any position having less than full-time hours of work shall continue to be treated in all respects under this Agreement as if the employee were a Full-Time Regular Employee working full-time hours, save and except for the reduced hours of work. Such person shall continue also to be categorized as a Full-Time Regular Employee.
- (b) A Full-Time Regular Employee who elects to bump down into a part-time position as a result of layoff by the Employer, shall continue to be treated in all respects under this Agreement as if the employee were a Full-Time Regular Employee working full-time hours, save and except for the reduced hours of work.

E&OE
Signed off this 25th day of May 2026

For the Union [Signature] For the Employer [Signature]

Such person shall continue also to be categorized as a Full-Time Regular Employee. All employees included under Article 17.15(b) ~~this subsection (b)~~ shall be entitled to Article 31 (Benefits)—Benefits.

Any other benefits dependent on hours worked shall be prorated based on actual hours worked (for example, vacation pay, sick benefits and statutory holidays).

Voluntary shift changes and overtime shall not be included in the definition of actual hours worked.

For purposes of calculating statutory holidays in Article 23 (Statutory Holidays), the calculation will be the average of actual hours worked preceding 30 days prior to the statutory holiday.

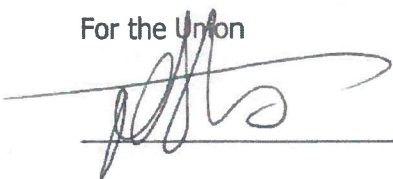
If the employee is entitled to the statutory holiday pay but did not work in the previous 30 days, the calculation will be prorated on the regular hours scheduled.

17.16 No Reduction In Hours Of Work

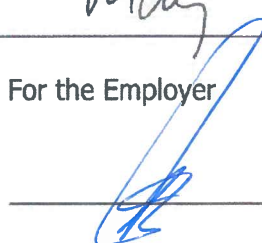
It is agreed that there shall be no partial reduction of hours of work for any Full-Time Employees in lieu of displacement or layoff, without the mutual agreement of the Parties.

E&OE
Signed off this 28th day of May 2028

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: May 7, 2026	Time:
UP#7v4R	Article 21	<i>Amend</i> Break up into smaller sub-paragraphs for ease of reading Add subtitles for clarity and organization Housekeeping changes	

21.01 Calculation of Overtime—General

Time and one-half (1 1/2x) shall be paid for all hours worked in excess of eight (8) hours in one day and/or forty (40) hours worked in one (1) week.

Double (2x) time shall be paid for all hours worked in excess of ten (10) hours in one day and four (4) hours on a scheduled day off. Shifts will be worked in a continuous period except for meal breaks and will not be "split."

21.02 Minimum Overtime

An employee retained more than six (6) minutes beyond the end of the shift to provide service to customers on delayed airline flights shall be paid not less than one-half (1/2) hour at the applicable rate of pay.

21.03 Employee Workshift Start Times

Employees will work shifts that have various starting times.

21.04 Statutory Holiday Overtime

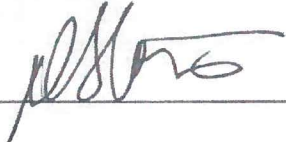
All time worked on a Statutory Holiday or an equivalent day off shall be paid at one and one-half (1 1/2x) the regular hourly rate for the hours worked in addition to the holiday pay.

21.05 Employer Overtime Notification


When possible, the Employer will notify affected employees for overtime not later than the second hour of their shift on the day overtime is required.

E&OE
Signed off this 26th day of May 2026

For the Union



For the Employer



21.06 Overtime Callout Outside Employee's Regular Shift

Employees called out to work outside their regular shift or who are called in during scheduled days off, vacations or Statutory Holidays, will receive a minimum of four (4) hours pay at overtime rates provided the employee reports for such work.

21.07 Minimum Continuous Time Off Between Shifts and Overtime

Continuous time-off between completion of a shift and/or overtime following a shift and the commencement of any following shift shall be not less than nine (9) hours or, failing this, the second shift shall be considered overtime and paid at the overtime rate in addition to regular salary, except where the selection of shift by employees is involved.

21.08 Employer Overtime Authorization Procedure

The Employer will define and establish the procedure for authorization of overtime in accordance with the terms and conditions of this Agreement.

21.09 Banking and Scheduling Overtime

- (a) Employees who work overtime may elect to take time off in lieu of overtime pay. The length of time off with pay will be the straight time equivalent to the overtime earnings.

Employees shall give notice, by no later than the cut-off date for the next regular pay, of their intention to accumulate time off under this Article 21.09, ~~and may~~

Employees may bank up to a maximum of forty (40) hours in any six (6) month period.

- (b) Time off accumulated under this Article 21.09 must be taken at a time mutually agreed with the Employer, and approval of such requests will only be withheld due to bona fide operational requirements.

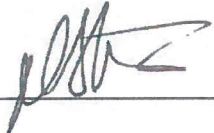
An employee shall submit their request in writing a minimum of ten (10) calendar days in advance of the date(s) requested, and the Employer shall provide a written response within five (5) calendar days of receipt of the Employee's written request.

- (c) An Employee must take accumulated time off within six (6) months of the date the overtime was worked.

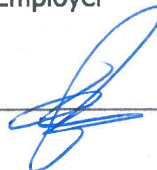
If an Employee fails to take the requisite time off within the six (6) month time period, the Employer shall have the right to pay out the accumulated time off.

E&OE
Signed off this 26th day of May 2028

For the Union



For the Employer



- (d) An employee may schedule accumulated time off in conjunction with their vacation selection. When such time off is to be scheduled in conjunction with annual vacation, the provisions of Article 24.04 (Vacation Selection) shall apply.
- (e) Where scheduling conflicts arise with respect to the scheduling of annual vacation and accumulated time off, seniority will prevail.

21.10 Offer of Overtime

Overtime will be offered in an equitable manner among the employees in a classification who are able to perform the work. In the event overtime commitments cannot be met on a voluntary basis, the qualified employee(s) with least seniority, subject to the notice required by Article 21.05.

21.11 Paid Sick Leave or Extended Sick Leave—No Effect on Overtime Pay

Paid sick leave or extended sick leave beyond paid entitlement shall not affect overtime pay earned during a regular work day or work week during which such leave occurred.

21.12

The Parties agree that the Employer will pay a premium of an additional two (2) hours pay, at the employees regular hourly rate of pay, per shift (until employee returns to their regular shift) if an employee is called to work outside their regular shift, provided however, the employee receives less than twenty-four (24) hours notice to report to a different shift.

21.13

Voluntary Overtime

Employees Who Are Exempt From Overtime Scheduling

Employees who are on vacation or any leave of absence under this Agreement shall not be subject to any overtime scheduling unless otherwise agreed to by the employee.

21.14

Overtime Meal Provisions

Effective upon ratification, where an employee is required to work two (2) hours or more after their regular shift, a one-half (1/2) hour unpaid meal period will be allowed and the employee will be provided with a fifteen dollar (\$15.00) meal allowance.

21.15

Transportation Home When Unscheduled Overtime Worked

Where an employee is required to work unscheduled overtime, the Employer will, on request of the employee, provide or pay reasonable costs for alternate transportation to the employee's home under the following conditions:

- (a) provided that normal means of transportation is not available;

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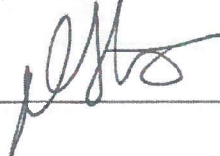
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For the Union



For the Employer



- (b) where an employee is in a carpool arrangement, "normal means of transportation" shall be deemed to include the carpool;
- (c) for the purposes of this Article 21.15, "unscheduled overtime" is defined as that overtime occurring where an employee is notified by the Employer during the employee's scheduled shift that the employee will be required to continue working beyond the scheduled quitting time.

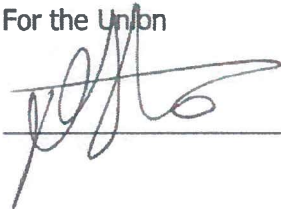
21.16 Travel Time

All time spent travelling by Employees, by any means of travel, in the course of their employment, either before, during or after their regularly scheduled hours of work, shall be deemed to be time worked for all purposes under this Agreement and shall be paid for by the Employer at the applicable rate(s) of pay as prescribed by this Agreement, save and except that the time spent by an Employee travelling directly between the employee's permanent headquarters and the employee's home shall be unpaid time.

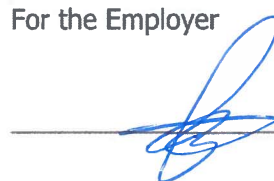
For greater clarity and certainty, it is also agreed that under circumstances where an Employee is given reasonable advance notice by the Employer that on a given day the Employee is to report to work at a work location other than the employee's normal work location, then time spent on that day by the Employee travelling between (to and from) the employee's home and the changed work location shall be considered unpaid travel time.

E&OE
Signed off this 28th day of May 2028

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

HERTZ RENT-A-CAR PROPOSALS 2026 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 7, 2026	Time:
UP#8v4R Pt B	Article 24	<i>Amend</i> Increase vacation entitlement per Article 24.02(c) Vacation scheduling Break up into sub-paragraphs for ease of reading for housekeeping	

ARTICLE 24 - VACATIONS AND VACATION PAY

24.02 Vacation Days Entitlement

All employees shall be entitled to:

- (a) Ten (10) working days vacation after one (1) or more years of employment.
- (b) Fifteen (15) working days of vacation after three (3) or more years of employment.
- (c) Twenty (20) working days of vacation after eight (8) ~~ten (10)~~ or more years of employment.
- (d) Twenty-five (25) working days of vacation after sixteen (16) or more years of employment.
- (e) Thirty (30) working days of vacation after thirty (30) or more years of employment.

24.03 Vacation Pay

Vacation pay will be at the current regular salary or at 4% or 6% or 8% or 10% or 12% of gross salary for the period in which vacation was earned for ten (10), fifteen (15), twenty

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Signed off this

25th

day of

May

20²⁶

For the Union

For the Employer

(20), or twenty-five (25) days or thirty (30) days vacation respectively, whichever is greater.

24.04 Vacation Selection

(a) (i) Subject to Operational Requirements

Selection of vacation periods under this Agreement shall be subject to the Employer's operational requirements, which right the Employer must invoke prior to any vacation selection process in Article 24.04(d).

Subject to Article 24.04(d) (ii) immediately below, the Employer therefore retains the right, having regard to its *bona fide* operational requirements and its collective agreement obligations in Article 24.05 and elsewhere, to impose limits on vacations.

(ii) Maximum Limits on Vacations

Such limits may be less restrictive but shall not be more restrictive than the following:

- (1) from September 15 to October 31, no employees in the Shop (i.e., Mechanic, Utility Person or Utility Assistant) may take vacation; and
- (2) at any time in all other classifications/areas of operation, only one employee at a time may take vacation.

(b) Vacation Selection By Seniority

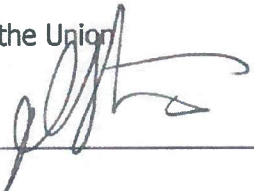

Employees shall select their vacation periods in order of seniority by job classification (excluding mechanics, utility person or utility assistant), from highest to lowest, as defined in this Agreement.

(c) Only One (1) Period of Vacation To Be Selected At A Time

Only one (1) vacation period per employee shall be selected by seniority until all employees have selected one (1) period.

Subsequent to all employees selecting one vacation period, employees who have chosen to take their vacation in split periods in accordance with Article 24.04(e) below shall select in order of seniority, from highest to lowest, for a second vacation period and this process shall be repeated for subsequent periods until all periods are chosen.

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Signed off this 28th day of May 2026

For the Union  For the Employer 

(d) When Vacation Selection is To Occur

- (i) Scheduling of vacation pursuant to this provision shall be undertaken once in each calendar year for vacations to be taken during the next calendar year.
- (ii) It is agreed the Employer's operational requirements shall be set out in the vacation bid calendar on which employees select their vacation. This vacation bid calendar shall be posted no later than November 15.
- (iii) Vacation selection by seniority in the employee's classification shall commence no later than November 15.
- (iv) Vacation selection shall be completed by December 15 of the prior year unless an extension is mutually agreed between the Employer and the Union.
- (v) ~~(iv)~~ The senior employee who has not bid will be given 48 hours to select one vacation period of consecutive weeks.
- (vi) ~~(v)~~ A senior employee who fails to make a selection within the 48 hours shall be moved to the bottom of the seniority list and shall not have the opportunity to select again until after all other employees in the classification have had the opportunity to select.
- (vii) ~~(vi)~~ Subject to Article 24.04(f), if an employee does not select the employee's entire vacation entitlement, the Employer shall schedule the remaining entitlement and notify the employee before the end of January in the year the vacation must be taken.

(e) Split Vacations


Vacations may be taken in split periods. Subject to Article 24.04(f), no such split period of vacation shall be less than one (1) working week. A working week for this purpose is the workweek from Friday to Thursday.

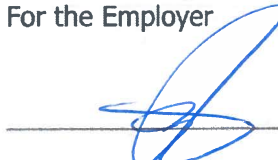
(f) Vacation Days

An employee may elect to take up to five (5) days of their vacation allowance in periods of less than one (1) week. It is agreed that if an employee elects not to schedule up to 5 days during the vacation scheduling process from November 15 to December 31, none of the 5 days may be scheduled from July 1 to the day after Labour Day. The days shall be scheduled at any other time of the year as follows:

- (i) the employee shall give the Employer 7 days' notice of the day or days the employee wishes to take as vacation.

E&OE
Signed off this 28th day of May 2026

For the Union


For the Employer


- (ii) the Employer shall approve such requests on a "first requested, first approved" basis, according to the Employer's operational needs at the time.
- (iii) any of the five (5) days not scheduled by March 15 shall be scheduled by the Employer and taken before the end of the calendar year.
- (iv) the booking of these dates will be subject to the Employer's operational requirements at that time.
- (v) ~~(iv)~~ it is agreed that, except in connection with the (up to) 5 days not scheduled during the vacation scheduling process from November 15 to December 31, banked time and float days shall not be added to vacation time for scheduling purposes.

Where possible, banked time may be scheduled in conjunction with the (up to) 5 days.

- (vi) ~~(v)~~ it is agreed that the scheduling of vacations shall take priority over the scheduling of banked time or float days (i.e. all vacation time must be scheduled prior to scheduling any banked time or float days for an employee).

24.05 Vacation Schedule Change

An employee's vacation period, scheduled in accord with the provisions of this agreement, shall not be subject to change by the Employer except for the vacation periods of employees who are promoted, bumped, or recalled.

The Employer's decision to change a vacation in such cases shall be exercised reasonably, taking in to account the following factors:

- 1) bona fide operation requirements;
- 2) the impact of a vacation change on the Employee and their family; and
- 3) the impact of a vacation change on the vacation schedule of more senior employees.

No vacations shall be changed as a result of actions exercised under this article without advance notification to the Union.

E&OE
Signed off this 28th day of May 2008

For the Union [Signature] For the Employer [Signature]

24.06

Pro-ration of Vacation Entitlement

(a) Approved Leaves of Absence

Approved absences paid for by the Employer, including annual vacation, and absences due to leave for Union business or Maternity Leave, or absences as a result of an injury covered by Workers' Compensation shall not reduce an employee's vacation entitlements in the subsequent calendar year.

(b) Absence Due to Sick Leave Beyond Six (6) Months

Where an accumulation of absences due to sick leave exceeds six (6) calendar months in any calendar year, vacation entitlement in the following calendar year will be reduced by one-sixth (1/6) for each full month of absence in excess of six (6) calendar months.

(c) Other Leaves

Where an accumulation of absences, other than those stipulated in Article(s) 24.06 (a) and (b) exceeds three (3) calendar months in any calendar year, vacation entitlement in the following calendar year will be reduced by one-ninth (1/9) for each full month of absence in excess of three (3) calendar months.

24.07

Termination of Employment

(a) An Employee who terminates for any reason shall be entitled to receive vacation pay for any earned vacation entitlement not taken as provided for under this Article.

(b) In the event that an Employee dies while employed by the Employer, such employee's vacation entitlements, including any banked vacation entitlements, shall be paid to the employee's named beneficiary, or where there is no named beneficiary, to the employee's estate.

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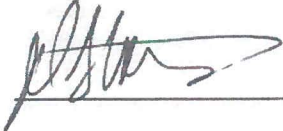
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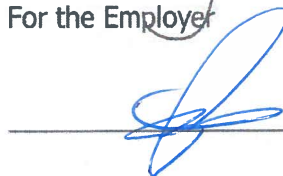
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For the Union



For the Employer



Summary report:	
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Intelligent Table Comparison: Active	
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Table Insert	0
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Table moves from	0
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Embedded Excel	0
Format changes	0
Total Changes:	12



(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union		Date: May 7, 2026	Time:
Number	Affected Article/MOU		
UP#9v4	Article 26	<i>Amend</i> —Referenced in UP#14v5 April 29, 2026. Add reference to <i>Employment Standards Act</i> sick leave Short-Term Disability—increase for current cost of living Agreement on STD being increased to \$729.00 and 26 weeks	

26.01

(a) Sick Leave Accumulation and Use

- i. All employees after being employed for ninety (90) calendar days, shall be entitled to up to five (5) sick days in accordance with the Employment Standards Act notwithstanding whether the employee has accrued sick days or not.
- ii. Sick days provided in accordance with the Employment Standards Act are NOT:
 - a. in addition to the days outlined in Article 26.01(b) or Article 26.01(c).;
 - b. pro-rated (e.g. a part-time employee is entitled to five (5) days as a full-time employee is); and
 - c. provided on a partial day basis (i.e. a day when an employee leaves work an hour early due to illness shall be considered a full sick day).
 - d. subject to the limitations outlined in Article 26.01(b) or Article 26.01(c).

(b) All regular employees who have one (1) years' seniority or more shall be paid their regular straight time pay for each absence as a result of a bona fide illness or accident up to a maximum of ten (10) days per calendar year. An employee shall be eligible to utilize up to two (2) of the ten (10) days in the event of illness of a dependent child.

E&OE
Signed off this 26th day of May 2026

For the Union [Signature] For the Employer [Signature]

- (c) A new regular employee who has not obtained one (1) year of seniority will receive pro-rata sick days with pay to the balance of the calendar year and thereafter shall be entitled to ten (10) days. The pro-rata share is based on three (3) month waiting period then one (1) day for each month worked. There are no partial days.
- (d) Payment for unused days will be paid the second pay period in December. Employees whose current sick pay has expired will receive two (2) additional days of sick pay when they go on the Weekly Indemnity Plan. Upon termination of employment, no earned, unused sick day payments shall be made.
- (e) The Weekly Indemnity Plan will provide the employee with two-thirds (2/3rds) of their gross pay up to a maximum of ~~two hundred and fifty (\$250.00)~~ seven hundred and twenty-nine dollars (\$729.00) per week for a period up to twenty-six (26) weeks. The Employer shall pay the premium costs of the Weekly Indemnity Plan and with the understanding that the LTD waiting period is revised to 26 weeks following the end of weekly indemnity plan.

E&OE

Signed off this

26th

day of

May

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For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

HERTZ RENT-A-CAR PROPOSALS 2026 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 7, 2026	Time:
UP#11v4	Article 31	<i>Amend</i> Broken into sub-paragraphs for ease of reading. Benefit Plan improvements Dental-revised—orthodontics--\$1500 Life Insurance--revised Accidental Death and Dismemberment--revised	

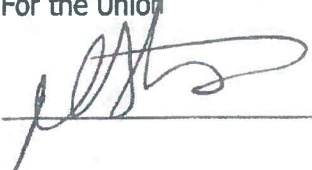
ARTICLE 31 - BENEFIT PLANS


31.01 Medical Coverage and Extended Health Benefits

- (a) All Employees except Casual Employees and Part-Time Employees regularly working twenty-four (24) hours or less in any given calendar week, and their spouse including common-law spouses and dependent children under twenty one (21) years of age, shall be eligible to receive the basic medical and surgical coverage provided by the B.C. Medical Services Act through the Medical Services Plan.
- (b) In addition to the above, eligible Employees as defined above shall also be covered by an Extended Health Care Plan similar to that offered by Medical Services Association as outlined in the Benefits Plan Booklet.

The Plan will pay one hundred (100%) percent of all eligible expenses. Premiums for the Plan will be paid by the Employer.
- (c) Eligible Employees are covered effective the first day of the calendar month following three (3) months of continuous full-time service.
- (d) Participation in the Plan is a condition of employment for all eligible Employees as described above; however, Employees covered under spousal group plan can opt out of the Extended Health and Dental benefits provided in the Plan only.

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Signed off this 26th day of May 2026

For the Union


For the Employer


- (e) The Employer will make available through its benefits provider an E-digit pay card to all eligible employees.

31.02 Group Life Insurance

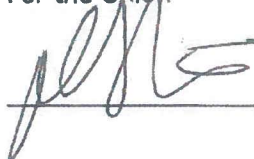
The Employer will continue to provide all Employees except Casual Employees and Part-Time Employees regularly working twenty four (24) hours or less in any given calendar week, with life insurance benefits under the terms of the Group Life Insurance Policy. Coverage will be effective on the first day of the calendar month following three (3) months of continuous service as follows:

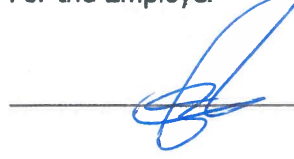
- (a) The life insurance benefit is equal to ~~one (1)~~ two (2X) times the employee's annual salary, rounded to the next higher one thousand dollars (\$1,000) if not already a multiple of one thousand dollars (\$1,000) or for an amount of ~~twenty-five~~ one-hundred thousand dollars (~~\$25,000~~) (\$100,000) whichever is the greater. Employees will be permitted to purchase additional coverage at the Employer 's preferred rate.
- (b) For purposes of determining an employee's group life insurance coverage, "annual earnings" shall be computed semi-annually and shall be based on salary scales actually in effect on January 1st and July 1st each year.
- (c) The Employer shall contribute one hundred percent (100%) of the cost of the policy.

31.03 Dental Plan

- (a) All Employees except Casual Employees and Part-Time Regular Employees regularly working twenty four (24) hours or less in any given calendar week, their spouses, including common-law spouses and dependent children up to twenty one (21) years shall be eligible for coverage under the Employer's Dental Plan on the first day of the calendar month following three (3) months of continuous service. The Dental Plan shall include the following:
 - (i) 100% payment of fees
 - (ii) 60% co-insurance
 - (iii) 50% co-insurance to a lifetime maximum of one thousand two and fifty dollars (\$1,250.00) per person enrolled in the Plan.
 - (iv) Increase in child orthodontic services under the Plan from \$1,250 lifetime to \$1,500 lifetime limitPayment of benefits under the Plan is based on the current B.C. College of Dental Surgeons Schedule of Fees. The annual limit per person enrolled in

E&OE
Signed off this 28th day of May 2026

For the Union


For the Employer


the Plan under Plan A and Plan B shall be one thousand five hundred (\$1500.00) per annum.

- (b) The premium for the Plan shall be paid one hundred percent (100%) by the Employer.

31.04 Vision Care

The Employer shall provide vision care coverage that will provide all Employees except Casual Employees and Part-Time Regular Employees regularly working twenty-four (24) hours or less in any given calendar week, their spouses, including common-law spouses and dependent children up to twenty one (21) years the first day of the calendar month following three (3) months of continuous service as follows:

- (1) Effective upon the ratification of the 2022-2025 Collective Agreement, the maximum will be increased to three hundred dollars and fifty dollars (\$350.00) under the same terms and conditions set forth herein.
- (2) Employees will be covered for one eye examination each twenty-four (24) month period.

31.05 Hearing Aid

The Employer shall provide hearing aid coverage that will provide all Employees except Casual Employees and Part-Time Employees regularly working twenty-four (24) hours or less in any given calendar week, their spouse, including common-law spouse and dependent children up to twenty one (21) years of age the first day of the calendar month following three (3) months of continuous service as follows:

Hearing aid coverage to a maximum of four hundred dollars (\$400.00) per person enrolled in the Plan each sixty (60) month period.

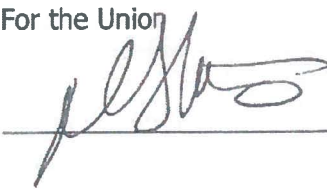
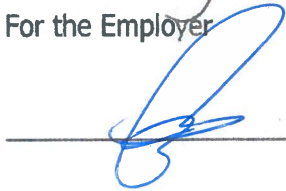
31.06 Pension Plan

The Employer shall continue the present Pension Plan during the term of this Agreement and such Plan shall be deemed to form part of this Collective Agreement.

The Annual reports of the Auditor and Actuary, if available, shall be forwarded to the Union upon written request.

31.07 Travel Medical Insurance

E&OE
Signed off this 28th day of May 2028

For the Union  For the Employer 

Full-Time Regular and Part-Time Regular employees will be covered under a Travel Medical Insurance Plan for amounts in accordance with the Employer procedures against death or injury sustained while travelling on Company business.

31.08 Details About Benefit Plans

Details about the Plans referred to in this Article are provided in the Employer's Benefit Booklet dated July 9, 2021, and such benefits shall not be less favourable than the benefits in effect as of that date.

- (a) The Employer agrees to provide the Union with a copy of each contract entered into with the insurance carrier or any other third party providing any of the Benefit Plan(s) coverage referred to in this Article and any subsequent amendments made to each such plan.

Each such contract, and any amendments thereto, shall be deemed to be incorporated into this Agreement as if set forth in full herein in writing, and shall so apply.

Accordingly, any disputes with respect to any of the Benefit Plans referred to in this Agreement shall be subject to resolution in accordance with the grievance and arbitration procedures contained in this Agreement.

31.09 Benefit Plans Coverage While on Vacation or Leave of Absence

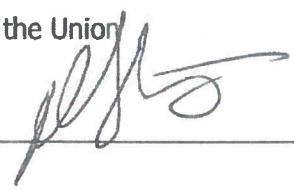
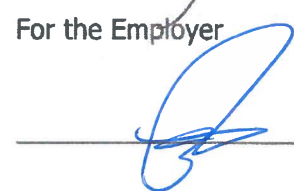
- (a) Benefit Plans coverage under this Agreement shall continue in full for all eligible employees while they are on vacation or any paid leave of absence.
- (b) A regular employee on leave of absence without pay for a period of more than thirty (30) consecutive calendar days shall be required after the first thirty (30) calendar days of such leave to pay the whole cost of the applicable benefit coverage for the remainder of the employee's unpaid leave of absence, except that the Employer will maintain and pay the entire cost of the Employee's benefits if required under applicable law.

31.10 Accidental Death And Dismemberment Insurance Plan

The Employer will continue to provide all Employees except Casual Employees and Part-Time Employees regularly working twenty-four (24) hours or less in any given calendar week with Accidental Death and Dismemberment Insurance benefits under the terms of the applicable insurance policy. Coverage will be effective on the first day of the calendar month following three (3) months of continuous service as follows:

- (a) The Accidental Death And Dismemberment Insurance Plan will provide twenty-four (24) hour coverage and payments based on a principle amount which is equal to ~~one (1)~~ two (2X) times the employee's annual salary,

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Signed off this 26th day of May 2026

For the Union  For the Employer 

rounded to the next higher one thousand dollars (\$1,000) if not already a multiple of one thousand dollars (\$1,000) or for an amount of is equal to ~~one~~ ~~one~~ ~~(1)~~ two (2X) times the employee's annual salary, rounded to the next higher one thousand dollars (\$1,000) if not already a multiple of one thousand dollars (\$1,000) or for an amount of ~~twenty-five~~ one-hundred thousand dollars (~~\$25,000~~) (\$100,000) whichever is the greater. Employees will be permitted to purchase additional coverage at the Employer's preferred rate.

- (b) For purposes of determining an Employee's Accidental Death And Dismemberment Insurance Plan coverage, "annual earnings" shall be computed semi-annually and shall be based on salary scales actually in effect on January 1st and July 1st each year.
- (c) The Employer shall contribute one hundred percent (100%) of the cost of the policy.

31.11

Disability Benefits

Short/Long Term Disability Plan (Income Protection Plan)

The income protection plan is designed to provide the employee and members of the employees' family with a source of continued income during a prolonged sickness or disability.

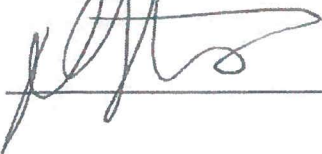
Eligibility: Compulsory for all employees that have completed three (3) continuous months(s) of service, except Casual Employees and Part-time Regular Employees working twenty (24) hours or less in any given calendar week.

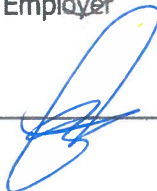
[For coverage, see the Plan.]

The Employer pays 100% of the cost of the premiums for the Short Term Disability Plan.

The employee(s) pays 100% of the cost of the premiums for the Long Term Disability Plan of monthly earnings up with benefits to commence after 26 weeks from onset of illness or disability upon expiry of short-term disability benefits.

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Signed off this 26th day of May 2026

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

HERTZ RENT-A-CAR PROPOSALS 2026 Union Proposals (UP Item)

Number	Affected Article/MOU	Date: March 11, 2026	Time:
UP#17v4	Job Descriptions	<i>Amend</i> Revised positions to better reflect actual work and to avoid role confusion Union counter per latest ER counter and discussion leave driver and RSA and CSR descriptions as is	

APPENDIX "C" JOB DESCRIPTIONS

Job Descriptions – Drivers

Job Duties

- Responsible for the safe and efficient movement of vehicles.
- Must complete accurately and in legible manner all necessary vehicle documentation including but not limited to logs, Trip Tickets, Inspection sheets.
- Upon delivery to the rental location, prepare the vehicle for the next customer by following, but not limited to, these steps:
 - Back the vehicle into the Hertz parking spot, straight.
 - Turn the volume down and shut off the radio.
 - Turn off air conditioning/heater.
 - Close all the windows.
 - Record all relevant information on the Key Envelope/Inspection sheet.
 - Make a final check to ensure vehicle is clean.
 - Move the driver's seat back to the furthest position from the steering wheel.
 - Tilt steering wheel to upper most position if the option is available. Exit car and ensure that the doors and trunk are locked.
 - If applicable, record the Hertz stall number and give the key envelope to the CSR.

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For the Union

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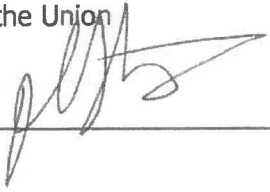
For the Employer

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- Driving vehicles through mechanical car washes
- Ensure a clean and safe work environment is always maintained.
- Pickup and delivery of customers to various locations in a courteous manner.
- Answer any customer questions or direct them to someone who can.
- Perform other related tasks as directed by Manager.

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Signed off this 11th day of March 2026

For the Union



For the Employer

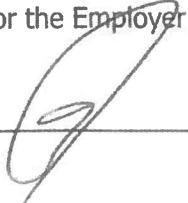


Job Descriptions – Utility Person

- Transfer new and used tires to storage areas.
- Replacement of fuses and bulbs.
- Minor adjustments to secure loose parts on vehicles.
- Tire repair and changes.
- Oil and filter changes.
- Jump start and unlocking vehicles.
- Filling out Shop Repair Orders.
- Polish minor scratches.
- Assist with Pre-Delivery inspections.
- Replacement of damaged body parts such as light assembly, mouldings and antennas.
- Writing estimates on body damage vehicles, vending work to body shops, tripping vehicles in CARS+ and inspecting sheets, shop repair orders etc.
- Completing and filling paperwork such as inspection sheets, shop repair orders etc.
- Answering shop phones.
- Road test vehicles for safety to verify vehicle systems are operating correctly or as requested by the Employer.
- Responsible for maintaining a safe and clean environment. Anything unsafe must be reported to a manager immediately.
- Transport new and used tires to and from storage areas.
- Performs other minor related duties assigned, which do not affect the value of the job.

E&OE
Signed off this 21st day of March 2028

For the Union


For the Employer


Job Description – Utility Assistant

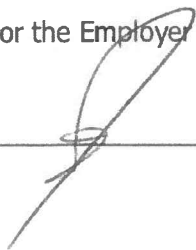
- Remove holds in CARS+.
- Does oil and oil filter changes and accurately completes required documentation.
- Replacement of fuses and bulbs.
- Minor adjustment to secure loose parts on vehicles.
- Conduct Tire repairs and change any tires as required.
- Jump start and unlock vehicles.
- Complete and file paperwork including, but not limited to, inspection sheets, shop repair orders etc.
- Road test vehicles ~~for safety~~ to verify vehicles are operating correctly or as requested by the Employer.
- Transport new and used tires to and from storage areas.
- Responsible for maintaining a safe and clean working environment. Anything unsafe must be reported to a manager immediately.
- Performs other minor related duties as assigned, which do not affect the value of the job.

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Signed off this 11th day of March 2026

For the Union



For the Employer




Job Description – Rental Sales Agent (RSA)

- Effectively communicate and recommend products and services to enhance the customer's travel experience.
- Provide world class customer service by managing the rental and return process with accuracy and attention to detail, in compliance with Hertz's policies and procedures.
- Strong emphasis on selling and revenue maximization on core products such as, but not limited to, options to waive customer's responsibility of damage, fuel options and upsells.
- Achieve personal sales goals while supporting the goals of the team.
- Work in fast paced sales environment, providing helpful, quality service and sales, while enhancing the customer's rental experience.
- Monitor fleet availability for reservations and walk ups.
- Drive continuous improvement by communicating customer feedback to team and engaging in action planning to improve operational performance and customer satisfaction.
- Resolve customer issues and concerns professionally using effective customer service techniques.
- Maintain appearance appropriate for providing best in class customer service in accordance with established Hertz guidelines.
- Performs other minor related duties as assigned which do not affect the value of the job.

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Signed off this 11th day of March 2026

For the Union



For the Employer


Job Description – Mechanics

- Air Conditioning diagnosis and repair (e.g. R134 A system).
- Breaks and anti-lock system diagnosis and repair.
- Electrical and electronic engine control diagnosis and repair.
- Suspension and steering diagnosis and repair.
- Passive restraint system diagnosis and repair.
- Minor engine repair work, for example; Oil leaks, rocker arms, water pumps, etc.
- Minor transmission oil leak repairs.
- Installation of hand controls.
- Perform Pre-Delivery inspections.
- Responsible for maintaining a safe and clean work environment. Anything unsafe must be reported to a manager immediately.
- Perform provincial vehicle inspections.
- Remove holds in CARS+/Rentworks as necessary.
- Answer shop phones.
- Transfer new and used tires to storage areas.
- Road test vehicles for safety or as requested by Employer where a mechanic's skills are reasonably required.
- Perform other minor related duties as assigned, which do not affect the value of the job.

E&OE
Signed off this 11th day of March 2006

For the Union


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If the parties agree to implement the position going forward.

Job Description – Lead Rental Sales Agent (Lead RSA)

- Assist management in areas of planning and forecasting efficient operation of the business and meeting and exceeding business goals.
- Organize and schedule breaks during shifts, depending on business requirements.
- Perform all duties similar to those who work they direct.
- May perform duties related to but at a higher level than the work of their subordinates who they direct.
- Help management in the detailed supervision of routine aspects of the work by:
 - Ensuring even workflow and consistency of effort.
 - Allocating various phases of work to different individuals within a general framework laid down by management.
 - ~~Coaching and assisting in on the job training and coaching of other employees and advising the Union and Management when further training and support may be needed.~~
 - ~~Transmitting management instructions to the other employees when requested~~
 - ~~Transmitting management's instructions to the other employees.~~
 - ~~Performing a quality control function in respect to subordinates.~~
 - ~~Assisting management in their responsibilities by providing on the job detailed training and coaching to employees with respect to the performance of their job duties.~~
- Effectively communicate and recommend products and services to enhance the customer's travel experience.
- Provide world class customer service by managing the rental and return process with accuracy and attention to detail, in compliance with Hertz's policies and procedures.
- Strong emphasis on selling and revenue maximization on core products such as, but not limited to, options to waive customer's responsibility of damage, fuel options and upsells.
- Achieve personal sales goals while supporting the goals of the team.
- Provide helpful, efficient quality service and sales to the customer while enhancing the customer's rental experience.
- Monitor fleet availability for reservations and walk-ups.
- Oversee office supply, optional equipment, and any other operational needs.
- Oversee a clean and safe workplace.
- Ensure staff are aware of new and existing company policies and procedures.
- Perform other related duties assigned by management that does not affect the value of the job.

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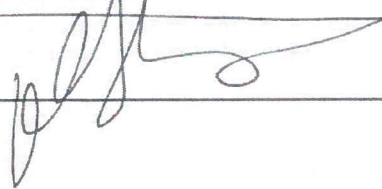
Job Descriptions – Lead Vehicle Service Attendant (Lead VSA)

- Assist management in planning, forecasting, and scheduling.
- Organize and schedule breaks during shifts, depending on business requirements.
- May perform duties as assigned largely like those who work they direct.
- May perform duties related to but at a higher level than the work of the subordinates who they direct.
- Help management in the detailed supervision of routine aspects of the work by:
 - Ensuring even workflow and consistency of effort.
 - Allocating various phases of work to different individuals within a general framework laid down by management.
 - ~~Coaching and assisting in on the job training and coaching of other employees and advising the Union and Management when further training and support may be needed~~
 - ~~Transmitting management instructions to the other employees when requested~~
 - ~~Transmitting management's instructions to the other employees.~~
 - ~~Performing a quality control function in respect to subordinates.~~
 - ~~Advise subordinates of unacceptable performance (quality or quantity of work) or conduct (observance of hours, appearance, etc.).~~
 - ~~Should a subordinate's performance or conduct fail to improve, then the work leader will bring the matter to the attention of management.~~
 - ~~Assist management in their responsibilities by providing on the job detailed training and coaching to employees with respect to the performance of their job duties.~~
- Responsible for vehicle preparation to ensure vehicle is ready for customer pick-up.
- Ensure interior of vehicle is clean (windows, door jams, trunk, vacuum, etc.).
- Clean the exterior of the vehicle (debug and wash, etc.).
- Fill gasoline tank, check levels of all fluids and ensures tire are pressure is correct.
- Meet processing and standardization quotas.
- Drive and park vehicles on QTA and Service Centre Lot at needed.
- Checks that the vehicle is in a good mechanical condition, for vehicle damage and that the features of the vehicle are operational. If it is not in good condition accurately marks the vehicle and ensures that it is moved to the service center.
- Check to ensure no accessories such as mats, spare tires, insurance papers etc. are missing.
- Neatly and accurately completes all forms and documents required, such as gasoline sheets, key tags, trip tickets, logs, timecards, etc.
- Check fuel levels in vehicle's fuel tanks, documents and attaches the gas sheets.
- Ensure the working area is clean and safe by, including but not limited to cleaning and emptying vacuum bags and containers when personal safety equipment provided, refilling bottles with fluid and neatly organizing the work area. Anything unsafe must be reported to the manager immediately.
- When no clear direction is given, utilizes the manifest to ensure maximum efficiency is meeting customer needs.
- Ensures all special equipment needs of the counter such as child seats, ski racks, etc. are met.
- Documents and gives any items found in vehicles to a manager or the Lost and Found Department promptly.
- Communicates with management when any supplies including fuel need to be ordered.
- Performs other minor related duties as assigned which do not affect the value of the job.

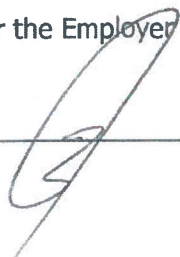
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Signed off this 11th day of March 2026

For the Union



For the Employer



Job Description – Lead Driver

- Assist management in planning, forecasting, and scheduling.
- Assist management with scheduling and organizing breaks during shifts for their subordinates, depending on business requirements.
- May perform duties largely similar to those whose work they direct.
- May perform duties related to but at a higher level than the work of the subordinates whom they direct.
- Help management in detailed supervision of routine aspects of the work by:

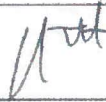
Help management in the detailed supervision of routine aspects of the work by:

- Ensuring even workflow and consistency of effort.
- Allocating various phases of work to different individuals within a general framework laid down by management.
- Coaching and assisting in on the job training and coaching of other employees and advising the Union and Management when further training and support may be needed.
- Transmitting management instructions to the other employees when requested
- ~~Transmitting management's instructions to the other employees.~~
- ~~Assisting management in quality control function in respect to subordinates.~~
- ~~Assisting management in their responsibilities by providing on the job detailed training and coaching to employees with respect to their job duties.~~

- Responsible for the safe and efficient movement of vehicles between locations as specified by management.
- Must complete accurately and in a legible manner all necessary vehicle documentation including but not limited to logs, Trip Tickets, and inspection sheets.
- Upon delivery to the rental location, prepare the vehicle for the next customer by following, but not limited to, these steps:
 - o Back the vehicle into the Hertz parking spot, straight.
 - o Turn the volume down and shut off the radio.
 - o Turn off the air conditioning/heater.
 - o Close all the windows.
 - o Record all relevant information of the Key Envelope/Inspection sheet.
 - o Make a final check the ensure vehicle is clean.
 - o Move the Driver's seat back to the fullest position from the steering wheel.
 - o Tilt steering wheel to upper most position if the option is available. Exit the care and ensure that the doors and trunk are locked.

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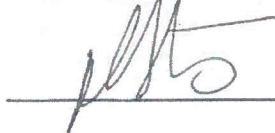
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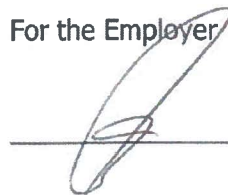
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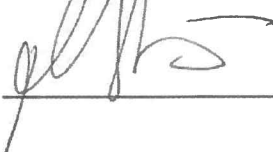


o If applicable, record the Hertz stall number and give the key envelope to the CSR.


- Driving the vehicle through mechanical car washes.
- Help with closing and opening procedures.
- Ensure a clean and safe working environment is maintained. Anything unsafe must be reported to a manager immediately.
- Pick-up and delivery of customers to various locations in a courteous manner. Answer any customer questions or direct them to someone who can.
- Document and give any items found in vehicle to a Manager of the Lost and Found Department promptly.
- Performs other related duties and assigned, which do not affect the value of the job.
- Reporting to their direct supervisors.

E&OE
Signed off this 11th day of March 2026


For the Union



For the Employer



Job Description – Lead Customer Service Representative (Lead CSR)

- Assist management in areas of planning, forecasting, efficient operation of the business and meeting and exceeding business goals.
- Organize and schedule breaks during shifts, depending on business requirements.
- Perform all duties similar to those who work they directs.
- May perform duties related to but at a higher level than the work the subordinates who they direct.
- Help management in the detailed supervision of routine aspects of the work by:
 - Ensuring even workflow and consistency of effort.
 - Allocating various phases of work different individuals within a general framework laid down by management.
 - ~~Transmitting management's instructions to the other employees.~~
 - ~~Performing a quality control function in respect to subordinates.~~
 - ~~Assisting management in their responsibilities by providing on the job detailed training to employees with respect to the performance of their job duties.~~
 - ~~Coaching and assisting in on the job training and coaching of other employees and advising the Union and Management when further training and support may be needed.~~
 - ~~Transmitting management instructions to the other employees when requested.~~
- Effectively communicate and recommend products and services to enhance the customer's travel experience.
- Provide world class customer service by managing the rental return process ~~for~~  ~~damage reports only~~ with accuracy and attention to detail, in compliance with Hertz's policies and procedures.
- Strong emphasis on selling revenue maximization on core products such as, but not limited to, options to waive customer's responsibility of damage, fuel options and upsells.
- Achieve personal sales goals while supporting the goals of the team.
- Work in a fast-paced sales environment, providing helpful, quality service and sales, while enhancing the customer's rental experience.
- Monitoring fleet availability for the reservations and walk-ups.
- Overseeing office supply, optional equipment, and any other operational needs.
- Overseeing a clean and safe workplace.
- Ensuring staff are aware of new and existing company policies and procedures.
- Other related duties as assigned by management that does not affect the value of the job.

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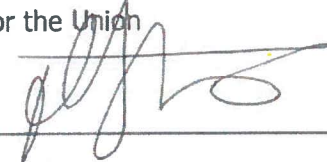
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For the Union



For the Employer



Job Description – Instant Return Representative (IRR)

- Assist our customers with the express return process.
- Respond to all customer inquiries in a polite, courteous and professional manner. Responsible for courteously and expeditiously following the company-provided script, including offering their name, greeting customers with a smile and making eye contact. In addition, offers refueling options as necessary.
- Offer extra service, such as general directions, when possible, assist with luggage and respond to other customer requests as appropriate.
- Protect company property through enforcement of company policies. Conducts a physical inspection of vehicles of damage upon return and directs customers to complete all relevant forms.
- Ensure the security of company assets by securing vehicles and keys.
- Input appropriate information into computer tools and systems.
- Exhibit good team-oriented behavior.
- Monitor fleet availability and mix, when possible, to ensure cars are always available for reservations and walk-up. Communicates with QTA/Location Manager as necessary.
- Responsible for maintaining a clean organized work environment.
- Perform lot checks.
- Recover, identify, and submit all items left behind by customers as per Lost and Found Guidelines.
- ~~Contribute to Hertz Improvement Process (HIP) to discover new and more efficient ways to run our business and deliver the right products and services to our customers faster and at a lower cost. Drives change from within to improve customer satisfaction.~~
- Follow other car-return processes as directed and performs other minor related duties as assigned.

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For the Union

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For the Employer

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Job Description – Vehicle Service Attendant (VSA)

- Responsible for vehicle preparation to ensure vehicle is ready for customer pick-up.
- Ensure interior of vehicle is clean (windows, door jams, trunk, vacuum, etc.).
- Clean the exterior of vehicle (debug and wash, etc.).
- Fill gasoline tank, check fill levels of all fluids and ensure tire air pressure is correct.
- Driving vehicles through mechanical car washes.
- Drive and park vehicles on QTA/Service Centre Lot as needed.
- Check that vehicle is in good mechanical condition, for vehicle damage and that the features of the vehicle are operational. If it is not in good condition accurately marks the vehicle and ensures it is moved to the service center.
- Check to ensure that no accessories such as mats, spare tires, insurance papers, etc. are missing.
- Neatly and accurately completes all forms and documents required, such as gasoline sheets, key tags, logs, leave timecards, etc.
- Check fuel levels in fuel tank, documents and attaches to gas sheets.
- Ensure the working area in a vehicle is clean and safe by, including but not limited to cleaning and emptying vacuum bags or containers when personal safety equipment provided, refilling bottles with fluid and neatly organizing the work area. Anything unsafe must be reported to the manager immediately.
- Ensures all special equipment needs of customer such as, child seats, ski racks, etc. are met.
- Documents and gives any items found in vehicle to the Manager of the Lost and Found department promptly.
- Performs other related duties and assigned, which do not affect the value of the job.

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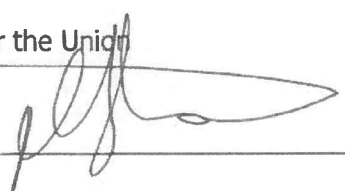
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For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: March 10, 2026	Time:
UP#19v4	Article 23.02	<i>Counter</i> Union agreed to last ER revised proposal as proposed below.	

23.02 Floating Holiday

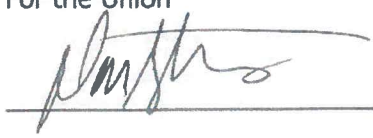
Effective 11/1/83, a floating holiday for all regular employees with one (1) or more years of continuous service shall be given provided employees make their requests for a preferred date or dates to the employer by March 31st. ~~has two (2) weeks notice and there is no more than one employee off on any given day.~~

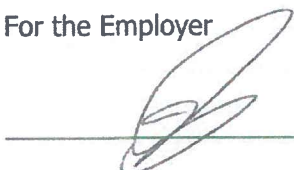
The Employer shall provide confirmation to each employee in writing within fourteen (14) calendar days of the employee's request.

Employees may also request for the floating day to be paid out provided such request is made by March 31, commencing 2027. For 2026, within 60 days of ratification, employees who have not requested their floating holiday will either request such holiday be scheduled or request that it be paid out.

Such day shall be granted on a first asked, first given basis. Should the Employer desire to relax the requirements of this paragraph, they may do so at their discretion.

E&OE
Signed off this 10th day of March 2026

For the Union


For the Employer




(Canadian Office and Professional Employees Union, Local 378)

HERTZ RENT-A-CAR PROPOSALS 2026 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 7, 2026	Time:
UP#20v4	LoU No.6	Amend	
		Union agreement on adding part-time employees to RSA, CSR, and Instant Return Agent to address recruitment and retention and skilled replacements which is not occurring with casual employees.	
		Cleaned up version broken up into smaller paragraphs for ease of reading.	

LOU No 6 Re: Vacation-Relief Floater Position

Re: Vacation-Relief Floater Positions

The Employer shall include a floating position in its shift bid as additional shift in any job classification based on operational needs. Floating shift will be available for bid by classification. Floating shifts will be used to cover absence from work for any reasons (i.e., vacation, sick calls, floating holidays, banking time, medical leave, personal leave etc.)

Employees that bid on a floating shift may be required to work on any day during the work week. In the case of emergency, local management may revise the work schedules for a floating employee after providing 24 hours' notice to the employee.

In case where less than 24 hours' notice is provided, Article article 21.12 shall apply. Employees working in a floating position shall be classified as full-time regular employees, except as set out below.

The Employer may also hire the following part-time regular employees, as defined under Article 3.03 (Definition of Part-Time Regular Employee and Application of Agreement) for the following job classifications:

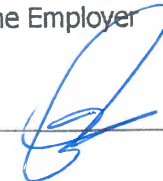
- one (1) part-time RSA position
- one (1) part-time CSR position
- one (1) part-time Instant Return Agent (IRR)

E&OE Signed off this 7th day of May 2026

For the Union



For the Employer



These part-time positions shall be scheduled in accordance with Article 19.03(b) (Part-Time Hours of Work Defined) and other applicable provisions of the Collective Agreement.

The Employer agrees to make reasonable efforts to schedule part-time employees up to 30 hours per week, provided business needs justify it, such issue to be assessed at the Employer's sole discretion.

If a 30 hour schedule will not be needed, the Employer will notify the Union and in good faith consider suggestions from the Union that may justify an increased hours schedule.


If the Employer posts but qualified applicants are only available to do less than 30 hours per week (such applicants to be assessed in accordance with applicable provisions of the collective agreement), the Employer agrees to provide reasonable information to the Union to confirm this.

E&OE
Signed off this 7th day of May 2020

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union Number	Affected Article/MOU	Date: March 10, 2026	Time: 5:50pm
UP#21	19.07	<i>Agreed to Employer proposal per its explanation</i>	

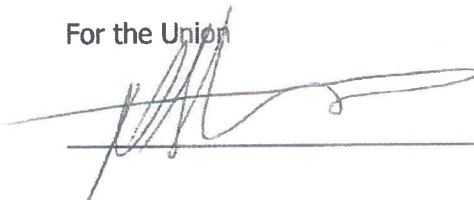
19.07 Notification of Inability to Report for Work

19.07 Notification of Inability to Report for Work

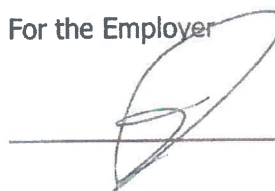
Employees are required to provide to Employer with no less than ~~two (2)~~ three (3) hours' notice of their inability to report for scheduled work assignment unless circumstances beyond the control of the employee or bona fide emergencies prevent such notification.

E&OE
Signed off this 10th day of March 2026

For the Union



For the Employer





(Canadian Office and Professional Employees Union, Local 378)

**HERTZ RENT-A-CAR
PROPOSALS 2026
Union Proposals (UP Item)**

Union Number	Affected Article/MOU	Date: MAY 7, 2026	Time:
UP#14v9	Schedule A Other Monetary	Union agreed to ER counter of May 7, 2026 email counter at 8:59pm Wage and Term Proposal Revised Driver wage grid Summarized other monetary and provided excerpts of relevant provisions for ease of reference	

1. Wage Increases [retroactive to Nov. 1, 2025 except as noted below]

Drivers

Elimination of Start and 6 month step effective November 1, 2026

No % increase or retro to current Step 1 or 6 month.

Drivers not in Year 1 at time of Ratification will not receive increase until November 1, 2026, which will not be retro.

November 1, 2025 to October 31, 2026	Year 1 +4.00% Year 2 \$0.50/hour on grid +4.00% Year 3 \$0.50/hour on grid +4.00% Year 4 \$0.60/hour on grid +4.00%
November 1, 2026 to October 31, 2027	Year 1-3 +4.00% Year 4 \$0.25/hour on grid +4.00%
November 1, 2027 to October 31, 2028	Year 1-3 +5.00% Year 4 \$1.20/hour +5.00%

--Drivers will not be eligible for any long-service premium as per below.

For avoidance of doubt, resulting wage grid reproduced below.

E&OE
Signed off this 7th day of May 2026

For the Union

For the Employer

DRIVER	Current	1-Nov-25	1-Nov-26	1-Nov-27
Start	\$19.31	\$19.31	\$21.69	\$22.77
6M	\$19.92	\$19.92	\$21.69	\$22.77
1Y	\$20.05	\$20.85	\$21.69	\$22.77
2Y	\$20.19	\$21.52	\$22.38	\$23.50
3Y	\$20.96	\$22.32	\$23.21	\$24.37
4Y	\$21.11	\$22.58	\$23.74	\$26.19

2. Wage Increases except drivers [retroactive to Nov. 1, 2025]

- November 1, 2025 to October 31, 2026 4.00%
- November 1, 2026 to October 31, 2027 4.00%
- November 1, 2027 to October 31, 2028 5.00%

1. Long Service-Options (not including drivers):

\$0.35/hr for Full Time and Part Time Regular employees with 20 years service starting on their 20th anniversary of continuous service—will take effect on January 1, 2027 for those employees with 20 years service at that time. For employees who reach 20 years service after January 1, 2027, the increase will take effect commencing the following calendar year.

For clarity, if an employee is 19 years service on January 1, 2027 and hits their 20th anniversary in June, 2027 the increase would happen on January 1, 2028 to ensure there is no discrepancy in wages between employees.

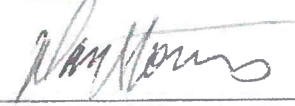
If an employee is 19 years of service on January 1, 2028 and hits their 20th anniversary in May 2028, the increase would happen on January 1, 2029.

3. Benefits as previously offered; not retro; need 3 months to implement after ratification.

4. Work Equipment; \$150 in MOU offered re jackets [See UP #22]

E&OE
Signed off this 7th day of May 2026

For the Union



For the Employer



5. Our understanding is the balance of your notes reflect agreement with all of our proposals sent Wed at 1:39 p.m. (which included vacation increase based on floater language exchanged) if incorrect please advise

All other Union proposals not referenced or not already signed off are considered withdrawn per below with agreement.

UP#1—Article 5
UP#13—LoU No. 9
UP#18--casual

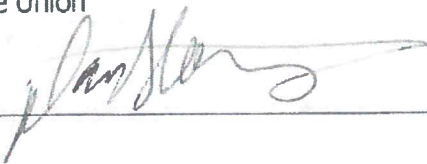
All other employer proposals not referenced or not already signed off are considered withdrawn per below with agreement:

Amend 13.05 Disciplinary notices;
Amend 17.02 Notice of Displacement or Layoff
Amend 23.01 Statutory Holidays
Merge Counters


Errors and omission excepted, all monetary a package, subject to sign off on full language in the individual proposals exchanged.

E&OE
Signed off this 7th day of May 2026

For the Union



For the Employer



Union			
Number	Affected Article/MOU	Date: May 5, 2025	Time:
ER Counter UP#16		Work Equipment	

Work Equipment

One time MOA not to be included in the collective agreement without prejudice/precedent acknowledging that Hertz is intending to implement a portal with clothing options for certain classes of employees, with clothing styles and allotment based on an employees role; if employee classification does not have portal access granting the option to order a jacket from the Company, such option to be available within 6 months from date of ratification (even if delivery comes a reasonable time after that), Full Time Regular and Part Time Regular employees with at least 6 months service at that time will be issued a voucher for \$150 at a vendor chosen by the Employer to spend towards work clothing of their choice on a one time basis.

[Handwritten Signature]
 May 26, 2026

[Handwritten Signature]
 May 26, 2026