

MEMORANDUM OF AGREEMENT

BETWEEN:

**Local 213 of the International Brotherhood of
Electrical Workers Union (IBEW 213)**

Local 213 Electrical Workers Welfare and Pension Plans (EWWP)

The Electrical Joint Training Committee (EJTC)

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**MoveUP, Local 378 of the Canadian Office and Professional Employees
Union**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from January 1, 2022 through December 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 of three (3) years from January 1, 2026 to December 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 January 1, 2026 unless specifically stated otherwise.

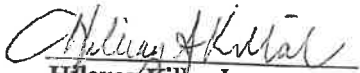
5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties 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 sixty (60) 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 1424 Bramwell St. Port Coquitlam, B.C. this 20 day of May, 2026

FOR THE EMPLOYER



Scott Ashton
 Executive Assistant to the Business Manager


Jim Lofty
 Business Manager


Hilary Kilback
 Director Pension and Benefits


Phil Davis
 Managing Director

FOR THE UNION


April Young
 Union Representative


Todd Nickel
 Bargaining Committee


Erin Searle
 Bargaining Committee

APPENDIX "A"

Attach all sign off as Appendix A

MARCH 30 2025

9:40 AM

BARGAINING PROTOCOL AGREEMENT

BETWEEN: IBEW213 Group of Employers

(the "Employer")

AND: MoveUP (Canadian Office and Professional Employees Union, Local 378)

(the "Union")

WHEREAS:

The parties are in the process of commencing collective bargaining to renew their Collective Agreement (expiry December 31, 2025).

The parties wish to enter into this Bargaining Protocol Agreement in order to determine the process which will guide collective bargaining.

NOW THEREFORE IT IS AGREED:

Logistics

1. The parties agree to conduct bargaining in mutually agreed to facilities which will provide appropriate working amenities and facilitate bargaining.
2. In the event the agreed to facilities are off-site from their regular place of business, the parties will share equally in the rental costs of these facilities.
3. Each party will be responsible for peripheral costs associated with the rental facilities such as telephone calls, Internet, fax, room service, in-facility meals, photocopying and printing.
4. The parties agree that they may from time-to-time call upon special advisors, counsel or subject matter experts in the bargaining process.

Exchange of Proposals

1. Neither party will be required to provide its initial proposals in greater detail than what is provided by the other party.
2. Once the parties have fully exchanged their proposals for a renewal of the Collective Agreement, it is agreed that no new proposals will be submitted by each party, provided that either party may make counterproposals which arise from the other either party's existing proposals.
3. It is agreed that each party reserves the right to withdraw a proposal or any settlement proposal at any time prior to its acceptance by the other party.
4. A proposal will be deemed accepted if reduced to writing and initialed by both parties.
5. Both the Employer and the Union agree that all provisions of the collective agreement not expressly and specifically opened during collective bargaining are deemed to be agreed as, unchanged, forming



part of the next collective agreement unless the Parties subsequently agree otherwise by mutual consent.

6. It is mutually agreed that any bargaining proposals, in whole or in part, of the Employer or the Union, and any related commentary of either Party, made during collective bargaining for the successor collective agreement, which are not specifically and expressly included as part of the contract settlement arising out of said collective bargaining shall be deemed to be both made and withdrawn on a "without prejudice" basis and, accordingly, shall not be introduced as evidence by either the Employer or the Union in any arbitration or any other proceeding in law.
7. Each party is responsible for maintaining their own notes, files and exchange of proposals however both parties will receive original initialed copies of accepted proposals.

Ratification

1. It is agreed that any matter settled during bargaining is not binding on the parties until such time as a complete Memorandum of Settlement is concluded and ratified by their respective stakeholders.
2. The Union will not ratify the Memorandum of Settlement until such time as the employer's stakeholder have completed their ratification process.
3. Union Ratification Process: the Union will submit the Memorandum of Settlement for ratification in accordance with the applicable provisions of the Union's Constitution and By-Laws.
4. Employer Ratification Process: the Employer will submit the Memorandum of Settlement for ratification according to a pre-established internal process.

Mediation

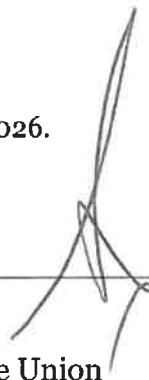
1. The parties agree that either party may apply for mediation according to the applicable provisions and requirements of the BC Labour Relations Code.

THIS AGREEMENT made as of the 30th day of March 2026.



For the Employer

Scott Ashton



For the Union

April Young



(Canadian Office and Professional Employees
Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union		Date:	Time:
Number	Affected Article/MOU	May 4, 2026	11:11
U-1	Housekeeping 0		

Housekeeping

1. Cover Page and duration to be amended to reflect duration of the collective agreement
2. Footer throughout to reflect new duration of collective agreement
3. Delete underline from last agreement of new language
4. Correct any numbering, bullets or lettering out of sync
5. Correct any spelling, punctuation, and grammar so long as it does not change the intent of the agreement
6. Provide uniformity and spacing for headers and sub-headers in the collective agreement. Except when referencing ESA or LRB, rename all references from "Section" to "Article" when referencing provisions under a specific Article throughout the Agreement, including: 10.03, 10.10 & 23.01

Where the Employer and the Union do not agree to a specific housekeeping, change in the revised agreement, the language will remain as it was in the 2022-2025 agreement.

E&OE

Signed off this MAY 4 day of MAY 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 5, 2026	Time: 2:20
021			
U3 - V5 Change 3.05 New 3.06	3.05 & 3.06	<i>ER counter May 4, 2026, 3.06 Union revised form name UP counter on 3.05 - to discuss</i>	

ARTICLE 3 – UNION SECURITY

3.01 The Employer agrees that all employees shall maintain Union membership in MoveUP, Local 378, Canadian Office and Professional Employees Union as a condition of employment.

3.02 When office workers are required, current paid-up members of the Union will be hired. Such requests are to be directed through the Union office. Should office workers who are Union members not be available, the Employer may obtain office workers elsewhere, it being understood that the employee will join the Union within fifteen (15) days and remain a member of the Union in good standing, as a condition of continuing employment. The Employer agrees to advise the Union office when requiring the Union to supply competent office workers.

3.03 Upon written notice from the Union that an employee fails to maintain membership in the Union by refusing to pay dues or assessments, the Employer agrees to terminate employment of said employee after seven (7) days from the date of notice.

3.04 The Employer agrees to deduct the amount authorized as Union dues, initiation and/or assessments once each month and to transmit the monies so collected to the Secretary-Treasurer of the Union by the fifteenth (15) of the following month, together with a list of employees from whom such deductions were made. If requested, a copy of this list will be forwarded to the Job Steward.

3.05 Assignment of Wages and Employee Information

Within thirty (30) days of ratification, the Employer will provide the following information concerning the persons from whose pay such deductions have been made:

- (a) Employee ID number
- (b) Name – address
- (c) ~~Monthly salary~~ Hourly rate
- (d) Amount of dues deducted by month
- (e) Job category
- (f) Job title

E&OE

Signed off this 5 day of MAY 2026.

For the Union

For the Employer

- (g) Employee status (Full Time Regular (FTR), Part Time Regular (PTR), Full Time Temporary (FTT), Part Time Temporary (PTT), Casual or Dispatch)
- (h) Date of hire
- (i) Work location
- (j) ~~Telephone number, except where employees have expressly indicated to the Employer that their number is unlisted~~

~~The Parties agree to discuss the frequency and format of the above information at the Joint Labour Management Committee.~~

3.06 The Employer agrees to acquaint new employees with the fact that a Union Agreement is in effect and with the conditions of employment set out in the Article dealing with the Union Security.

New and re-hired Employees, regardless of status, will fully complete and sign an approved MoveUP Membership Application and Union Dues Deduction Authorization form. The form will be supplied by the Union. Completed forms will be supplied to the Union from the Employer.

E&OE
Signed off this _____ day of _____ 2022
For the Union _____ For the Employer _____



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: May 5, 2026	Time: 11:36
U4 - Change	8.01	<i>ER counter as of May 4, 2026</i>	

ARTICLE 8 – STATUTORY HOLIDAYS

8.01 The Employer agrees to provide all regular employees with the following as statutory holidays, without loss of pay:

- | | | |
|--------------------------------|---|------------------------------------|
| New Year's Day | Family Day | Good Friday |
| Easter Monday | Victoria Day | Canada Day |
| <u>Friday Preceding BC Day</u> | BC Day | <u>Friday Preceding Labour Day</u> |
| Labour Day | National Day for Truth and Reconciliation | Thanksgiving Day |
| Remembrance Day | Christmas Day | Boxing Day |

and any other day that may be stated a legal holiday by the Provincial and/or Federal Government.

Any other holiday recognized by an individual Employer shall be provided, without loss of pay, to employees working for said Employer. Territorial or Civic Holidays, when declared, shall be provided to the employees working in the said location where the holiday is declared.

The Employer further agrees that should one (1) of the above ~~statutory~~ holidays fall on either a Saturday, a Sunday, or an employee's regularly scheduled day off and no other day is proclaimed in lieu thereof, the employee shall receive an additional day or days off, with pay, to be taken the working day preceding the holiday or the working day succeeding the holiday or at a time mutually agreed by the Employer and the employee.

E&OE

Signed off this 5 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union		Date:	Time:
Number	Affected Article	May <u>4</u> , 2026	14:11
U6-Change	10.02		

ARTICLE 10 – LEAVE of ABSENCE

10.02 Bereavement Leave

- a) In cases of death in the immediate family, i.e. spouse, (including same sex partner), common-law spouse, ~~son, son-in-law, daughter, daughter-in-law, child, child's domestic partner,~~ step-child, father, father-in-law, mother, mother-in-law, parent, parent-in-law, sibling, brother-in-law or sister-in-law, sibling-in-law, niece or nephew, child of sibling, siblings of parents or parent-in-law, grandparents, grandchildren, spouse's grandparents or grandchildren, an employee shall be granted up to three (3) working days leave of absence with full pay.

Bereavement leave will also be considered in cases where the employee can demonstrate that their relationship to a deceased person was exceptionally close. Such requests will not be unreasonably denied. Such leave of absence will not be charged against sick leave, holiday entitlement or other accrued time off. An additional two (2) days annually may be granted and taken from an employee's sick leave bank.

E&OE
Signed off this 4 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**IBEW 213 Group of Employers
PROPOSALS 2025
Union Proposals (UP Item)**

SCANNED	
<input type="checkbox"/>	UW
<input type="checkbox"/>	LF
<input type="checkbox"/>	SP

Union			
Number	Affected Article	Date: May 5, 2026	Time: 2:21
U10- V5 Change E 3 Counter	11.01	<i>Expanded the types of medical professionals who can supply medical documentation.</i>	

ARTICLE 11 – SICK LEAVE, BENEFIT PLANS and PENSION PLAN

11.01 Sick Leave

- a) Employees shall accumulate thirteen (13) hours per month sick leave with full pay. Such sick leave may be banked from month to month and from year to year up to a maximum of 325 hours. If requested by the Employer, a doctor's certificate from a registered General Practitioner or Nurse Practitioner must be supplied by the employee for illness that continues beyond five (5) days absence, in respect of any illness. Such requests shall not be unreasonable.
 - i. Employees who work a 4-day week shall have sick leave deducted at 8.125 hours per each day of absence and pro-rated for absences of less than a full day.
 - ii. Employees who work a 9-day fortnight shall have sick leave deducted at 7.22 hours per each day of absence and pro-rated for absences of less than a full day.
- b) All costs for obtaining any medical certificate requested by the Employer or service carrier under Article 11.01(a), (c) and (e) above shall be borne by the Employer. Where circumstances warrant further examination or detailed doctor's reports under this Article the cost of the same shall also be borne by the Employer.
- c) During periods of lengthy illness or disability, the lost working days that occur within any waiting period as prescribed by a Wage Indemnity Plan shall be paid by the Employer from the employee's accumulative "sick leave".
 - i. A claim for benefits must be made under the Wage Indemnity Plan Local 213 Electrical Workers' Welfare Plan (Plan "A") "the Plan." for any disability that results in time loss in excess of the prescribed waiting period.

E&OE
Signed off this 5 day of MAY 2026.
For the Union _____ For the Employer _____

- ii. The balance of an employee's accumulated sick leave shall be paid for lost working days where the disability causes time loss beyond the normal benefit period as prescribed by a Wage Indemnity Plan.
- iii. "Sick leave" shall not accumulate while an employee is absent because of a disability. At the employee's option, accumulated sick leave may be used to offset the difference between regular salary and wage indemnity payments.

d) Extended Sick Leave Without Pay

Employees shall be granted extended sick leave of absence without pay of up to six (6) months with up to one (1) year of service, and twelve (12) months if over one (1) year of service, beyond the paid sick leave entitlement provided in Article 11.01, during periods of lengthy illness or disability as certified by a medical doctor registered General Practitioner or Nurse Practitioner, or a specialist to whom a registered General Practitioner or Nurse Practitioner has referred the Employee to. During that period of leave beyond the paid sick leave entitlement, seniority will be retained.

e) Long Term Disability

An employee who resumes employment following a period of illness or disability shall be reinstated in all respects by the Employer in the position previously occupied by the employee or in a comparable position provided there are no medical restrictions or limitations on the employee's return.

E&OE
Signed off this 5 day of May 2026.
For the Union [Signature] For the Employer [Signature]



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union		Date: May 5, 2026	Time:
Number	Affected Article		11:35
ER 3 Delete and change	11.02 Delete 11.03 Change	*The Parties agree to the removal of 11.02 as a housekeeping item in order to eliminate duplicate and redundant language in the agreement:	

ARTICLE 11 - HEALTH & SAFETY

11.02 - Medical Plan

~~_____ A medical plan shall be made available to all regular and regular part-time employees desiring same. The Employer shall pay the full premium cost for the employee's coverage under such a plan.~~

11.03 Benefit Plan

The Employer shall continue to provide all employees covered by this Collective Agreement, the level of benefits as provided under Plan A coverage under the Local 213 Electrical Workers' Welfare Plan (the Plan) including the medical plan coverage contained in the Plan and any new or improved benefits that are added to the Plan. All Plan benefits costs for employees shall be borne by the Employer.

*Renumber the remaining Article Clauses accordingly.

E&OE

Signed off this 5 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article	Date: May 5, 2026	Time: 11:53
U14 Change	14.01		

ARTICLE 14 – JOB POSTINGS, PROMOTION, LAYOFF AND RECALL

14.01 The Employer shall fill job vacancies from within the office before hiring new employees, providing employees are available with the necessary qualifications to fill the vacant positions.

Each regular vacancy and/or new position shall be posted on the Employer's premises for five (5) working days, with notification of the posting to be sent to the local Union office at the time of the posting. The posting shall outline the job title, group classification, salary range, starting and finishing work hours and closing date. No further applications will be received after the close of the job posting.

Employees who are absent from their place of employment may make a preliminary application for, and in anticipation of, regular vacancies or new positions which may be posted in their absence.

All employees applying for the job posting shall be notified, in writing, of receipt of their application and whether they have been successful in receiving the new job.

The Employer will provide the Union with a copy of the offer letter of the successful applicant(s) for the position. Offer letters will include the Classification, Job Title, Category, hourly wage, and effective start date. If the position is a temporary job (see Article 5.04 Temporary), the anticipated end date will be included in the offer letter.

E&OE:
Signed off this 5 day of MAY 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union		Date:	Time:
Number	Affected Article	May 4, 2026	11:12
U15 Change	15.07		

ARTICLE 15 – GENERAL

15.07 Job Share

4. JOB SHARE CONDITIONS

- a) Full-time regular employees who enter a job share arrangement shall change their status to regular part-time and be paid the rate for the job shared position. In the case of a demotion, there will be no blue circle or red circle salary treatment as a direct result of job share.
 - i. "Red circle salary" is when an employee's salary will be maintained above the maximum of the salary range for their job until such maximum is raised to a level above their salary.
 - ii. "Blue circle salary" is when an employee's salary will be maintained above the maximum salary range for their job and that such salary will be increased by all subsequent across-the-board salary increases.

E&OE
Signed off this 4 day of May 2026.

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



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article	Date: May 4, 2026	Time: 11:12
UP16 Change	16.02		

ARTICLE 16 – DISCIPLINE AND TERMINATION

16.02 Imposition of Discipline

- a) Where an employee is under investigation by the Employer for any cause, the employee and the Union shall be notified of the allegation(s) in writing at the earliest reasonable time, unless substantial grounds exist for concluding that such notification would prejudice the investigation.
- b) Except for a verbal warning, the Employer will provide the employee and the Union with a statement, in writing, at the time of the discipline or termination clearly establishing the reason for such discipline or termination. A designated representative of the Union must be present at all verbal warnings, disciplinary and/or termination meetings. Attendance at such meetings will be without loss of pay.
- c) An employee shall have the right to have the Job Steward(s) or Union Representative of the Union present at any discussions with the Employer that the employee believes may be the basis of disciplinary action.

Where the Employer intends to meet with an employee for disciplinary purposes, or impose discipline, they shall notify the employee, Job Steward and/or Union Representative

E&OE
Signed off this _____ day of _____ 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**IBEW 213 Group of Employers
PROPOSALS 2025
Union Proposals (UP Item)**

Union		Date:	Time:
Number	Affected Article	May 5, 2026	11:54
U17 Change E counter	16.04		

ARTICLE 16 – DISCIPLINE AND TERMINATION

16.04 Personnel File

An employee shall be entitled to review their personnel file upon request and with reasonable notice and in the event of a grievance. ~~Letters or details related to complaints, reprimands, discipline or for any documentation critical of an employee~~ Disciplinary action shall be removed from an employee's file after twelve (12) months for verbal or written warnings ~~or for any documentation critical of an employee~~, and after twenty-four (24) months for a suspension provided the employee has been discipline free for the respective twelve (12) or twenty-four (24) month period.

No letter of discipline shall be entered in an employee's file without the employee's knowledge.

An employee shall be entitled to review their personnel file provided that:

- a) The request must be in writing, and the employee must provide the Employer with reasonable notice;
- b) Employees must provide written authorization for their union representative to read and review that employee's personnel file;
- c) The employee and/or their authorized union representative may be given copies of pertinent documents within reason.

E&OE

Signed off this 5 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**IBEW 213 Group of Employers
PROPOSALS 2025
Union Proposals (UP Item)**

Union		Date:	Time:
Number	Affected Article	May <u>4</u> , 2026	11:13
U19 Change	17.06		

**ARTICLE 17 - TECHNOLOGICAL OR PROCEDURAL CHANGES
AND SEVERANCE PAY**

17.06 Off Premises Equipment

The Employer agrees that no computer equipment shall be placed in an employee's residence without prior written agreement between the parties.

E&OE
Signed off this 4 day of MAY 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date: <i>MAT 5 2024</i>	Time: <i>2:22</i>
U20 - V2 Change	18 Complaint		

ARTICLE 18 - GRIEVANCES

All complaints or grievances resulting from the operation or interpretation of this Agreement or in any way affecting relations between the Employer and the employees or the Union, shall be handled in the following manner:

Complaints

An employee and/or a designated Union representative may discuss a complaint with the appropriate Employer representative prior to initiating a grievance. This discussion would normally take place within fifteen (15) working days of the incident giving rise to the complaint.

When an employee makes a written complaint, the Employer will provide a written response to the member and/or the union representative who brought forward the complaint within ten (10) working days.

E&OE
Signed off this 5 day of MAT 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

IBEW 213 Group of Employers PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
U21 V5 Change ER counter	21	MAY 5	11:56

ARTICLE 21 – BULLYING AND HARASSMENT IN THE WORKPLACE

21.01 The Union and Employer recognize the right of employees to work in an environment free from bullying and harassment, and shall take such actions as are necessary to provide this environment. Harassment can be sexual and/or personal; neither will be tolerated. This Article applies to any issue arising where a person who falls under this agreement is directly involved.

For the purpose of this Article, a complaint can be submitted against any of the following:

- i. Members and students serviced by the Employers;
- ii. All organizational staff including those in exempt positions, contractors and members of other Unions;
- iii. Executive and Trust Board Members;
- iv. Managers, Managing Directors, Directors;
- v. Office support staff;
- vi. Or any other person employed by or contracted by the Employers

21.02 Definitions:

a) **Sexual harassment** means engaging in a course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome and shall include, but not be limited to:

- i. sexual solicitation or advance or inappropriate touching and sexual assault;

E&OE
Signed off this 5 day of May 2026.

For the Union

For the Employer

- ii. a reprisal, or threat of reprisal, which might reasonably be perceived as placing a condition of a sexual nature on employment by a person in authority after such sexual solicitation or advance or inappropriate touching is rejected.
- b) **Personal harassment** means any conduct, comment, gesture or contact based on any of the prohibited grounds of discrimination under the British Columbia Human Rights Act Code (indigenous identity, race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, physical & mental disability, criminal conviction, ancestry, political belief) that is likely to cause offence or humiliation to any person.
- c) **Bullying** refers to vexatious behaviour taking the form of repeated hostile conduct, comments, actions, or gestures that may affect an employee's dignity and that results in a harmful work environment; or a single incident of such behaviour that has a lasting harmful effect on an employee may also constitute bullying.

21.03 Procedures:

- (i) An employee who wishes to pursue a concern arising from an alleged violation of this policy shall submit a complaint, in writing to their Union Representative. The Union Representative shall then raise the concerns directly to the appropriate Representative(s) of the Employer. Complaints of this nature shall be treated in strict confidence by both the Union and the Employer. An attempt to resolve the complaint by informing the alleged harasser and the complainant on a course of future conduct shall be made at this stage and/or proceed to Article 21.01(iii) herein.
- (ii) An alleged offender shall be given notice of the substance of such a complaint under this Article and shall be given notice of and be entitled to attend, participate in, and be represented at any hearing under this Article.
- (iii) An employee who wishes to pursue a concern arising from a violation of this Article may submit a grievance. All incidents occurring prior to the filing of a grievance and incidents occurring subsequent to the filing of the grievance may be used as evidence to support the allegation being grieved.
- (iv) Where the complaint is determined to be of a frivolous, vindictive or vexatious nature, the Employer may take appropriate action. Such action shall only be for just cause and may be grieved pursuant to Article 18.

E&OE
Signed off this 5 day of May 2026.

For the Union _____ For the Employer _____

- (v) Pending determination of the complaint, the Employer may take interim measures to separate the complainant and respondent concerned if deemed necessary. All measures will be made to foster an environment where the complainant feels safe in reporting such incidents.
- (vi) Formal complaints made in writing will be formally and promptly investigated.
- (vii) In the event no agreement is reached in 23.03(i) above, the Employer and the Union will, by mutual agreement, designate an unbiased third party to conduct the investigation. The following firms will be selected to conduct the investigation. If none of the firms listed are available, another firm/investigator will be selected by mutual agreement by the Employer and the Union:
- a. Southern Butler Price LLP;
 - b. Moore, Edgar, Lyster LLP;
 - c. Gabriel Somjen
- (viii) The investigator shall investigate the complaint and shall submit their report to the Union and the Employer designate in writing within fourteen (14) days of the conclusion of the investigation.
- (ix) The Employer shall indicate to the Union what action, if any, shall be taken to resolve the issue.

E&OE

Signed off this 5 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**IBEW 213 Group of Employers
PROPOSALS 2025
Union Proposals (UP Item)**

Union		Date: May 7, 2026	Time: 2:10
Number	Affected Article/MOU		
U22 Change	23		

ARTICLE 23 – TERM

23.01

- a) This Agreement will be in full force and effect on and after the **1st day of January ~~2022~~ 2026**, to and including the **31st day of December ~~2025~~ 2028**. Either party may at any time within four (4) months immediately preceding the expiry date of this Agreement, by written notice, require the other party to commence collective bargaining. If a notice is not given by either party before the expiry of the Agreement, both parties are deemed to have given notice under this section.
- b) After the expiry date of this Agreement and until a revised agreement is signed, this Agreement and all its provisions shall remain in full force and effect.

23.02

It is mutually agreed by the Parties specifically to exclude from this Agreement the operation of Section 50(2) and (3) of the Labour Code of British Columbia Act.

E&OE

Signed off this 7 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**IBEW 213 Group of Employers
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date: May 7, 2025	Time: 2:10
U27	Appendix A	[REDACTED]	[REDACTED]

APPENDIX "A" - CATEGORIES, CLASSIFICATIONS AND SALARIES

Salary Increase to each employee's current rate of pay.

- January 1, 2026 - 3%
- Upon Ratification 1%
- January 1, 2027 - 3%
- January 1, 2028 - 3%

E&OE

Signed off this 7 day of May 2026.

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**IBEW 213 Group of Employers
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article	Date:	Time:
		May <u>4</u> , 2026	11:13
U23 Renew	LOU's 1-4		

Renew the following Letters of Understanding

LOU No. 1 - Hours of Work

LOU No. 2 - Workload

LOU No. 3 - Co-op Students

LOU No. 4 - Appendix B and Appendix C Joint Review Committee

E&OE
Signed off this 4 day of May 2026.

For the Union

For the Employer