

MEMORANDUM OF AGREEMENT

BETWEEN:

BC Transit

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

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

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

By signature(s) of their duly authorized representative(s) hereinafter affixed, the Employer and the Union ("the Parties") do hereby expressly and mutually agree as follows:

- 1) This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A".
- 2) It is agreed that the terms and conditions of the Collective Agreement in force and effect between the Employer and the Union from April 1, 2025, to March 31, 2029, inclusive, shall become the successor Collective Agreement between the Parties, except as expressly provided otherwise by this Memorandum. Without limiting the generality of the foregoing, it is agreed that all letters or memoranda of agreement, understanding or intent and/or any similar instruments signed by and between the Employer and the Union and included, or deemed to be included, in the Collective Agreement in force and effect between the Parties from (effective date of predecessor Collective Agreement) to (expiry date of predecessor Collective Agreement) shall be included, or shall be deemed to be included, in the successor Collective Agreement between the Parties arising out of this Memorandum Of Agreement, except as expressly provided otherwise by this Memorandum.
- 3) Upon ratification by both Parties in accordance with this Memorandum, the following provisions of Appendix "A" shall come into force and effect and shall be fully retroactive to and including:

All Articles		Housekeeping
		TERMS OF AGREEMENT
Article	1.02	(No Title)
Article	1.07	Employee Definitions
Article	2.05	<u>No Other Agreement</u>
Article	4.01	Salary Scales
Article	4.01	Salary Scales <i>(Parts Technician Apprentice)</i>
Article	4.06	Partsperson Red Seal Premium
Article	4.07	Fleet Trainer/Inspector <u>/Trainer, and Fleet</u> Program Build Inspector <u>and Fleet Technologist</u>
Article	5.05	Job Evaluation Review Procedure
Article	5.06	Standing Arbitrator
Article	5.07 <u>5.06</u>	Job Evaluation Appeal
Article	5.08 <u>5.07</u>	<u>Retroactive Payment</u>
Article	5.09 <u>5.08</u>	Positions Excluded from the Bargaining Unit
Article	<u>5.09</u>	<u>Expedited Arbitration</u>
Article	6.01	(No Title)
Article	7.07	Job Competitions
Article	7.08	Job Posting
Article	7.09	Temporary Vacancies
Article	9.02	Union Representation
Article	11.01	Shift Work
Article	11.05	Shift Sign-up Procedures
Article	13.03	Annual Vacation Entitlements
Article	13.15	Annual Vacation Sign-Up
Article	13.16	Operations Services Clerks <u>Transit Dispatchers</u> - Annual Vacation & Banked Statutory Holiday Sign-Up
Article	16.01	Clothing Allowances
Article	17	TRANSPORTATION AND MOVING ALLOWANCE <u>TRAVEL</u>
Article	19.06	Maternity Leave
Article	19.16	Military Reservist Emergency Responders Leave
Article	<u>19.XX</u>	<u>Cultural Leave for Indigenous Employees</u>
Article	21.01	Medical Coverage and Extended Health Benefits

Article	21.03	Dental Plan
Article	23.01	Harassment <u>and</u> Personal Rights
MOA (COLA)		MEMORANDUM OF UNDERSTANDING – Cost of Living Adjustment (COLA)
Appendix A		Job Groups
LOA	11	Spreadover Premium
LOA	12	Union Education Fund
<u>LOA - NEW</u>	<u>XX</u>	<u>Health Spending Account</u>
<u>LOA – NEW</u>	<u>XX</u>	<u>Holiday Blocker Transit Dispatcher Shifts</u>
<u>LOA - NEW</u>	<u>XX</u>	<u>Maintenance Support Clerk Shift Work</u>

Retroactive adjustments for the above period(s) shall apply to:

- i. Employees who are in the employ of the Employer on the date of ratification of this Memorandum; and
- ii. Employees whose employment with the Employer terminated between April 1, 2025, and the date of ratification of this Memorandum, inclusive
 - a) Where the retroactivity described above involves payment of money by the Employer, this shall be done as follows:
 - i. Employees who are in the employ of the Employer on the date of ratification of this Memorandum shall be paid by the Employer all retroactive monies to which they are entitled on a regular pay cheque as soon as the Employer is able to process the adjustments.
 - ii. Employees whose employment with the Employer terminated between (day after expiry date of predecessor Collective Agreement) and the date of ratification of this Memorandum, inclusive, shall be sent written notice of their entitlement to retroactive pay pursuant to this Memorandum, which notice shall be sent by the Employer to the last known mailing address of each such person, and these persons shall each then have ninety (90) calendar days from the date of such mailing by the Employer to claim their retroactive pay entitlement

- 4) It is mutually agreed that this Memorandum is subject to ratification by the respective principals of each of the Parties.
- 5) The Members of both the Union's Negotiating Committee and the Employer's Negotiating Committee hereby expressly agree that they will unanimously recommend acceptance of this Memorandum to their respective principals.
- 6) It is mutually agreed that any proposal(s), in whole or in part, of the Employer or the Union, and any related commentary of either Party, arising during negotiations for the successor Collective Agreement referred to in Paragraph(s) 2) and 3) above which are not hereafter specifically and expressly included as part of Appendix "A" shall be deemed to be both introduced 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) In the event of any dispute between the Parties concerning the interpretation, application, operation or any alleged violation of any provision of this Memorandum including, but not limited to, all the attachments hereto affixed as Appendix "A", this Memorandum in its entirety shall be deemed to be incorporated into the then current Collective Agreement between the Parties as if set forth in full therein in writing, and shall so apply, and any such dispute shall, consequently, be subject to resolution in accordance with the grievance and arbitration procedures contained in said Collective Agreement., save and except as expressly provided otherwise by Paragraph 10) below.
- 8) It is understood that the attachments hereto affixed as Appendix "A", and the successor Collective Agreement arising therefrom, shall be subject to any editorial, renumbering, and/or referencing change(s) deemed necessary by both Parties. In the event of any dispute in these respects, the Parties will mutually agree on an arbitrator that will be empowered to resolve, through mediation then through final and binding arbitration, if necessary, under the Labour Relations Code of British Columbia, in which case the Parties shall share equally the costs.
- 9) The Employer expressly agrees that no Employee in the bargaining unit shall be disciplined, discharged or in any manner penalized or prejudiced for any conduct or comment by the Employee in relation to the collective bargaining giving rise to this Memorandum or in connection with any related strike by the Union or any related lockout by the Employer. The Employer further expressly agrees that no legal action arising out of said collective bargaining process shall be either commenced or pursued by the Employer against the Union.
- 10) 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 30 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 ninety (90) calendar days of the date of completion of the ratification vote.

11. MEMORANDUM OF AGREEMENT - 2025 PUBLIC SECTOR WAGE INCREASES

1. If a public sector employer, as defined in s. 1 of the *Public Sector Employers Act*, enters into a collective agreement in respect of a bargaining unit for which a trade union is certified under the BC Labour Relations Code, with an effective date after December 31, 2024 and the first 4 years of the collective agreement under the Balanced Measures Mandate includes cumulative nominal (not compounded) general wage increases (GWIs) that, in accordance with how GWIs are defined and calculated in this MOA, are paid out and exceed the sum of the GWIs that are paid out in this collective agreement, the total GWIs paid out will be adjusted on the fourth anniversary of the collective agreement so that the cumulative nominal GWIs are equivalent.
2. The collective agreements listed in the appendix are excluded from consideration for the purposes of this MOA and cannot trigger an adjustment to the total GWIs paid out in this collective agreement in accordance with paragraph 1.
3. For certainty, a general wage increase is one that applies to all members of a bargaining unit (e.g. everyone receives an additional \$0.25 per hour, \$400 per year, or 1% increase). The total cumulative nominal GWIs MoveUP will receive over the term of the 4-year agreement is 12%.
4. The definition of a GWI, and what constitutes a GWI, for the purposes of this MOA, excludes wage and benefit redress/comparability adjustments; labour market adjustments; mid-contract compensation increases agreed to post-ratification; flexibility allocations; policy funding that is not directly tied to a collective agreement; any compensation increases that are funded by equivalent collective agreement savings; increases resulting from an employer being designated as a public sector employer under the *Public Sector Employers Act*; increases awarded through binding interest arbitration; or any grievance resolutions.
5. What constitutes a GWI and its magnitude in any agreement is as confirmed by the Public Sector Employers' Council Secretariat at the time the Secretariat reviewed the changes to the collective agreement prior to the parties reaching a tentative agreement.
6. This MOA will remain in effect for the term of this collective agreement.

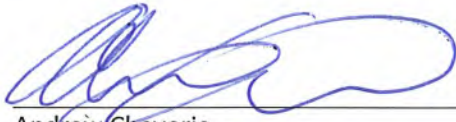
Appendix

The collective agreements listed below are excluded from consideration for the purposes of this 2025 Public Sector Wage Increases MOA and cannot trigger an adjustment to the total GWIs paid out in this collective agreement in accordance with paragraph 1 of the MOA.

- a) Twentieth Main Public Service Agreement between the Government of the Province of British Columbia and the B.C. General Employees' Union (BCGEU);
- b) Health Services & Support Facilities Bargaining Association Collective Agreement between Facilities Bargaining Association and Health Employers Association of British Columbia;
- c) Collective Agreement between Health Employers Association of British Columbia and the Health Services and Support – Community Subsector Association of Bargaining Agents;
- d) Community Living Services Collective Agreement between the Community Social Services Employers' Association and the General Services Bargaining Association of Unions;
- e) Indigenous Services Collective Agreement between the Community Social Services Employers' Association and the General Services Bargaining Association of Unions;
or
- f) General Services Collective Agreement between the Community Social Services Employers' Association and the General Services Bargaining Association of Unions.

Agreed to this 13th day of August, 2026, in the City of Victoria in the Province of British Columbia.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP, Local 378

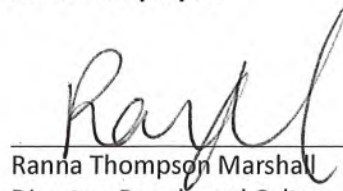


Tiffany Rivers
Bargaining Member
MoveUP, Local 378



Glen Redden
Bargaining Member
MoveUP, Local 378

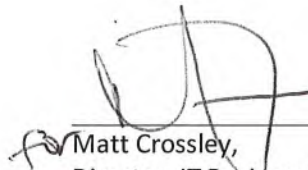
For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit



Melissa Zimmerman
Vice President, People and Culture
BC Transit



Matt Crossley,
Director, IT Business Services
BC Transit



Anna Rutherford,
Labour Relations Administrator
BC Transit

August 13, 2026

HOUSEKEEPING ITEMS

Territorial Acknowledgement

Territorial acknowledgements are ever-evolving and should be updated to remain aligned with BC Transit's corporate Territorial Acknowledgement, currently reflected as follows:

BC Transit respectfully acknowledges that our head office is situated on the traditional and ancestral lands of the lək'wəŋən Peoples, known today as the Songhees and Xwsepsem Nations. BC Transit also delivers our mission on the ancestral territories of Indigenous Peoples across British Columbia, and their historical relationships with the land continue to this day.

Spelling

- a) Update capitalization of "employee" to **"Employee"** and "employer" to **"Employer"** throughout the Collective Agreement
- b) Update capitalization from "union" to **"Union"** throughout the Collective Agreement

Numbering

- a) All references to "150%" will be updated to **1 ½ x**
- b) All references to "200%" will be updated to **2x (double time)**
- c) Any instances where lists are noted by bullets " • " will be replaced by the current numbering and lettering conventions where appropriate.

Language

- a) Replace all references to "welfare plan entitlements", "welfare plans", "welfare benefits" with **"benefit plan entitlements"** and **"benefit plans"**
- b) Replace all references to "Human Resources" with **"People and Culture"**
- c) Replace all instances of "she/her" and "he/him" to **"they/them"**
- d) Replace references to "Section" and "Subsection" with **"Article"** when referencing an article number *(In some cases "Section" or "Subsection" is the correct word to use if it references an entire section of the Collective Agreement or a document outside the Collective Agreement such as BC ESA or LR Act)*
- e) Create titles for all Articles consistent with content of the Article.

Naming and Job Titles

- a) Replace all references to "Operations Services Clerk" with **"Transit Dispatcher"**
- b) Replace all references to "Workforce Timekeeper" with **"Dispatch Specialist"**
- c) Replace all references to "Stockroom Clerk" with **"Parts Technician"**
- d) Change the Union's legal name throughout the agreement to MoveUP (Canadian Office and Professional Employees Union, Local 378).
- e) The parties agree to discuss the terms used to identify the union's elected and appointed officials throughout the agreement.
- f) Add all new positions to the Collective Agreement. (Job Appendix 'A')

Letters Of Agreement

- a) Incorporate all mid-term LOAs into the Collective Agreement.
- b) Renew all LOAs unless otherwise specified.

Formatting

13.04 Payment of Vacations

Current vacation will be paid based upon the greater of either:

a)

~~i) Current vacation will be paid based upon the greater of either:~~

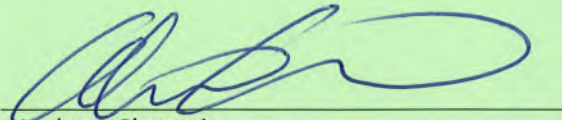
- ~~1) a) an employee's rate of pay at the time the vacation is taken or,~~
- ~~2) b) depending upon their vacation entitlements, the rate of 6%, 8%, 10%, 12%, etc. of their previous year's earnings. The percentage rate applicable to any individual day of vacation entitlement is .4% per day. If necessary, an adjustment of vacation pay will be made to ensure that each employee received the greater amount of vacation pay from either the current rate (a) or percentage (b) calculations above.~~

~~This adjustment (A/V differential) will be paid to all affected employees in 1 payment at the end of the payroll year.~~

- ~~ii) Deferred and Banked vacation will be paid at the employee's rate of pay at the time the vacation is taken and will not attract any A/V differential over and above that already paid in the year that the vacation was earned.~~

HOUSEKEEPING TIEMS

For the Union:

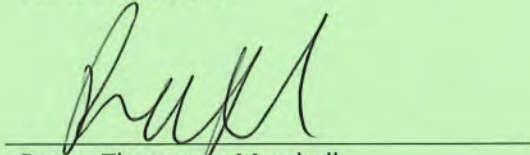


Andrew Cheverie,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

August 13, 2026

TERMS OF AGREEMENT

1. The following provisions shall take effect and be binding upon the Employer and the Union for the period commencing April 1, 2022~~5~~ and ending March 31, 2025~~9~~ and agreement to continue in force 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 without prejudicing the position of the revised agreement in making any matter retroactive in such revised agreement.

a) The parties agree to exclude the operations of section 50(2) and 50(3) of the Labour Relations Code of British Columbia, or any subsequent equivalent legislative provisions.

2. Notice to Bargain

a) This Agreement may be opened for collective bargaining by either party giving written notice to the other party on or after the date 4 months prior to the expiry of the Collective Agreement.

b) Where no notice is given by either party by the date 3 months prior to the expiry of the Collective Agreement, both parties shall be deemed to have given notice, in accordance with the Labour Relations Code.

c) Where notice has been given pursuant to either a) or b), the parties shall commence collective bargaining within 10 calendar days after the notice was given, or at some other time as may be mutually agreed.

d) Notwithstanding the above, this Agreement may be changed at any time during the life of this Agreement by the written mutual agreement of the parties.

3. Letters of Agreement

Letters attached to this Agreement are included in and form part of the Agreement as long as each letter is effective.

4. ~~Wherever the singular or masculine is used in this Agreement, the same shall be construed as meaning the plural or the feminine.~~ Where the singular is used in this Agreement, it shall also include the plural. Gender neutral language shall be used throughout this Agreement.

5. Definition of Bargaining Unit

Where the words "bargaining unit" or "Union" are used in this Agreement, such reference shall be deemed to mean Union members employed by the Employer and covered by the certificate referred to in Section 1.01 of this Agreement.

6. All references to "days" mean "working days"; references to "years" mean "calendar years" unless otherwise specified in this Agreement.

7. For the purposes of this Agreement BC Transit Centre's are: Langford Transit Centre, Victoria Transit Centre, ~~Commerce Circle Transit Centre~~, Gorge Transit Centre, Provincial Distribution Centre, and any other property that the Employer adds as a Transit Centre.
8. In the event that existing or future federal or provincial legislation makes invalid any provision of this Agreement, the remaining provisions shall remain in effect for the term of the Agreement. The Employer and the Union shall negotiate a mutually agreeable provision to be substituted for the provision(s) so altered or invalidated.

For the Union:

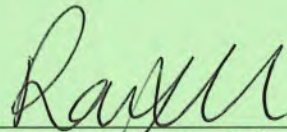


Andrew Cheverle,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

September 5, 2025
Article 1 Recognition Clauses

1.02

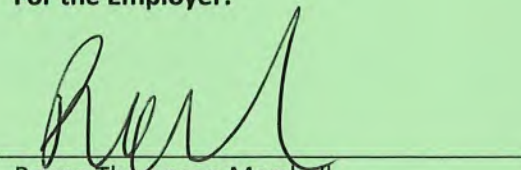
Neither the Union nor the Employer in carrying out their obligations under this Agreement shall discriminate in matters of hiring, training, promotion, transfer, lay off, discharge or otherwise because of **Indigenous identity**, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person, or **because** that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person, or membership or activity in any trade union.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

SEP 05 2025

Date

SEP 05 2025

Date



(Canadian Office and Professional Employees
Union, Local 378)

**BC Transit
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #03	ART 1.07 b	add	

ARTICLE 1 - RECOGNITION CLAUSES

1.07 Employee Definitions

a) Full-Time Regular

An employee hired to fill a full time regular position which is of a continuing nature. New employees will be considered probationary as provided in Section 7.01. The employee will participate in Benefit Plans in accordance with Article 21, and in the Pension Plan.

b) Part Time Regular

Regular part time positions are part time positions of an on-going nature. By agreement with the Union, the Employer may hire a casual to fill a position vacated by a part-time regular employee. Unless otherwise agreed with the Union, part-time regular employees will work according to an assigned regular schedule but will not work more than 30 hours per week, scheduled with 2 consecutive days off. In addition a part-time regular employee may relieve a full-time employee on leave of absence, training, sick leave, RWWL days or annual vacation without change to full-time regular status. The employee will participate in Benefit Plans in accordance with Article 21, and in the Pension Plan. Sick leave and annual vacation entitlements shall be prorated on the basis of time worked. Statutory holiday pay shall be paid each pay period on the basis of the appropriate percentage of gross earnings for that pay period. Part-time regular employees shall not be entitled to Reduced Work Week Leave provisions as provided in Article 10 of the Agreement but will be entitled to 6.52% of straight time base rate biweekly earnings as defined in Subsection 10.01 (f) paid on a biweekly

E&OE

Signed off this 19 day of November 2025

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**BC Transit
PROPOSALS 2025
Union Proposals (UP Item)**

basis in lieu of Reduced Work Week Leave. Part-time regular employees shall progress through salary steps on the basis of accumulated service.

Schedules for non-shifted part-time regular employees will be established by BC Transit and will be for a minimum period of 2 4 weeks. Within an assigned schedule the days worked and the daily/weekly hours may differ. A Supervisor may change an established schedule but must provide 2 4 weeks' notice of any change. Notice of change is not required where a schedule is varied by mutual agreement between the employee and the Supervisor.

Changes to a part-time regular shifted employee's schedule will be made in accordance with Article 11.06.

E&OE

Signed off this 19 day of November 2025

For the Union

For the Employer



(Canadian Office and Professional Employees
Union, Local 378)

**BC Transit
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #04	2.05	<i>Added language</i>	

ARTICLE 2 - UNION SECURITY AND DEDUCTION OF DUES

2.05 No Other Agreement

Neither BC Transit nor its representatives will require or permit any employee covered by this Agreement to enter into an agreement with BC Transit or its representatives which conflicts with the terms of this Agreement. However, ~~that~~ there may be situations where employee accommodations of an incidental, infrequent and minor nature can arise. Such accommodations will not be considered a violation of this Article. The parties agree that the accommodation process must involve the employer, the member and the union.

E&OE

Signed off this 28 day of October 20 25

For the Union

For the Employer

August 13, 2026

4 SALARY SCALES AND ALLOWANCES

4.01 Salary Scales

Job groupings are established in accordance with the Employer's job evaluation plan. The salary scales applicable to these groupings shall be as set out in the following schedules with effective dates as shown.

Salaries of certain employees are not covered by these scales and are set out elsewhere in this Agreement.

Biweekly rates are computed on the basis of forty-six percent (46%) of monthly rates.

For conversion purposes only, hourly rates of pay are determined by dividing monthly salaries by 163.0581.

Effective September 1, 2026, the wage rates for Groups 5 and 6 were adjusted to establish a 5% differential between each group and the next higher group. This is a one-time adjustment and does not create an ongoing requirement to maintain that differential.

A General Wage Increase (GWI) will be applied on April 1 of each year of this collective agreement as follows:

April 1, 2025: 3% GWI

April 1, 2026: 3% GWI

April 1, 2027: 3% GWI

April 1, 2028: 3% GWI

Monthly Salary Scales

Effective April 1, 2022

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	2,685	2,805	2,895	2,980	3,099	3,218
2	2,929	3,064	3,155	3,250	3,381	3,511
3	3,194	3,332	3,442	3,550	3,687	3,824
4	3,481	3,638	3,750	3,870	4,019	4,172
5	3,793	3,964	4,096	4,216	4,378	4,553
6	4,144	4,321	4,465	4,599	4,779	4,965
7	4,518	4,716	4,865	5,016	5,212	5,414
8	4,928	5,144	5,304	5,464	5,688	5,909
9	5,368	5,605	5,786	5,965	6,200	6,447
10	5,860	6,118	6,313	6,506	6,758	7,026
11	6,389	6,676	6,887	7,099	7,381	7,672
12	6,974	7,287	7,518	7,744	8,050	8,366

**Rates include \$0.25 per hour and a 3.24% GWI.*

Bi-Weekly Salary Scales
Effective April 1, 2022

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	1,235	1,290	1,332	1,371	1,425	1,480
2	1,347	1,409	1,451	1,495	1,555	1,615
3	1,469	1,409	1,583	1,633	1,696	1,759
4	1,601	1,533	1,725	1,780	1,849	1,919
5	1,745	1,673	1,884	1,939	2,014	2,094
6	1,906	1,824	2,054	2,115	2,199	2,284
7	2,078	2,169	2,238	2,307	2,398	2,490
8	2,267	2,366	2,440	2,514	2,616	2,718
9	2,469	2,579	2,662	2,744	2,852	2,966
10	2,695	2,814	2,904	2,993	3,109	3,232
11	2,939	3,071	3,168	3,265	3,395	3,529
12	3,208	3,352	3,458	3,562	3,703	3,849

**Rates include \$0.25 per hour and a 3.24% GWI.*

Monthly Salary Scales
Effective April 1, 2023

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	2,832	2,959	3,054	3,144	3,269	3,395
2	3,090	3,232	3,328	3,429	3,567	3,704
3	3,370	3,515	3,631	3,745	3,890	4,034
4	3,673	3,838	3,956	4,083	4,240	4,402
5	4,002	4,182	4,321	4,448	4,619	4,803
6	4,372	4,559	4,711	4,852	5,042	5,238
7	4,766	4,975	5,132	5,292	5,499	5,712
8	5,199	5,427	5,596	5,765	6,000	6,234
9	5,663	5,914	6,105	6,293	6,541	6,801
10	6,182	6,455	6,660	6,864	7,130	7,413
11	6,740	7,043	7,266	7,489	7,787	8,094
12	7,357	7,688	7,932	8,170	8,493	8,827

**Rates include 5.5% GWI. Cost of Living Adjustment (COLA) of 1.25% in addition to above rates is subject to MOA: Cost of Living Adjustment (COLA)*

Bi-Weekly Salary Scales

Effective April 1, 2023

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	1,303	1,361	1,405	1,446	1,504	1,562
2	1,421	1,487	1,531	1,577	1,641	1,704
3	1,550	1,617	1,670	1,723	1,789	1,856
4	1,689	1,765	1,820	1,878	1,950	2,025
5	1,841	1,924	1,988	2,046	2,125	2,209
6	2,011	2,097	2,167	2,232	2,319	2,409
7	2,192	2,289	2,361	2,434	2,529	2,627
8	2,392	2,497	2,574	2,652	2,760	2,868
9	2,605	2,720	2,808	2,895	3,009	3,129
10	2,844	2,969	3,064	3,157	3,280	3,410
11	3,101	3,240	3,342	3,445	3,582	3,723
12	3,384	3,536	3,649	3,758	3,907	4,060

*Rates include 5.5% GWI. Cost of Living Adjustment (COLA) of 1.25% in addition to above rates is subject to MOA: Cost of Living Adjustment (COLA)

Monthly Salary Scales

Effective April 1, 2024

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	2,889	3,019	3,115	3,207	3,335	3,463
2	3,152	3,297	3,395	3,497	3,639	3,778
3	3,437	3,586	3,704	3,820	3,968	4,115
4	3,746	3,915	4,035	4,165	4,325	4,490
5	4,082	4,266	4,407	4,537	4,712	4,899
6	4,459	4,650	4,805	4,949	5,143	5,342
7	4,861	5,075	5,235	5,398	5,609	5,826
8	5,303	5,536	5,708	5,880	6,120	6,359
9	5,776	6,032	6,227	6,419	6,672	6,938
10	6,306	6,584	6,794	7,001	7,272	7,561
11	6,875	7,184	7,411	7,639	7,943	8,256
12	7,505	7,842	8,091	8,333	8,662	9,003

*Rates include 2% GWI. Cost of Living Adjustment (COLA) of 1% in addition to above rates is subject to MOA: Cost of Living Adjustment (COLA)

Bi-Weekly Salary Scales
Effective April 1, 2024

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	1,329	1,389	1,433	1,475	1,534	1,593
2	1,450	1,517	1,562	1,609	1,674	1,738
3	1,581	1,649	1,704	1,757	1,825	1,893
4	1,723	1,801	1,856	1,916	1,989	2,065
5	1,878	1,962	2,027	2,087	2,167	2,254
6	2,051	2,139	2,210	2,276	2,366	2,457
7	2,236	2,334	2,408	2,483	2,580	2,680
8	2,440	2,546	2,626	2,705	2,815	2,925
9	2,657	2,775	2,864	2,953	3,069	3,191
10	2,901	3,029	3,125	3,221	3,345	3,478
11	3,163	3,305	3,409	3,514	3,654	3,798
12	3,452	3,607	3,722	3,833	3,985	4,141

**Rates include 2% GWI. Cost of Living Adjustment (COLA) of 1% in addition to above rates is subject to MOA: Cost of Living Adjustment (COLA)*

Monthly Salary Scales
Effective April 1, 2025

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>3,041</u>	<u>3,177</u>	<u>3,278</u>	<u>3,375</u>	<u>3,509</u>	<u>3,644</u>
2	<u>3,317</u>	<u>3,470</u>	<u>3,573</u>	<u>3,680</u>	<u>3,830</u>	<u>3,976</u>
3	<u>3,617</u>	<u>3,774</u>	<u>3,898</u>	<u>4,021</u>	<u>4,176</u>	<u>4,331</u>
4	<u>3,943</u>	<u>4,120</u>	<u>4,247</u>	<u>4,383</u>	<u>4,552</u>	<u>4,726</u>
5	<u>4,296</u>	<u>4,490</u>	<u>4,638</u>	<u>4,775</u>	<u>4,958</u>	<u>5,156</u>
6	<u>4,693</u>	<u>4,895</u>	<u>5,056</u>	<u>5,208</u>	<u>5,413</u>	<u>5,623</u>
7	<u>5,116</u>	<u>5,341</u>	<u>5,509</u>	<u>5,680</u>	<u>5,903</u>	<u>6,132</u>
8	<u>5,582</u>	<u>5,826</u>	<u>6,007</u>	<u>6,188</u>	<u>6,442</u>	<u>6,692</u>
9	<u>6,079</u>	<u>6,348</u>	<u>6,553</u>	<u>6,756</u>	<u>7,023</u>	<u>7,302</u>
10	<u>6,636</u>	<u>6,929</u>	<u>7,150</u>	<u>7,369</u>	<u>7,654</u>	<u>7,958</u>
11	<u>7,236</u>	<u>7,560</u>	<u>7,800</u>	<u>8,039</u>	<u>8,359</u>	<u>8,688</u>
12	<u>7,898</u>	<u>8,252</u>	<u>8,515</u>	<u>8,770</u>	<u>9,117</u>	<u>9,475</u>

Bi-Weekly Salary Scales
Effective April 1, 2025

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>1,399</u>	<u>1,461</u>	<u>1,508</u>	<u>1,553</u>	<u>1,614</u>	<u>1,676</u>
2	<u>1,526</u>	<u>1,596</u>	<u>1,644</u>	<u>1,693</u>	<u>1,762</u>	<u>1,829</u>
3	<u>1,664</u>	<u>1,736</u>	<u>1,793</u>	<u>1,850</u>	<u>1,921</u>	<u>1,992</u>
4	<u>1,814</u>	<u>1,895</u>	<u>1,954</u>	<u>2,016</u>	<u>2,094</u>	<u>2,174</u>
5	<u>1,976</u>	<u>2,065</u>	<u>2,133</u>	<u>2,197</u>	<u>2,281</u>	<u>2,372</u>
6	<u>2,159</u>	<u>2,252</u>	<u>2,326</u>	<u>2,396</u>	<u>2,490</u>	<u>2,587</u>
7	<u>2,353</u>	<u>2,457</u>	<u>2,534</u>	<u>2,613</u>	<u>2,715</u>	<u>2,821</u>
8	<u>2,568</u>	<u>2,680</u>	<u>2,763</u>	<u>2,846</u>	<u>2,963</u>	<u>3,078</u>
9	<u>2,796</u>	<u>2,920</u>	<u>3,014</u>	<u>3,108</u>	<u>3,231</u>	<u>3,359</u>
10	<u>3,053</u>	<u>3,187</u>	<u>3,289</u>	<u>3,390</u>	<u>3,521</u>	<u>3,661</u>
11	<u>3,329</u>	<u>3,478</u>	<u>3,588</u>	<u>3,698</u>	<u>3,845</u>	<u>3,996</u>
12	<u>3,633</u>	<u>3,796</u>	<u>3,917</u>	<u>4,034</u>	<u>4,194</u>	<u>4,359</u>

Monthly Salary Scales
Effective April 1, 2026

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>3,132</u>	<u>3,272</u>	<u>3,376</u>	<u>3,476</u>	<u>3,614</u>	<u>3,753</u>
2	<u>3,417</u>	<u>3,574</u>	<u>3,680</u>	<u>3,790</u>	<u>3,945</u>	<u>4,095</u>
3	<u>3,726</u>	<u>3,887</u>	<u>4,015</u>	<u>4,142</u>	<u>4,301</u>	<u>4,461</u>
4	<u>4,061</u>	<u>4,244</u>	<u>4,374</u>	<u>4,514</u>	<u>4,689</u>	<u>4,868</u>
5	<u>4,425</u>	<u>4,625</u>	<u>4,777</u>	<u>4,918</u>	<u>5,107</u>	<u>5,311</u>
6	<u>4,834</u>	<u>5,042</u>	<u>5,208</u>	<u>5,364</u>	<u>5,575</u>	<u>5,792</u>
7	<u>5,269</u>	<u>5,501</u>	<u>5,674</u>	<u>5,850</u>	<u>6,080</u>	<u>6,316</u>
8	<u>5,749</u>	<u>6,001</u>	<u>6,187</u>	<u>6,374</u>	<u>6,635</u>	<u>6,893</u>
9	<u>6,261</u>	<u>6,538</u>	<u>6,750</u>	<u>6,959</u>	<u>7,234</u>	<u>7,521</u>
10	<u>6,835</u>	<u>7,137</u>	<u>7,365</u>	<u>7,590</u>	<u>7,884</u>	<u>8,197</u>
11	<u>7,453</u>	<u>7,787</u>	<u>8,034</u>	<u>8,280</u>	<u>8,610</u>	<u>8,949</u>
12	<u>8,135</u>	<u>8,500</u>	<u>8,770</u>	<u>9,033</u>	<u>9,391</u>	<u>9,759</u>

Bi-Weekly Salary Scales
Effective April 1, 2026

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>1,441</u>	<u>1,505</u>	<u>1,553</u>	<u>1,599</u>	<u>1,662</u>	<u>1,726</u>
2	<u>1,572</u>	<u>1,644</u>	<u>1,693</u>	<u>1,743</u>	<u>1,815</u>	<u>1,884</u>
3	<u>1,714</u>	<u>1,788</u>	<u>1,847</u>	<u>1,905</u>	<u>1,978</u>	<u>2,052</u>
4	<u>1,868</u>	<u>1,952</u>	<u>2,012</u>	<u>2,076</u>	<u>2,157</u>	<u>2,239</u>
5	<u>2,036</u>	<u>2,128</u>	<u>2,197</u>	<u>2,262</u>	<u>2,349</u>	<u>2,443</u>
6	<u>2,224</u>	<u>2,319</u>	<u>2,396</u>	<u>2,467</u>	<u>2,565</u>	<u>2,664</u>
7	<u>2,424</u>	<u>2,530</u>	<u>2,610</u>	<u>2,691</u>	<u>2,797</u>	<u>2,905</u>
8	<u>2,645</u>	<u>2,760</u>	<u>2,846</u>	<u>2,932</u>	<u>3,052</u>	<u>3,171</u>
9	<u>2,880</u>	<u>3,007</u>	<u>3,105</u>	<u>3,201</u>	<u>3,328</u>	<u>3,460</u>
10	<u>3,144</u>	<u>3,283</u>	<u>3,388</u>	<u>3,491</u>	<u>3,627</u>	<u>3,771</u>
11	<u>3,428</u>	<u>3,582</u>	<u>3,696</u>	<u>3,809</u>	<u>3,961</u>	<u>4,117</u>
12	<u>3,742</u>	<u>3,910</u>	<u>4,034</u>	<u>4,155</u>	<u>4,320</u>	<u>4,489</u>

Monthly Salary Scales
Effective September 1, 2026

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>3,132</u>	<u>3,272</u>	<u>3,376</u>	<u>3,476</u>	<u>3,614</u>	<u>3,753</u>
2	<u>3,417</u>	<u>3,574</u>	<u>3,680</u>	<u>3,790</u>	<u>3,945</u>	<u>4,095</u>
3	<u>3,726</u>	<u>3,887</u>	<u>4,015</u>	<u>4,142</u>	<u>4,301</u>	<u>4,461</u>
4	<u>4,061</u>	<u>4,244</u>	<u>4,374</u>	<u>4,514</u>	<u>4,689</u>	<u>4,868</u>
5	<u>4,756</u>	<u>4,965</u>	<u>5,121</u>	<u>5,280</u>	<u>5,487</u>	<u>5,700</u>
6	<u>5,006</u>	<u>5,226</u>	<u>5,390</u>	<u>5,558</u>	<u>5,776</u>	<u>6,000</u>
7	<u>5,269</u>	<u>5,501</u>	<u>5,674</u>	<u>5,850</u>	<u>6,080</u>	<u>6,316</u>
8	<u>5,749</u>	<u>6,001</u>	<u>6,187</u>	<u>6,374</u>	<u>6,635</u>	<u>6,893</u>
9	<u>6,261</u>	<u>6,538</u>	<u>6,750</u>	<u>6,959</u>	<u>7,234</u>	<u>7,521</u>
10	<u>6,835</u>	<u>7,137</u>	<u>7,365</u>	<u>7,590</u>	<u>7,884</u>	<u>8,197</u>
11	<u>7,453</u>	<u>7,787</u>	<u>8,034</u>	<u>8,280</u>	<u>8,610</u>	<u>8,949</u>
12	<u>8,135</u>	<u>8,500</u>	<u>8,770</u>	<u>9,033</u>	<u>9,391</u>	<u>9,759</u>
13	<u>8,786</u>	<u>9,180</u>	<u>9,472</u>	<u>9,756</u>	<u>10,142</u>	<u>10,540</u>

Bi-Weekly Salary Scales
Effective September 1, 2026

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>1,441</u>	<u>1,505</u>	<u>1,553</u>	<u>1,599</u>	<u>1,662</u>	<u>1,726</u>
2	<u>1,572</u>	<u>1,644</u>	<u>1,693</u>	<u>1,743</u>	<u>1,815</u>	<u>1,884</u>
3	<u>1,714</u>	<u>1,788</u>	<u>1,847</u>	<u>1,905</u>	<u>1,978</u>	<u>2,052</u>
4	<u>1,868</u>	<u>1,952</u>	<u>2,012</u>	<u>2,076</u>	<u>2,157</u>	<u>2,239</u>
5	<u>2,188</u>	<u>2,284</u>	<u>2,356</u>	<u>2,429</u>	<u>2,524</u>	<u>2,622</u>
6	<u>2,303</u>	<u>2,404</u>	<u>2,479</u>	<u>2,557</u>	<u>2,657</u>	<u>2,760</u>
7	<u>2,424</u>	<u>2,530</u>	<u>2,610</u>	<u>2,691</u>	<u>2,797</u>	<u>2,905</u>
8	<u>2,645</u>	<u>2,760</u>	<u>2,846</u>	<u>2,932</u>	<u>3,052</u>	<u>3,171</u>
9	<u>2,880</u>	<u>3,007</u>	<u>3,105</u>	<u>3,201</u>	<u>3,328</u>	<u>3,460</u>
10	<u>3,144</u>	<u>3,283</u>	<u>3,388</u>	<u>3,491</u>	<u>3,627</u>	<u>3,771</u>
11	<u>3,428</u>	<u>3,582</u>	<u>3,696</u>	<u>3,809</u>	<u>3,961</u>	<u>4,117</u>
12	<u>3,742</u>	<u>3,910</u>	<u>4,034</u>	<u>4,155</u>	<u>4,320</u>	<u>4,489</u>
13	<u>4,041</u>	<u>4,223</u>	<u>4,357</u>	<u>4,488</u>	<u>4,665</u>	<u>4,848</u>

Monthly Salary Scales
Effective April 1, 2027

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>3,226</u>	<u>3,370</u>	<u>3,477</u>	<u>3,580</u>	<u>3,722</u>	<u>3,866</u>
2	<u>3,520</u>	<u>3,681</u>	<u>3,790</u>	<u>3,904</u>	<u>4,063</u>	<u>4,218</u>
3	<u>3,838</u>	<u>4,004</u>	<u>4,135</u>	<u>4,266</u>	<u>4,430</u>	<u>4,595</u>
4	<u>4,183</u>	<u>4,371</u>	<u>4,505</u>	<u>4,649</u>	<u>4,830</u>	<u>5,014</u>
5	<u>4,899</u>	<u>5,114</u>	<u>5,275</u>	<u>5,438</u>	<u>5,652</u>	<u>5,871</u>
6	<u>5,156</u>	<u>5,383</u>	<u>5,552</u>	<u>5,725</u>	<u>5,949</u>	<u>6,180</u>
7	<u>5,427</u>	<u>5,666</u>	<u>5,844</u>	<u>6,026</u>	<u>6,262</u>	<u>6,505</u>
8	<u>5,921</u>	<u>6,181</u>	<u>6,373</u>	<u>6,565</u>	<u>6,834</u>	<u>7,100</u>
9	<u>6,449</u>	<u>6,734</u>	<u>6,953</u>	<u>7,168</u>	<u>7,451</u>	<u>7,747</u>
10	<u>7,040</u>	<u>7,351</u>	<u>7,586</u>	<u>7,818</u>	<u>8,121</u>	<u>8,443</u>
11	<u>7,677</u>	<u>8,021</u>	<u>8,275</u>	<u>8,528</u>	<u>8,868</u>	<u>9,217</u>
12	<u>8,379</u>	<u>8,755</u>	<u>9,033</u>	<u>9,304</u>	<u>9,673</u>	<u>10,052</u>
13	<u>9,049</u>	<u>9,455</u>	<u>9,756</u>	<u>10,048</u>	<u>10,447</u>	<u>10,856</u>

Bi-Weekly Salary Scales
Effective April 1, 2027

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>1,484</u>	<u>1,550</u>	<u>1,599</u>	<u>1,647</u>	<u>1,712</u>	<u>1,778</u>
2	<u>1,619</u>	<u>1,693</u>	<u>1,743</u>	<u>1,796</u>	<u>1,869</u>	<u>1,940</u>
3	<u>1,765</u>	<u>1,842</u>	<u>1,902</u>	<u>1,962</u>	<u>2,038</u>	<u>2,114</u>
4	<u>1,924</u>	<u>2,011</u>	<u>2,072</u>	<u>2,139</u>	<u>2,222</u>	<u>2,306</u>
5	<u>2,254</u>	<u>2,352</u>	<u>2,427</u>	<u>2,501</u>	<u>2,600</u>	<u>2,701</u>
6	<u>2,372</u>	<u>2,476</u>	<u>2,554</u>	<u>2,634</u>	<u>2,737</u>	<u>2,843</u>
7	<u>2,496</u>	<u>2,606</u>	<u>2,688</u>	<u>2,772</u>	<u>2,881</u>	<u>2,992</u>
8	<u>2,724</u>	<u>2,843</u>	<u>2,932</u>	<u>3,020</u>	<u>3,144</u>	<u>3,266</u>
9	<u>2,967</u>	<u>3,098</u>	<u>3,198</u>	<u>3,297</u>	<u>3,427</u>	<u>3,564</u>
10	<u>3,238</u>	<u>3,381</u>	<u>3,490</u>	<u>3,596</u>	<u>3,736</u>	<u>3,884</u>
11	<u>3,531</u>	<u>3,690</u>	<u>3,807</u>	<u>3,923</u>	<u>4,079</u>	<u>4,240</u>
12	<u>3,854</u>	<u>4,027</u>	<u>4,155</u>	<u>4,280</u>	<u>4,450</u>	<u>4,624</u>
13	<u>4,163</u>	<u>4,349</u>	<u>4,488</u>	<u>4,622</u>	<u>4,806</u>	<u>4,994</u>

Monthly Salary Scales
Effective April 1, 2028

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>3,323</u>	<u>3,471</u>	<u>3,581</u>	<u>3,687</u>	<u>3,834</u>	<u>3,982</u>
2	<u>3,626</u>	<u>3,791</u>	<u>3,904</u>	<u>4,021</u>	<u>4,185</u>	<u>4,345</u>
3	<u>3,953</u>	<u>4,124</u>	<u>4,259</u>	<u>4,394</u>	<u>4,563</u>	<u>4,733</u>
4	<u>4,308</u>	<u>4,502</u>	<u>4,640</u>	<u>4,788</u>	<u>4,975</u>	<u>5,164</u>
5	<u>5,046</u>	<u>5,267</u>	<u>5,433</u>	<u>5,601</u>	<u>5,822</u>	<u>6,047</u>
6	<u>5,311</u>	<u>5,544</u>	<u>5,719</u>	<u>5,897</u>	<u>6,127</u>	<u>6,365</u>
7	<u>5,590</u>	<u>5,836</u>	<u>6,019</u>	<u>6,207</u>	<u>6,450</u>	<u>6,700</u>
8	<u>6,099</u>	<u>6,366</u>	<u>6,564</u>	<u>6,762</u>	<u>7,039</u>	<u>7,313</u>
9	<u>6,642</u>	<u>6,936</u>	<u>7,162</u>	<u>7,383</u>	<u>7,675</u>	<u>7,979</u>
10	<u>7,251</u>	<u>7,572</u>	<u>7,814</u>	<u>8,053</u>	<u>8,365</u>	<u>8,696</u>
11	<u>7,907</u>	<u>8,262</u>	<u>8,523</u>	<u>8,784</u>	<u>9,134</u>	<u>9,494</u>
12	<u>8,630</u>	<u>9,018</u>	<u>9,304</u>	<u>9,583</u>	<u>9,963</u>	<u>10,354</u>
13	<u>9,320</u>	<u>9,739</u>	<u>10,048</u>	<u>10,350</u>	<u>10,760</u>	<u>11,182</u>

Bi-Weekly Salary Scales
Effective April 1, 2028

Group	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5
1	<u>1,529</u>	<u>1,597</u>	<u>1,647</u>	<u>1,696</u>	<u>1,764</u>	<u>1,832</u>
2	<u>1,668</u>	<u>1,744</u>	<u>1,796</u>	<u>1,850</u>	<u>1,925</u>	<u>1,999</u>
3	<u>1,818</u>	<u>1,897</u>	<u>1,959</u>	<u>2,021</u>	<u>2,099</u>	<u>2,177</u>
4	<u>1,982</u>	<u>2,071</u>	<u>2,134</u>	<u>2,202</u>	<u>2,289</u>	<u>2,375</u>
5	<u>2,321</u>	<u>2,423</u>	<u>2,499</u>	<u>2,576</u>	<u>2,678</u>	<u>2,782</u>
6	<u>2,443</u>	<u>2,550</u>	<u>2,631</u>	<u>2,713</u>	<u>2,818</u>	<u>2,928</u>
7	<u>2,571</u>	<u>2,685</u>	<u>2,769</u>	<u>2,855</u>	<u>2,967</u>	<u>3,082</u>
8	<u>2,806</u>	<u>2,928</u>	<u>3,019</u>	<u>3,111</u>	<u>3,238</u>	<u>3,364</u>
9	<u>3,055</u>	<u>3,191</u>	<u>3,295</u>	<u>3,396</u>	<u>3,531</u>	<u>3,670</u>
10	<u>3,335</u>	<u>3,483</u>	<u>3,594</u>	<u>3,704</u>	<u>3,848</u>	<u>4,000</u>
11	<u>3,637</u>	<u>3,801</u>	<u>3,921</u>	<u>4,041</u>	<u>4,202</u>	<u>4,367</u>
12	<u>3,970</u>	<u>4,148</u>	<u>4,280</u>	<u>4,408</u>	<u>4,583</u>	<u>4,763</u>
13	<u>4,287</u>	<u>4,480</u>	<u>4,622</u>	<u>4,761</u>	<u>4,950</u>	<u>5,144</u>

For the Union:

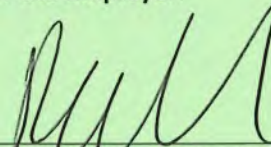


Andrew Cheverle,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

August 13, 2026

4 SALARY SCALES AND ALLOWANCES

4.01 Salary Scales

Job groupings are established in accordance with the Employer's job evaluation plan. The salary scales applicable to these groupings shall be as set out in the following schedules with effective dates as shown.

Salaries of certain employees are not covered by these scales and are set out elsewhere in this Agreement.

Biweekly rates are computed on the basis of forty-six percent (46%) of monthly rates.

For conversion purposes only, hourly rates of pay are determined by dividing monthly salaries by 163.0581.

~~New— Partsperson~~ Parts Technician Apprentice Wage Scale

~~April 1, 2022~~

–	Apprentice (4 years)–	Monthly Salary–
75%–	1st year–	\$3,762
80%–	2nd year–	\$4,013
85%–	3rd year–	\$4,264
90%–	4th year–	\$4,514
–	Apprentice (3 years)–	
75%–	1st year–	\$3,762
82%–	2nd year–	\$4,113
90%–	3rd year–	\$4,514
–	Apprentice (2 years)–	
75%–	1st year–	\$3,762
90%–	2nd year–	\$4,514

~~*Rates include \$0.25 per hour and a 3.24% GWI.~~

April 1, 2023

–	Apprentice (4 years)–	Monthly Salary–
75%–	1st year–	\$3,969
80%–	2nd year–	\$4,234
85%–	3rd year–	\$4,498
90%–	4th year–	\$4,763
–	Apprentice (3 years)–	
75%–	1st year–	\$3,969
82%–	2nd year–	\$4,339
90%–	3rd year–	\$4,763
–	Apprentice (2 years)–	
75%–	1st year–	\$3,969
90%–	2nd year–	\$4,763

**Rates include 5.5% GWI. Cost of Living Adjustment (COLA) of 1.25% in addition to above rates is subject to MOA: Cost of Living Adjustment (COLA)*

April 1, 2024

–	Apprentice (4 years)–	Monthly Salary–
75%–	1st year–	\$4,048
80%–	2nd year–	\$4,318
85%–	3rd year–	\$4,588
90%–	4th year–	\$4,858
–	Apprentice (3 years)–	
75%–	1st year–	\$4,048
82%–	2nd year–	\$4,426
90%–	3rd year–	\$4,858
–	Apprentice (2 years)–	
75%–	1st year–	\$4,048
90%–	2nd year–	\$4,858

**Rates include 2% GWI. Cost of Living Adjustment (COLA) of 1% in addition to above rates is subject to MOA: Cost of Living Adjustment (COLA)*

April 1, 2025

<u>Group 7, Step 3</u>	<u>Apprentice (4 years)</u>	<u>Monthly Salary</u>
75%	1st year	<u>\$4,260</u>
80%	2nd year	<u>\$4,544</u>
85%	3rd year	<u>\$4,828</u>
90%	4th year	<u>\$5,112</u>
	<u>Apprentice (3 years)</u>	
75%	1st year	<u>\$4,260</u>
82%	2nd year	<u>\$4,658</u>
90%	3rd year	<u>\$5,112</u>
	<u>Apprentice (2 years)</u>	
75%	1st year	<u>\$4,260</u>
90%	2nd year	<u>\$5,112</u>

April 1, 2026

<u>Group 7, Step 3</u>	<u>Apprentice (4 years)</u>	<u>Monthly Salary</u>
75%	1st year	<u>\$4,388</u>
80%	2nd year	<u>\$4,680</u>
85%	3rd year	<u>\$4,973</u>
90%	4th year	<u>\$5,265</u>
	<u>Apprentice (3 years)</u>	
75%	1st year	<u>\$4,388</u>
82%	2nd year	<u>\$4,797</u>
90%	3rd year	<u>\$5,265</u>
	<u>Apprentice (2 years)</u>	
75%	1st year	<u>\$4,388</u>
90%	2nd year	<u>\$5,265</u>

April 1, 2027

<u>Group 7, Step 3</u>	<u>Apprentice (4 years)</u>	<u>Monthly Salary</u>
75%	1st year	<u>\$4,520</u>
80%	2nd year	<u>\$4,821</u>
85%	3rd year	<u>\$5,122</u>
90%	4th year	<u>\$5,423</u>
	<u>Apprentice (3 years)</u>	
75%	1st year	<u>\$4,520</u>
82%	2nd year	<u>\$4,941</u>
90%	3rd year	<u>\$5,423</u>
	<u>Apprentice (2 years)</u>	
75%	1st year	<u>\$4,520</u>
90%	2nd year	<u>\$5,423</u>

April 1, 2028

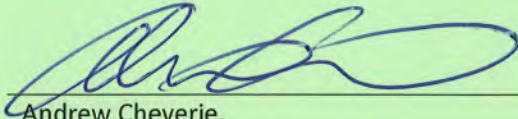
<u>Group 7, Step 3</u>	<u>Apprentice (4 years)</u>	<u>Monthly Salary</u>
75%	1st year	<u>\$4,655</u>
80%	2nd year	<u>\$4,966</u>
85%	3rd year	<u>\$5,276</u>
90%	4th year	<u>\$5,586</u>
	<u>Apprentice (3 years)</u>	
75%	1st year	<u>\$4,655</u>
82%	2nd year	<u>\$5,090</u>
90%	3rd year	<u>\$5,586</u>
	<u>Apprentice (2 years)</u>	
75%	1st year	<u>\$4,655</u>
90%	2nd year	<u>\$5,586</u>

4 SALARY SCALES AND ALLOWANCES

4.01 Salary Scales

(Parts Technician Apprentice Wage Scale)

For the Union:

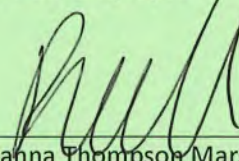


Andrew Cheverie,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

March 26, 2026

Article 4 SALARY SCALES AND ALLOWANCES

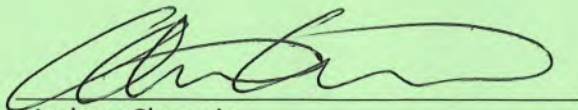
4.06 Partsperson Red Seal Premium

~~When working in a Partsperson (formerly titled Stockroom Clerk) position, employees will receive an hourly premium if they have their Partsperson Red Seal certification. Eligible employees will be paid a wage premium of \$2 per hour in addition to their straight time wages. In order to be eligible for the premium employees must provide the Employer with documentation of their certification.~~

~~Red Seal Partspersons receiving the premium will be required to act as a mentor and on the job instructor should the Employer implement an Apprenticeship Program. Employees receiving the premium will not qualify for the training premium described in Article 4.04.~~

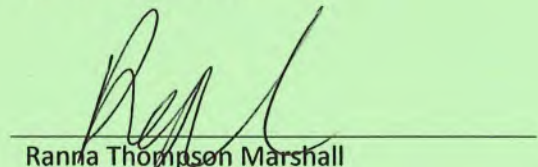
~~Employees who hold the Partsperson 3 Red Seal Certification, but are not employed in a Partsperson role will not be eligible for the premium~~

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

MAR 26 2026

Date

MAR 26 2026

Date

August 13, 2026

4 SALARY SCALES AND ALLOWANCES

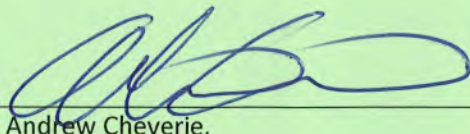
4.07 Fleet ~~Trainer/~~ Inspector/Trainer, and Fleet Program Build Inspector and Fleet Technologist Differential

The Parties agree the following proposal shall take effect September 1, 2026

Effective April 1, 2022

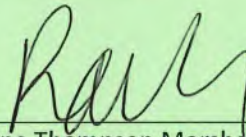
The Fleet ~~Trainer/~~Inspector/Trainer, and Fleet Program Build Inspector and Fleet Technologist positions will be paid at a rate that is 5% above the top rate of pay for a Skilled Trade Classification (excluding Tool Allowance) as per the Unifor Collective Agreement with the Employer. Where an incumbent's rate of pay is below this threshold, their rate shall be adjusted accordingly. ~~provided with a wage adjustment of \$0.50 cents/per hour.~~ The purpose of this differential adjustment is to recognize the progression from Mechanic to these roles.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

December 11, 2025

5 JOB DESCRIPTIONS AND EVALUATIONS

5.05 Job Evaluation Review Procedure

~~5.06 Standing Arbitrator~~

~~5.07~~ 5.06 Job Evaluation Appeal

~~5.08~~ 5.07 Retroactive Payment

~~5.09~~ 5.08 Positions Excluded from the Bargaining unit

5.09 Expedited Arbitration

5.05 Job Evaluation Review Procedure

a) Employee Requested Job Evaluation

- i) Job descriptions may be submitted for job evaluation no less than 18 months following the last evaluation unless there are material changes to the duties of the position.
- ii) An employee who requests a review of their position shall initiate the review process, in consultation with their Union Job Evaluation Review Officer, by submitting a Request for Classification Review form via email to the Joint Job Evaluation Committee.
 - 1) Where more than 1 incumbent in the same area carries out the same tasks, 1 document and job description will be submitted for the group.
- iii) The employee and their Union Job Evaluation Review Officer will be provided with a copy of their current job description **to support discussions with their supervisor.** ~~to be updated using available technology to record changes.~~
- iv) The employee and their supervisor must meet to discuss the employee's classification request and **review the scope of the job duties. If both parties reach consensus, People and Culture will update the job description accordingly, in consultation with the Supervisor and Employee(s).** ~~review the content of the proposed job description, with.~~ A draft copy of the job description **will be** provided to the affected employee.
 - 1) If the employee and supervisor are not able to reach consensus about the scope of the job duties, the employee will request a meeting with their supervisor, ~~Human Resources~~ **People and Culture** and their Union Job Evaluation Review Officer.
- v) If the current supervisor of the position being evaluated is acting or temporary, the supervisor whose base position it is must be included in the evaluation request process. If that person is unavailable, the next level manager will be required to approve any decision made.
- vi) **Should the supervisor and Employee reach consensus about the content of the proposed job description,** ~~Within 20 working days after the employee submits the documents to the supervisor, the supervisor~~ **People and Culture** shall submit the form and the finalized job description to the Joint Job Evaluation Committee via email.

- vii) The Joint Job Evaluation Committee will be comprised of at least 1 **People and Culture** ~~Human Resources~~ employee and 1 Union Job Evaluation Review Officer.
 - viii) The Joint Job Evaluation Committee will jointly review ~~the request~~ and evaluate the job description with the Job Evaluation Rating Manual.
 - ix) The committee shall inform the employee, the supervisor and the Union of the results of the evaluation.
- b) Employer Requested Job Evaluation
- i) A supervisor may initiate a request for an evaluation of a position. Where there is an incumbent in the position, ~~the supervisor~~ **People and Culture** will update the job description using available technology to record changes ~~and review the changes to the position with the~~ **in consultation with the Supervisor and** employee.
 - ii) A **People and Culture** will submit a final draft copy of the job description ~~will be submitted~~ with a Request for Classification Review form to the Joint Job Evaluation Committee.
 - iii) The Joint Job Evaluation Committee will jointly review **and evaluate** ~~the request and review the~~ job description with the Job Evaluation Rating Manual.
 - iv) The committee shall inform the employee, the supervisor and the Union of the results of the classification.
- c) Reclassification of New and Existing Job Descriptions
- i) Reclassification to a Higher Level
 - 1) If the position is reclassified to a higher salary grade, the effective date of the increase will be retroactive to the date the Request for Classification Review form was received by the Joint Job Evaluation Committee. Any salary increase will be processed in accordance to Article 7.04.
 - ii) Reclassification to a Lower Level
 - 1) Where a job is reclassified to a lower salary grade than its existing classification, the incumbent(s)'s salary will remain the same and be red- circled until the maximum salary for the lower classification equals or exceeds the red-circled salary rate. See definition of Redd-circled under Article 7.03.

5.06 Standing Arbitrator

- a) ~~The Parties will share equally the costs of a Standing Arbitrator who is responsible to resolve appeals under Section all disputes under Article 5.07.~~

5.07 5.06 Job Evaluation Appeal

Appeal Process

- a) If an employee disagrees with the Joint Job Evaluation Committee's decision, the employee shall have the right to appeal to the Human Resources. The employee must file a classification appeal within 20 working days after receiving the written notification of the decision by completing the Appeal Form and submitting via email as outlined on the appeal form.
- b) An employee shall have the right to appear in person before a Human Resources member and the member may call any person(s) to provide relevant clarification in order to arrive at a just decision.
- c) **For employee requested job evaluations,** the information contained in the Appeal form must clarify existing information submitted on the original request. The introduction of new information or changes to original information will not qualify for an appeal.
- d) **For employer requested job evaluations, the Appeal form must outline areas of disagreement.**
- d) **e)** Human Resources has 20 working days to evaluate the appeal and make a final recommendation.
- e) **Grievance Procedure**

~~i) In accordance with Article 5.06 Standing Arbitrator any disputes arising from the Job Evaluation Review Process will be referred to the Standing Arbitrator for final resolution within 20 working days.~~

~~ii) The parties will submit their evaluations in advance to the Standing Arbitrator. The Standing Arbitrator will identify the issues in dispute, and will conduct a hearing limited to those issues. The Arbitrator's decision will be final and binding on the Parties.~~

~~iii) The arbitration hearing shall be of an expedited nature. It is agreed that formal participation at the arbitration hearings shall, except at the discretion of the arbitrator, be limited to 1 representative and 1 supporting witness from each party, excluding the legal representatives of each party, if any.~~

~~The time limits referred to in this Article may be extended by mutual agreement, and such agreement will not be unreasonably denied.~~

5.08 5.07 Retroactive Payment

Any changes to the incumbent's pay group will be retroactive to the date either a review or appeal was initiated.

5.09 5.08 Positions Excluded from the Bargaining Unit

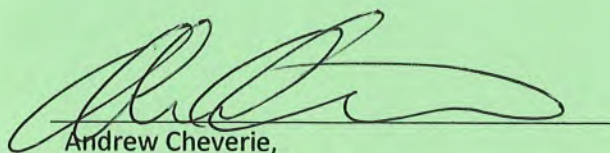
Prior to implementation, the Employer agrees to advise the Union of newly created excluded jobs which are excluded from the bargaining unit, along with the rationale for exclusion. The following will apply to resolve the issue of whether a new or reclassified job is included in, or excluded from, the Union's bargaining unit.

- a) Where the Employer intends to create a new excluded position or intends to reclassify a position within the Union's Bargaining Unit to excluded, the Employer will give written notification thereof to the Union, together with a copy of the relevant position description(s) and organizational chart(s), if then available.
- e) Where the Employer provides the Union with a Manager role description and organization chart that outlines the role's direct reports, the parties agree that the role will be presumed excluded from the Bargaining Unit unless the Union can make a clear and compelling case for the inclusion of the position in the Bargaining Unit.
- f) If the Union elects to challenge the proposed job classification as not being properly excluded from the Bargaining Unit, the Union will utilize the Grievance process as outlined in Article 3. **If unresolved through the grievance process, the grievance shall be referred to Expedited Arbitration in accordance with Article 3.06.**

5.09 Expedited Arbitration

- a) **Any disputes arising from the Job Evaluation Review Process will be referred to Expedited Arbitration, in accordance with Article 3.06, for final resolution within 20 working days.**

For the Union:


Andrew Cheverie,
Union Representative
MoveUP Local 378

Dec 12, 2025
Date

For the Employer:


Ranna Thompson Marshall
Director, People and Culture
BC Transit

Dec 12, 2025
Date



(Canadian Office and Professional Employees
Union, Local 378)

**BC Transit
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #07	6.01	Amend	

ARTICLE 6 – SENIORITY

6.01

All employees shall have their seniority begin with the last date of hire for unbroken service with the Employer in ~~a~~any job category under Union jurisdiction. Employees as of April 1, 2010, who have continuous service with the Employer and its predecessor(s) shall maintain that seniority

E&OE
Signed off this 28 day of October 2025

For the Union

For the Employer

October 29, 2025

7 EMPLOYMENT, TRANSFER AND TERMINATION

7.07 Job Competitions

- a) Preference in appointments to the Employer's job vacancies under Union jurisdiction, shall be given to Union members presently on the Employer's staff, who are eligible to apply for such vacancies in this order:
 - a) i) Regular employees (including part time regulars).
 - b) ii) Any regular employee on layoff or recall
 - c) iii) Full-time temporary employees and casual employees.
- b) Employees who have unresolved documented performance issues on file may be restricted from competing in job competitions at the employer's discretion.
- c) If at any time the Union is of the opinion that such preference has not been given, and the Employer selects from outside the bargaining unit, the Union shall have the right to grieve such selection.
- d) Job selections and promotions as described in this article shall be on the basis of ability (to perform the vacant job) and seniority, in that order. Where the Employee who is junior is selected, their ability to perform the vacant job shall be significantly and demonstrably higher than candidates who have greater seniority.

Ability shall mean that an applicant has the formal education, special training and experience required in the applicable job description and posting prepared by the Employer or the equivalent knowledge and skills and shall also include consideration of the Employee's performance on their present job.

Any skills, abilities, knowledge and/or qualifications, which are established for any job, must be reasonably and fairly related to the major job duties to be performed as described in the job description.

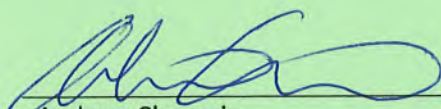
Where the Employer accepts equivalencies for the skills, abilities, knowledge and/or qualification established for any job posting, such equivalencies will be applied consistently to all candidates.

- e) Non-Union bargaining unit Employees on the Employer's regular staff may also apply for jobs covered by this Agreement but in such instance, preference shall be given to members of Local 378 in accordance with this Article.
- f) Although selection of Employees under the foregoing paragraphs Article 7.07 shall rest with the Employer, such selection shall be subject to the grievance procedure.
- g) External Hires

If a vacancy cannot be filled internally under this Article, then the Employer shall have the right to hire from external sources, providing that the same knowledge, skills and abilities requirements are applied to external and internal candidates.

7.07 Job Competitions

For the Union:

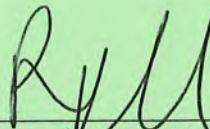


Andrew Cheverie,
Union Representative
MoveUP Local 378

OCT 29 2025

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

OCT 29 2025

Date

October 29, 2025

7 EMPLOYMENT, TRANSFER AND TERMINATION

7.08 Job Posting

- a) All Union job vacancies including additions to staff, shall be posted electronically for a minimum of 7 calendar days with the exception of the following:
 - i) Temporary vacancies involving vacation relief or a duration of less than 3 months.
 - ii) Expression of interests that are communicated via email within a specific position, group or department.
 - iii) Jobs at Group 3.
 - iv) Any other jobs as mutually agreed by the Employer and the Union.
- b) The job posting shall contain all pertinent details such as job title, date of job description, salary range or rate of pay, job group, replacement or addition to staff or new position, duties, qualifications, job location, special conditions, and the closing date of the competition. With agreement of the Union, under exceptional circumstances posting may be waived to permit interdepartmental transfers, promotions within a division, and hiring into entry-level jobs.
- c) The Employer shall acknowledge receipt of each application for a posted job vacancy and the applicants in each competition shall be advised of the name of the employee selected to fill the vacancy, and the existing job title of successful Union applicant(s) for BC Transit job vacancies under Union jurisdiction. A late applicant shall be considered for a posted job provided they were absent from work due to sickness or vacation or away from the employee's workplace at the time the job was posted, and provided their application is received before another person is selected to fill the vacant position.
- d) ~~Job selections and promotions under the foregoing shall be on the basis of ability (to perform the vacant job) and seniority, in that order. Where the employee who is junior is selected, their ability to perform the vacant job shall be significantly and demonstrably higher than candidates who have greater seniority.~~

~~Ability shall mean that an applicant has the formal education, special training and experience required in the applicable job description and posting prepared by the Employer or the equivalent knowledge and skill, and shall also include consideration of the employee's performance on their present job.~~

~~Any skills, abilities, knowledge and/or qualifications, which are established for any job, must be reasonably and fairly related to the major job duties to be performed as described in the job description.~~

~~Where the Employer accepts equivalencies for the skills, abilities, knowledge and/or qualification established for any job posting, such equivalencies will be applied consistently to all candidates.~~

e) ~~Non-Union bargaining unit employees on the Employer's regular staff may also apply for jobs covered by this Agreement but in such instance preference shall be given to members of Local 378 in accordance with this Article.~~

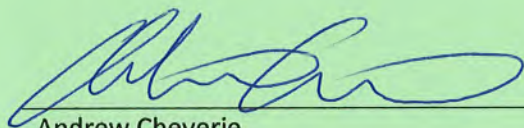
f) ~~Although selection of employees under the foregoing paragraphs shall rest with the Employer such selection shall be subject to the grievance procedure.~~

g) ~~External Hires~~

~~If a vacancy cannot be filled internally under this Article, then the Employer shall have the right to hire from external sources, providing that the same knowledge, skills and abilities requirements are applied to external and internal candidates.~~

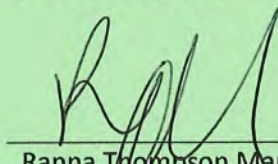
**Language in d) through g) being relocated to Article 7.07*

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

OCT 29 2025

Date

OCT 29 2025

Date

October 29, 2025

7 EMPLOYMENT, TRANSFER AND TERMINATION

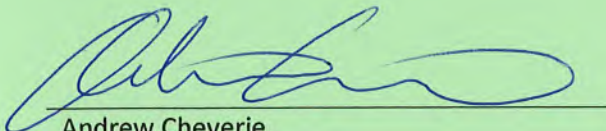
7.09 Temporary Vacancies

- a) Temporary vacancies in full-time regular positions of over 3 months in duration will be posted in accordance with ~~Section 7.09~~ **Article 7.08**. Such vacancies will be filled on the basis of the selection criteria outlined in ~~Subsection 7.09~~ **Article 7.07 (d)**.

An applicant may be chosen from another department provided that applicant's Supervisor approves the temporary transfer. Said employee shall have a vested right to return to their regular position at the conclusion of the period of the temporary transfer. The withholding of such approval must be based on legitimate departmental requirements.

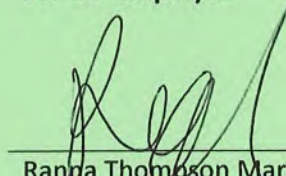
- b) Temporary vacancies in full-time regular positions involving vacation relief or a duration of less than 3 months will be filled, subject to the requirements of the department, in accordance with ~~Subsection 7.09~~ **Article 7.07 (d)** from those employees currently employed in the department in which the vacancy occurs, and who are available and capable of doing the work.
- c) Any vacancy that is created by an employee moving to fill a temporary vacancy may be filled by the Employer without posting for any temporary vacancy less than 3 months. Any temporary vacancy greater than 3 months must be posted. Notwithstanding the above, BC Transit will consider filling such ensuing vacancies by the use of current employees prior to hiring from outside.
- d) Where a regular employee fills a temporary full time position that employee will have the right to return to their regular job

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Rana Thompson Marshall
Director, People and Culture
BC Transit

OCT 29 2025

Date

OCT 29 2025

Date



(Canadian Office and Professional Employees
Union, Local 378)

**BC Transit
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
		November 18, 2025	2:30pm
UP #09 Version 3	9.02	Amend	

ARTICLE 9 - DISCIPLINE AND DISMISSAL

9.02 Union Representation

An employee who is subject to discipline, dismissal, or investigation shall have the right to request the presence of a Union representative to act on their behalf. The employee shall be advised of this right in writing prior to proceeding with the disciplinary meeting.

The employer shall provide 24 hours' notice to the union prior to proceeding with the disciplinary meeting, except where this would result in an undue delay of appropriate action being taken.

E&OE

Signed off this 18 day of November 2025

For the Union

For the Employer

April 30, 2026

11 SHIFT WORK AND NON-STANDARD HOURS

11.01 SHIFT WORK

Jobs which cannot be accommodated by authorized variation and which are required to be scheduled on a shift basis because of the requirements of the Employer's operation are listed below. This list is subject to change.

Existing positions may also be added to this list by mutual agreement between the Employer and the Union.

Shift Job List

Customer Relations Agent

Customer Relations, Work Lead

Customer Service Transit Ambassador

Dispatch Specialist

Maintenance Schedulers

Maintenance Support Clerk

~~Partsperson~~ Parts Technician

Parts Technician – Red Seal

Service Reliability and Performance Analyst (~~Victoria Operations~~) VRTS

Social Media Coordinator

Transit Dispatcher

Transit Dispatcher, Work Lead

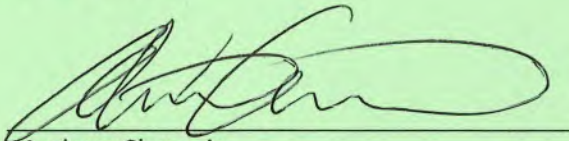
Warehouse Person

Warehouse Person, Work Lead

~~Workforce~~ Timekeeper

11.01 SHIFT WORK

For the Union:

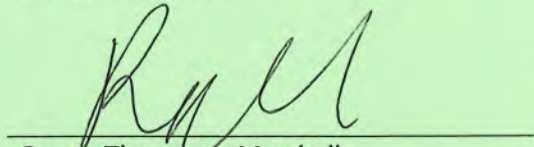


Andrew Cheverie,
Union Representative
MoveUP Local 378

APR 30 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

APR 30 2026

Date

August 13, 2026

11 SHIFT WORK AND NON-STANDARD HOURS OF WORK

11.05 Shift Sign-up Procedures

A majority of any group of shift workers may elect to have a sign-up on a length of service in their current position to establish choice of shifts and days off to a maximum of 4 sign-ups per calendar year.

For the purpose of this section only, length of service will be defined as the length of continuous service during which the employee has been a regular employee within the group of shift workers that have elected to have a sign up.

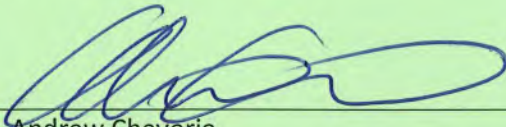
Part-time regular shift workers shall sign for part-time shifts on a separate sign-up schedule.

Sign-ups may be more frequent by mutual agreement, provided that the period of sign-up shall be a multiple of 3 week cycles.

- a) Sign-up will occur no less than 6 weeks before the schedule start date of the sign-up.
- b) Employees who will be returning to work during the life of the sign-up will participate in the sign-up.
- c) Each employee will be assigned a sign-up date and time. These dates and times will be posted a minimum of 1 week prior to sign-up.
- d) If an employee is not present, cannot be contacted, doesn't leave a shift choice or refuses to participate at their sign-up time, the Union representative will assign the employee to a shift that most closely resembles their current shift.
- e) Sign-ups will have a start and end date prior to the employee being assigned a sign-up date and time.
- f) Sign-up shifts will have a designated location prior to the employee being assigned a sign-up date and time with the exception of extraordinary circumstances.
- g) All shifts will be posted for review for a minimum of 2 weeks prior to the commencement of sign-up.
- h) All shifts posted for review will have designated start and finish times.

11.05 Shift Sign-up Procedures

For the Union:

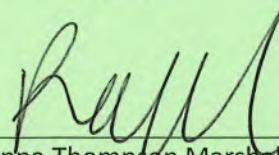


Andrew Cheverie,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

August 13, 2026

13 VACATIONS

13.03 Annual Vacation Entitlements

The Parties agree the following proposal shall take effect January 1, 2026:

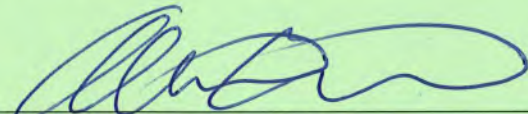
An Employee shall earn their annual vacation entitlement for the calendar year. They may take their annual vacation anytime during that calendar year, however, should the Employee leave their employment from BC Transit during the calendar year, they will repay any vacation taken but not earned on a pro-rated basis. Annual vacation entitlements will be credited for the year effective January 1 with pay as follows:

- a) Employees who terminate prior to their first anniversary date will be paid out for any vacation earned but not taken.
- b) Vacation Entitlements In the calendar year of:

1 st – 6th 7 th anniversary	3 weeks
8th – 15th 7 th – 14 th anniversary	4 weeks
16th – 22nd 15 th – 21 st anniversary	5 weeks
23rd – 22nd and later anniversary	6 weeks

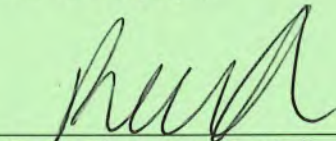
Employees will be entitled to 1 additional day of vacation for each year of service commencing in the 24th ~~25th~~ calendar year of service, until a total of 35 vacation days has been reached.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

October 30, 2025

13 VACATIONS

13.15 Annual Vacation Sign-Up

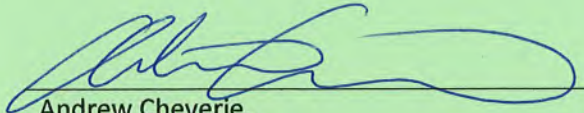
Vacation may be scheduled by mutual agreement for non-shift workers. If the parties are unable to come to agreement, the following shift worker vacation sign-up procedure shall apply.

Shift Worker Vacation Sign-up Procedure

- a) Sign-up for annual vacation will be done in seniority order, including both full time regular and part time regular employees, based on the last date of hire for unbroken service with the Employer within any job category under Union jurisdiction per Article 6. ~~Vacation may be scheduled by mutual agreement for non-shift workers. If the parties are unable to come to agreement, the following vacation sign-up procedure shall apply. The following vacation sign-up procedure shall apply to shift workers:~~
- a) b) Vacation sign-up occurs once a year and must be completed prior to October 31st each year unless specified otherwise in the Collective Agreement.
- b) c) Each employee must submit a completed intent form by October 1st listing the number of weeks of annual vacation the employee intends to take. This information will be used by management to determine the number of vacation spots to be allocated for each week of the sign-up.
- c) d) All regular employees will participate in the sign-up including those on a temporary transfer of absence. Each employee will be assigned a sign-up date and time for each round of the sign-up. These dates and times will be posted a minimum of 1 week prior to sign-up.
- d) e) If an employee is not present, cannot be reached, hasn't left a choice slip or refuses to sign during their sign-up time, the Union representative will sign vacation weeks for the employee similar to their current year's selection.
- e) f) Vacation weeks that become available after the annual vacation sign-up:
- i) If a vacation week becomes available during the vacation year because of retirement, termination, transfer.
 - 1) That week will be made available to employees in order of seniority, who did not have the opportunity to sign it during the annual vacation sign-up, and
 - 2) If a subsequent vacation week becomes available due to an employee trading a week, that week will be made available to employees, in order of seniority who did not have the opportunity to sign it during the vacation sign-up.
 - ii) This process will continue until no employee wishes to schedule the vacation week(s).

13.15 Annual Vacation Sign-Up

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

OCT 30 2025

Date

For the Employer:



Raina Thompson Marshall
Director, People and Culture
BC Transit

OCT 30 2025

Date

October 28, 2025

13 VACATIONS

13.16 ~~Operations Services Clerks~~ Transit Dispatchers - Annual Vacation & Banked Statutory Holiday Sign-Up

The following procedures will govern the scheduling of annual vacations and banked statutory holidays for Full Time Regular and Part Time Regular ~~Operations Services Clerks~~. Transit Dispatchers.

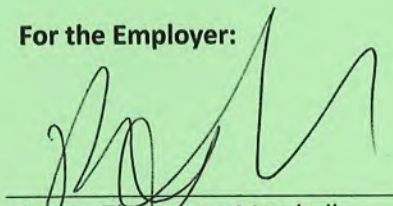
- a) ~~Operations Services Clerks (OSC'S)~~ Transit Dispatchers will sign for their vacation and then banked stats in October of the year prior to the ~~1~~ one in which vacation/banked stats are to be taken.
- b) ~~OSC's~~ Transit Dispatchers will sign for annual vacation and banked stats in seniority order within the whole group, including both full time regular and part time regular employees.
- c) There will only be 1 vacation/banked stat slot available for signing in any given week, with the following exception:
 - i) When there are more than 52 weeks of vacation/banked stat entitlement amongst the entire group, the Depot Supervisor will permit "doubling" of the allowable vacation slots in certain additional weeks in order to accommodate the excess weeks of entitlement.
 - ii) The Depot Supervisor will designate those doubling weeks prior to the commencement of the vacation/banked stat sign up.
 - iii) During the doubling weeks, 2 slots will be available for signing, except that no more than 1 part time regular employee may sign for vacation/banked stats during the same week.
 - iv) To facilitate the doubling of vacation/banked stat weeks there may be training required to enable part time regular employees to perform specialized job duties on a relief basis. Once a part time regular employee has been provided such training, it will be their responsibility to maintain the specialized knowledge in order to perform the duties whenever the requirement arises.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

OCT 28 2025

Date

OCT 28 2025

Date

August 13, 2026

16 CLOTHING ALLOWANCES

16.01 Work Clothing and Allowances

The Parties agree the following proposal shall take effect the first day of the month following ratification:

The Employer will provide uniforms and other items of clothing, as specified, to employees engaged in the occupations listed below. ~~Where rainwear is specified, cold weather clothing shall be substituted on proof of need.~~

- a) ~~Operations Services Clerks; Farebox & Supplies Clerk~~ Partsperson; Warehouse Person
 - i) Upon hire: reimbursement ~~of~~ up to \$~~100~~95.00 (including taxes) per calendar year for trousers, ~~and thereafter replacement upon proof of need.~~ purchase.
 - ii) ~~Rainwear on proof of need.~~
- b) ~~Farebox Receipts Attendant~~
 - i) ~~The Employer will continue the current practice of providing and cleaning smocks.~~
- e) b) Training & Safety & Training Officer; Transit Ambassador; Fleet Inspector/Trainer; Occupational Health & Safety Officer
 - i) Upon hire: 1 outerwear jacket, 2 trousers, 1 fleece jacket, 3 shirts, golf shirts (through company supplies), and thereafter replacement on proof of need.
- c) Fleet Inspector/Trainer

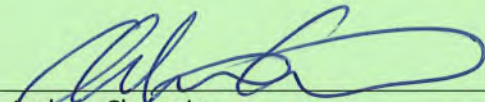
Upon hire: 2 pairs of coveralls will be supplied, and thereafter replacement on proof of need.
- d) Fleet Program Build Inspector

Upon hire: 1 pair of coveralls will be supplied, and thereafter replacement on proof of need.
- e) Transit Ambassador

Upon hire: 2 pairs of trousers and 3 shirts will be supplied and thereafter replacement of proof of need.

16.01 Work Clothing and Allowances

For the Union:

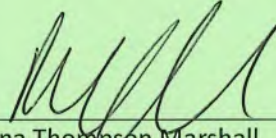


Andrew Cheverie,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

October 28, 2025

ARTICLE 17 - TRANSPORTATION AND ~~MOVING ALLOWANCE~~ TRAVEL

**Update the title of Article 17 to accurately reflect the content of the Article.*

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

OCT 28 2025

Date

OCT 28 2025

Date

November 17, 2025

19 LEAVES OF ABSENCE

19.06 Maternity Leave

a) Maternity Leave

An employee is entitled to maternity leave of up to 17 ~~continuous~~ **consecutive** weeks.

b) Medical Certificate

Employees shall provide the Employer with a medical certificate outlining any limitations or restrictions in their ability to perform their duties if any and shall indicate their approximate due date.

c) Notice

Employees will notify the Employer in writing ~~of the expected date of birth at least 10 4 weeks prior~~ **before the date the Employee proposes to commence maternity leave** ~~to the expected date of birth.~~
The period of maternity leave may commence up to 13 weeks prior to the expected date of birth but shall commence no later than **the actual birth date** ~~than 6 weeks prior to the expected date of birth.~~

The commencement of leave at weeks prior to the expected date of birth may be deferred for any period approved in writing by a duly qualified medical practitioner or registered midwife.

An Employee may alter, but only once, the date of commencement of their leave of absence by providing written notice to the Employer no later than 2 weeks prior to the date they originally wished to commence their leave of absence.

d) Return Date

Once the Employee has commenced their leave of absence, they will not be permitted to return to work during the 6 week period following the date of delivery unless the Employee requests a shorter period and will return no later than 17 weeks after the actual birth date.

e) Extension of Leave

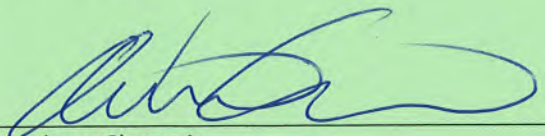
An Employee who needs an extension of maternity leave as a result of medical issues involving themselves or their baby may be granted an additional leave of absence without pay, for up to a maximum of 6 weeks. The Employee will be required to provide a medical certificate substantiating the need for the leave.

f) Maternity Leave Allowance

- i) A qualified employee is full time regular permanent status, with a minimum of 1 year of active service. An employee who qualifies for maternity leave shall be paid a maternity leave allowance. In order to receive this allowance, the employee must provide the Employer proof that the employee has applied for and is eligible to receive Employment insurance benefits pursuant to the Employment Insurance Act. An employee disentitled or disqualified from receiving employment insurance benefits is not eligible for maternity leave allowance.

- ii) The maternity leave allowance will consist of 16 weekly payments equivalent to the difference between the employment insurance gross benefits and any other earnings received by the employee and 85% of the employee's basic pay. Such payments will be made consistent with the Employment Insurance Act.
- iii) The employee must fulfil a return to work commitment equivalent to the length of the leave taken to avoid a prorated repayment penalty being applied.

For the Union:

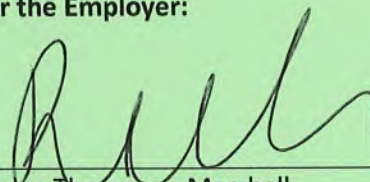


Andrew Cheverie,
Union Representative
MoveUP Local 378

NOV 17 2025

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

NOV 17 2025

Date

August 13, 2026

19 LEAVES OF ABSENCE

19.16 Military Reservist Emergency Responders Leave

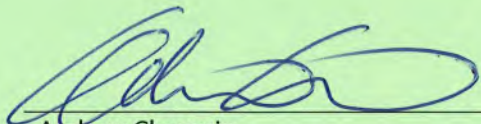
The Parties agree the following proposal shall take effect January 1, 2027:

Regular employees who are deployed into active service with the Canadian Armed Forces, volunteer firefighter, auxiliary/reserve police, or member of a local search & rescue organization shall be granted a leave of absence without pay for the duration of said deployment. The employee(s) will be eligible for continued coverage under the benefit plan as per Article 21. If the employee is deployed during a declared state of emergency a leave of absence without pay must be granted. An employee has the option to use banked time to cover their unpaid leave of absence.

CANADIAN ARMED FORCES

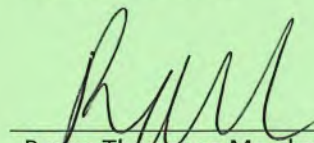
- a) Employees who participate in activities related to the Reserve Component of the Canadian Armed Forces shall be granted leave of absence as follows:
 - i) ~~Without Pay~~ - where an employee is required to take annual training with His Majesty's reserve forces, **the Employer will provide pay for a maximum of 15 consecutive working days, provided any remuneration from the Government of Canada is remitted to the Employer;** or
 - ii) Without Pay - where an employee participates in a program of training for the purpose of qualifying for a higher rank:
 - iii) Without Pay - where an employee, as a delegate, attends meetings of service associations or conferences related to the Canadian Armed Forces.
- b) Any remuneration received from the Government of Canada for the purpose of activities related to the Canadian Armed Forces, may be retained by the employee when on leave of absence without pay **under a) ii) or iii)**, or where they choose to use part or all of their Annual Vacation entitlement for these activities.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

September 5, 2025
Article 19 LEAVES OF ABSENCE

19.XX Cultural Leave for Indigenous Employees – NEW

The Parties acknowledge and respect Indigenous Employees' right to practice, develop, and teach their cultural traditions, customs, and ceremonies.

Indigenous Employees will be entitled to up to 2 days leave with pay per calendar year to observe or participate in cultural activities. All cultural leave for Indigenous Employees will be requested and administered in accordance with BC Transit's policy.

This Agreement recognizes, values, and supports the cultural activities of Indigenous Employees and further advances the Parties' joint commitment to reconciliation.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

SEP 05 2025

Date

SEP 05 2025

Date

August 13, 2026

21 BENEFIT PLANS

21.01 Medical Coverage and Extended Health Benefits

Changes effective ~~April 1, 2023~~ **January 1, 2027**

- a) The Employer is registered and pays the BC Employer Health Tax. As a result all employees receive basic medical coverage through the BC Medical Services Plan.

The parties recognize that the method of funding the Medical Services Plan of BC has been changed from an individually paid premium system to a system funded by an Employer paid payroll tax.

If the government, at any time in the future, reverts to an individually paid premium system for basic medical insurance, the parties agree that the Employer will pay 100% of the premium for employees on the same basis as exists in the 2014-2019 collective agreement.

- b) Eligible employees as outlined in Article 1.07 shall be covered by an Extended Health Care Plan and are required to register with Fair Pharmacare. The EHC Plan will include the following:

- i) Eyeglass, laser eye surgery and eye exam Coverage \$750 per person every 24 months as of April 1, 2023;
- ii) Hearing Aid Coverage at \$2000 maximum for each ear, renewable each 5 years. Expenses for repairs and maintenance of hearing aids, and expenses for batteries, recharging devices, or other such accessories are eligible under this provision;
- iii) Voluntary annual auditory testing including reimbursement to a maximum of \$100 every 5 years for hearing protection approved by both the Workers' Compensation Board and the Motor Vehicles Branch;
- iv) \$2,000,000 lifetime maximum benefits per person
- v) Reimbursement for prescription drugs up to the cost of drugs covered by Pharmacare using Low Cost Alternative and Reference Based pricing, except where the employee's physician requires in writing that the prescription be filled using a specific brand name drug;
- vi) Annual prostate blood tests for employees over 40 years of age.
- vii) Oral birth control
- viii) After \$1,300 has been paid in a calendar year, further eligible expenses are reimbursed at 100%, subject to the maximums.
- ix) Paramedical (as defined in the plan) increased to \$750 annually as of April 1, 2023:
 - acupuncturist
 - chiropractor or osteopath
 - massage
 - naturopath
 - physiotherapist and athletic therapist combined
 - podiatrist
 - speech language pathologist

- x) ~~\$1500~~ **\$1700** in coverage for Psychologists (includes registered clinical counsellors, social workers or psychologists combined) annually
- xi) The deductible for the benefits as outlined in the plan shall be (\$25.00) per year and the benefit levels shall be insured at (80%) percent of the benefit
- c) Eligible new employees (except those hired for vacation relief) are covered effective the first day of the next month following the date of hire, except when the date of hire is the first day of the month, or first normal working day in the month, then coverage is effective from the first day of that month. Vacation relief employees are covered effective the first day of the month following 4 continuous months of service except when the date of employment is the first day or first normal working day in the month, then coverage is effective from the first day of the fifth month of continuous service.
- d) Participation in the plans is a condition of employment for all new employees as described above; however, employees covered by other medical plans may elect not to be covered by the above-noted plans of the Employer.
- e) Members of the Union who retire from the Employer's service on pension and who have completed 10 years of service may continue to be covered under the Retiree EHC Plan implemented on January 1, 2008 with the Employer paying premiums indicated in this section.

Note: The word "month" as used above means "calendar month".

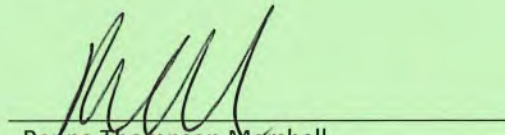
Prescription Drugs: Cost of prescription drugs dispensed by pharmacist, physician, dentist or primary healthcare nurse practitioner. This benefit includes life sustaining drugs, Vitamin B12 (for pernicious anemia), allergy serums, anti-obesity drugs, smoking cessation drugs, contraceptives, vaccines and fertility drugs. This benefit does not include food supplements, erectile dysfunction drugs, medications used to treat or replace an addiction or habituation (except methadone), drugs which can be bought without prescription, or drugs not approved under the Food & Drugs Act for sale and distribution in Canada.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

August 13, 2026

21 BENEFIT PLANS

21.03 Dental Plan

The Parties agree the following proposal shall take effect January 1, 2027

All regular employees shall be eligible for coverage under a dental plan which will provide benefits equivalent to those offered by Pacific Blue Cross in Plan A (100% co-insurance), Plan B (80% co-insurance), Plan C (50% 60% co-insurance) with a limit of \$5,000 maximum lifetime benefits per person enrolled in the plan.

Enrolment in such plans shall be a condition of employment for all regular employees. Coverage for all new regular Employees shall commence on the first calendar day of the next month following 2 full months of employment. ~~3 months' continuous service, except that e~~ Employees covered by other dental plans may elect not to be covered by the Employer plan.

In addition to the above, employees entitled to dental coverage will receive the following additions to their coverage:

- Composite fillings for all teeth
- Periodontal bone and tissue grafting

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

August 13, 2026

23 PERSONAL RIGHTS

23.01 Harassment and Personal Rights

Prevention of Workplace Disrespect, Bullying and Harassment, and Discrimination

The Employer and the Union acknowledge that all employees have the right to work in an environment a respectful workplace, free from disrespect, bullying and harassment, and discrimination, and where employees treat each other with dignity and respect. ~~The parties agree to work together under the corporate Bullying and Harassment Policy and Code of Conduct to ensure that the workplace is bullying and harassment free. The parties are committed to fostering a respectful workplace and to preventing and addressing bullying and harassment in accordance with applicable legislation, including the Workers Compensation Act, WorkSafeBC Occupational Health and Safety policies, and this Collective Agreement.~~

The Employer and the Union agree that any allegation of bullying and harassment or discrimination should be dealt with in an fair, consistent, and expeditious manner and they will encourage their respective representatives to do all they can to ensure that delays in dealing with such allegations are minimized. ~~The process must be fair, consistent, and expeditious.~~

The Employer recognizes the importance of the Union's involvement in ~~these~~ is matters and commits to transparency and collaboration throughout this processes. and welcomes the Union's input on these policies. ~~The Employer undertakes to consult with the Union on a regular basis on such matters as definition of harassment and any other aspect of the policy on which the Union has a particular viewpoint. The Employer will give every reasonable consideration to policy change proposals put forward by the Union.~~

Respectful Workplace and Scope

Workplace concerns may arise from a variety of circumstances, including communication issues, interpersonal conflict, or management practices. While bullying and harassment are serious matters, not all workplace concerns constitute bullying or harassment. The parties recognize the importance of addressing workplace issues in a manner that promotes respect, early resolution, and appropriate process.

Definition of Workplace Bullying and Harassment Defined

Workplace Bullying and Harassment is defined as conduct directed against another person that involves comments and/or actions that a reasonable person knows or ought to know would cause offence, humiliation or intimidation to another person.

There are 2 categories of workplace bullying and harassment. These include discrimination (Human Rights) based bullying & harassment and general bullying & harassment.

a) Discrimination Based Bullying and Harassment

Discrimination based bullying and harassment is based on the grounds (listed below) protected by the *BC Human Rights Code*:

- Race, sex, colour, ancestry, place of origin
 - Political beliefs
 - Religion
 - Marital status
 - Family status
 - Physical or mental disability
 - Sex (including pregnancy, transgender)
 - Sexual orientation
 - Indigenous Identity
 - Gender Identity and Expression
 - Age (if 19 or more)
 - Conviction of a criminal or summary offence not related to the employment
- Discrimination also includes sexual harassment.

Sexual harassment includes any unwanted attention of a sexual nature. Examples of this type of conduct may include, but not limited to the following:

- Conduct or comments of a sexual nature that are unwelcome and that create an intimidating, hostile, or poisoned work environment, or that could reasonably be thought to put sexual conditions on an employee's job or employment opportunities;
- A compromising invitation with sexual overtones or sexual comments;
- Unwanted touching, pinching, patting;
- Unwelcome sexual flirtations, advances, propositions, or requests;
- Sexually suggestive, obscene or degrading comments, remarks, gestures, or innuendos;
- Offensive jokes of a sexual nature;
- Leering or unnecessary physical contact;
- Displaying or circulating pornographic pictures or other material of a sexual nature;
- Remarks about appearance or personal life; and/or
- Stalking.

Sexual harassment should not be confused with regular social and interpersonal relations between co-workers. Rather, it is behaviour that is coercive, forced, threatening or unwanted.

b) General Bullying and Harassment

All other forms of bullying and harassment not linked to the protected grounds specified in the *BC Human Rights Code* fall within the category of general bullying and harassment.

c) Examples of Bullying and Harassing Conduct

Both discrimination and general bullying and harassment share similar types of conduct, however as indicated above, discrimination is conduct that is linked to the protected grounds defined by the *BC Human Rights Code*. Discrimination and general bullying and harassment may include but are not limited to the following:

- Verbal abuse;
- Physical assault or abuse;

- Derogatory remarks;
- Displays of offensive materials;
- Innuendos or taunts;
- Threats or intimidation;
- Practical jokes that cause awkwardness or embarrassment;
- Retaliation for filing a workplace harassment complaint;
- Harmful initiation or hazing practices;
- Vandalizing personal belongings
- Cyber bullying and harassment

Harassment is not:

- Any reasonable action taken by the Employer or supervisor relating to the management and direction of employees in the workplace.
- Disagreements between employees (worker to worker) that do not fall into the categories of bullying and harassment as noted above.

Raising Workplace Concerns

Employees are encouraged to raise workplace concerns at the earliest reasonable opportunity and to consider informal or respectful workplace resolution options where appropriate.

If ~~Where~~ an employee believes that ~~they have been harassed and/or~~ their concern may involve bullying and harassment or discrimination against, the employee may make a complaint in accordance with the Employer's Respectful Workplace Policy and bullying and harassment prevention procedures, or bring the incident forming the basis of the complaint to the attention of their Union representative and/or Supervisor.

If the Employer receives a complaint of bullying and harassment or discrimination, they will notify the Union.

If the employee's Union representative and/or Supervisor cannot, to the satisfaction of the employee, resolve the complaint, the employee is encouraged to submit their complaint in writing to the Joint Investigation Committee (JIC). ~~An employee may also choose to refer their complaint directly in writing to the Joint Investigation Committee.~~

An employee is entitled to Union representation at any stage of the bullying and harassment complaint, resolution, or investigation process under this Article.

Threshold Assessment

Upon receipt of a complaint, the Employer shall conduct an initial review to determine whether the complaint appears, on its face, to meet the threshold of bullying and harassment as defined in this Article and applicable legislation. The Employer shall advise the Employee and the Union of the outcome of the threshold assessment and the Union shall have the right to grieve the decision.

Complaints Not Meeting the Threshold

Where the Employer determines that a complaint does not meet the threshold of bullying and harassment, the Employer may explore addressing the matter through other appropriate workplace processes, including conflict resolution, coaching, or performance management, where applicable.

Complaints Meeting the Threshold

Where the Employer determines that a complaint, on its face, meets the threshold of bullying and harassment, the Employer will propose a process for addressing the complaint, consistent with WorkSafeBC requirements, and will communicate the proposed process to the Employee who submitted the complaint. The proposed process may include one or more of the following:

- informal resolution or facilitated discussion;
- mediation or other alternative resolution processes; and/or
- a formal investigation.

In determining the appropriate process, the Employer will consider the nature of the allegations, the circumstances of the parties, and the need for a fair and timely resolution. Where the Employee does not agree with the proposed process, the Employer will advise the Union. The Employer will implement a process considered appropriate to address the complaint, consistent with applicable legislation and WorkSafeBC requirements.

Investigation Process Harassment and Discrimination Complaint Process

Where the Employer determines that a formal investigation is required, the investigation shall be conducted in accordance with the Joint Investigation Committee process set out in this Collective Agreement.

The Joint Investigation Committee shall conduct investigations in a fair, impartial, and timely manner and provide findings and recommendations in accordance with the agreed process in Article 23.04.

~~This Committee will appoint at least 1 representative selected by the Employer and at least 1 representative selected by the Union from the trained Committee members each side has available to conduct an investigation. The Joint Investigation Committee must meet to begin their investigation as soon as possible. All time spent by Union representatives investigating the complaint shall be paid at straight time.~~

~~Any employee who is to appear before the Joint Investigation Committee may request to have a Union representative.~~

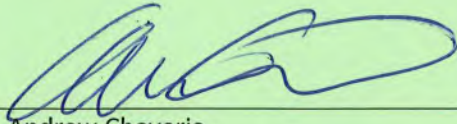
Where the complaint involves sexual harassment or gender discrimination, the Joint Investigation Committee will make every effort to include gender representation appropriate to the nature of the complainant or as requested.

~~The complaint must be handled with confidentiality, and expeditiously. Once the Joint Investigation Committee has finalized their investigation a written report of their findings shall be given to the designated Employer representative, designated Union representative, the complainant and the respondent. Such report is confidential and must be treated as such unless required to produce such report by law or by an arbitrator.~~

The Joint Investigation Committee shall not determine discipline in any way; that remains the exclusive function of the Employer. Any discipline implemented by the Employer from the report shall be subject to Collective Agreement clauses, including the right to grieve and arbitrate any such discipline.

23.01 Harassment and Personal Rights

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

November 17, 2025

MOA Cost of Living Adjustment (COLA)

MEMORANDUM OF UNDERSTANDING

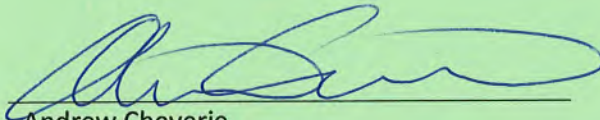
Re: ~~Cost of Living Adjustments (COLA)~~

The parties agree that in determining the level of any Cost of Living Adjustments (COLAs) that will be paid out starting on the first pay period after April 1, 2023 and April 1, 2024, respectively, the "annualized average of BC CPI over 12 months" in Article 4.01 of the collective agreement means the *Latest 12-month Average (Index) % Change* reported by BC Stats in March for British Columbia for the 12 months starting at the beginning of March the preceding year and concluding at the end of the following February. The percentage change reported by BC Stats that will form the basis for determining any COLA increase is calculated to one decimal point. The Latest 12-month Average Index, as defined by BC Stats, is a 12-month moving average of the BC consumer price indexes of the most recent 12 months. This figure is calculated by averaging index levels over the applicable 12 months.

The Latest 12-month Average % Change is reported publicly by BC Stats in the monthly BC Stats Consumer Price Index Highlights report. The BC Stats Consumer Price Index Highlights report released in mid-March will contain the applicable figure for the 12 months concluding at the end of February.

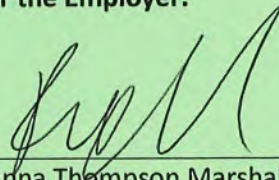
For reference purposes only, the annualized average of BC CPI over 12 months from March 1, 2021 to February 28, 2022 was 3.4%.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Rarina Thompson Marshall
Director, People and Culture
BC Transit

NOV 17 2025

Date

NOV 17 2025

Date

August 13, 2026

APPENDIX 'A'

Re: Job Groups

Job Group 3

Digital Engagement coordinator Co-op
Finance Co-op
Fixed Asset Construction & Engineering Co-op
Fleet Engineering Co-op
IT Co-op
Marketing Coordinator Co-op
Stockroom Clerk Assistant
Transit Planning Co-op

Job Group 5

Front Office Clerk
Front Office Clerk, Lost and Found
Front Office Clerk, Reception

Job Group 6

~~CRA-Customer Relations Agent~~, Call Centre
Customer Service Transit Ambassador
~~Financial Operations Support Clerk~~
~~Inventory Support Clerk~~
Operations Clerk
~~Fare Programs Clerk~~ Revenue Programs Administrator
Warehouse Person

Job Group 7

Accounts Payable Administrator
Administrative Assistant, Asset Management
~~Assistant, Maintenance Services~~
~~Bus Stop Coordinator~~
~~Corporate Procurement Assistant~~
~~Corporate Security and Emergency Management Administrator~~
Customer Relations, Work Lead
Fleet Maintenance Assistant
~~Partsperson~~ Parts Technician
~~Records Analyst~~
Revenue and Accounts Receivable Administrator
~~Support Services Administrator~~ Safety Program Administrator
Social Media Coordinator

Job Group 8

Accounts Payable Administrator, Work Lead
Budget Analyst

Communication and Engagement Coordinator
~~Events and Outreach Coordinator~~
Facilities Coordinator
Financial Systems Administrator
Fleet Standards Coordinator
Fleet Warranty Coordinator
Graphic Designer
~~Inventory Support Analyst~~
IT Vendor and Licensing Support Administrator
Maintenance Services Assistant
Maintenance Support Clerk
Marketing Coordinator
Operations Assistant
~~Operations Workforce Planner~~
~~Payroll and Benefits Administrator~~
~~Partsperson~~ Parts Technician – Red Seal
Procurement Coordinator
~~Senior Accounts Payable Administrator~~
~~Technical Writer~~
~~Transit Dispatcher~~
Transit Planning Coordinator
Vehicle Asset Administrator
Warehouse Person, Work Lead
Web Strategist
Youth Outreach Coordinator

Job Group 9

~~Specialized Programs Coordinator~~ Accessible Transit Coordinator
Budget Analyst IT Projects
Digital and Social Media Coordinator
~~Finance Systems Support Analyst~~ Financial Systems Analyst
~~Inventory Analyst Work Lead~~
IT Security Analyst

Market Research Analyst
Network Analyst
Payroll and Benefits Administrator
~~Payroll and Benefits Work Lead~~
Program Coordinator, Electrification Deployments
Project Coordinator, Capital Projects
Project Coordinator, Fleet Capital Projects
Project Coordinator, IT
Project Coordinator, Operations Implementation
Project Coordinator, Operational IT Initiatives
Purchasing Agent
Safety, Security and Emergency Management Coordinator
Senior Revenue and Accounts Receivable Analyst
~~Service Reliability and Performance Analyst~~
Support Technician, Online and Deskside
~~Transit Infrastructure Analyst~~

Web Designer

~~Workforce Time Keeper~~

~~Youth Outreach Trainer~~

Job Group 10

Application and Database Analyst

Business Analyst IT

Data Analyst

Education and Training Advisor - Youth Programs

Electrification Program - Program Administration Specialist

~~Environmental Officer~~

~~Facilities Support Specialist~~

Financial Analyst

~~Fleet Planner~~

~~Intermediate Network Analyst~~

~~Systems Support Technician—Intermediate~~ Intermediate Systems Support Technician

Inventory Support Analyst

Maintenance Scheduler

Maintenance Training Instructor

Marketing and Engagement Advisor, Youth Programs

Multimedia and Graphic Designer

Operations Workforce Planner

Payroll and Benefits Specialist

Purchasing Agent, Work Lead

~~Business Development and Lease Advisor~~ Real Estate and Leasing Advisor

~~Reporting Analyst~~

Revenue Analyst

Technical Specialist - Smart Transit Technology

Transit Dispatcher

~~Transit Scheduler~~

Job Group 11

Application Administrator

Application Analyst

~~Bus Stop Specialist~~

~~Analyst, Maintenance Operations Communications~~ Business Analyst, Operational Initiatives

Community Relations Advisor

Contract Analyst

Dispatch Specialist

Environmental Officer

Facilities Support Specialist

Fleet Planner

Fleet Technologist

Fleet Trainer/Inspector

Intermediate Data Analyst

~~Functional Analyst—JDE~~ Intermediate Functional Analyst

Intermediate IT Security Analyst

Intermediate Network Analyst

Intermediate Technical Analyst

Inventory Support Analyst, Work Lead

Maintenance Instructional Designer
Maintenance Training Instructor
Planner, On-Street Transit Infrastructure
Procurement Officer
~~Program Build Inspector~~
Records Officer
Safety & Training Officer
Senior Brand and Design Advisor
~~Senior Transit Scheduler~~
Senior Service Reliability and Performance Analyst
Service Reliability and Performance Analyst - VRTS
~~Systems Support Technician — Senior~~
Transit Dispatcher, Work Lead
Transit Planner
Transit Planner, Bus Stops
Transit Scheduler
Utilization Support Analyst

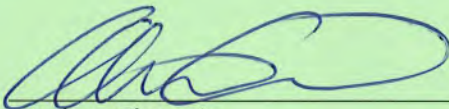
Job Group 12

Application Architect
Business Development Advisor
Climate and Sustainability Specialist
Data Architect
~~Data Strategy Specialist~~
Fleet Inspector/Trainer
Fleet Maintenance Engineer
Fleet Program Build Inspector
Fleet Project Engineer
Fleet Technologist
Occupational Health and Safety Officer
Process and Documentation Specialist, ~~Standards and Innovation~~
Records Officer, Work Lead
Safety & Training Officer, Work Lead
Senior Application Analyst
Senior Application Analyst, Work Lead
Senior Business Analyst, Fleet Electrification
Senior Business Analyst, IT
Senior Communications and Engagement Advisor
Senior Data Analyst, Work Lead
Senior Data Engineering Architect
Senior Data Strategy Advisor, Work Lead
Senior Fleet Data Analyst
Senior Functional Analyst
Senior IT Security Analyst
Senior Marketing Advisor
Senior Media Relations and Public Affairs Advisor
Senior Network Analyst
Senior Planner, Maintenance Services
Senior Planner, Transit Facilities

Senior Procurement Analyst
Senior Procurement Officer
Senior Project Engineer, Infrastructure Electrification
Senior Systems Support Technician
Senior Technical Analyst
Senior Technical Database Administrator
Senior Technical Specialist - ~~Smart~~ Transit Technology
Senior Transit Planner
Senior Transit Planner, Work Lead
Senior Transit Scheduler
Solutions Architect
Strategic Business Advisor
Transit Infrastructure Engineer
Transit Scheduler, Work Lead

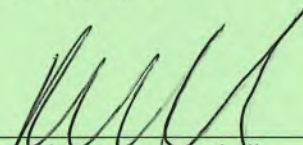
Appendix A is subject to change over the duration of this Agreement. Employees can confirm their current Job Group with the Employer.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date



(Canadian Office and Professional Employees
Union, Local 378)

**BC Transit
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP #23	LOA 11	Delete	

LETTER OF AGREEMENT #11

Re: ~~Spreadover Premium~~

~~Spreadover Premium for Broken Shifts~~

~~The parties agree to discuss and implement a spreadover premium in the event the Employer decides to introduce broken shifts (split shifts) in the bargaining unit.~~

FOR BC TRANSIT _____

FOR MoveUP Local 378 _____

Greg Connor _____
Vice President,
Human Resources and Corporate Secretary

Parm Sandhar _____
Union Representative

E&OE
Signed off this 5 day of September 20 25

For the Union

For the Employer

August 13, 2026

LOA #12 Union Education Fund

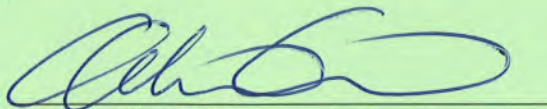
The Parties agree the following proposal shall take effect January 1, 2027:

Re: Union Education Fund

Upon ratification, ~~t~~The Employer will pay a one-time \$15,000 into a special fund for the purpose of providing Union Education ~~in Year 1 of the agreement and to be will be~~ utilized in the term of the 2025-2029 current Collective Agreement. The special fund will be available to the Union for the duration of the current Collective Agreement only, until fully depleted.

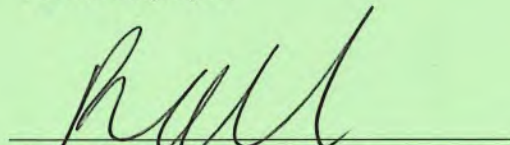
Said monies will be paid by the Employer ~~at the time of ratification~~ into a trust fund established by the Union for this purpose.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

August 13, 2026

NEW - LOA #XX HEALTH SPENDING ACCOUNT

The Parties agree the following proposal shall take effect January 2027:

LETTER OF AGREEMENT XX

Re: Health Spending Account

A Health Spending Account (HSA) shall be provided in the amount of \$650 per calendar year for employees who are covered under the Extended Health Care Plan as outlined in Article 1.07. The HSA will be subject to Canada Revenue Agency rules and requirements, including but not limited to its definition of eligible expenses and dependents.

HSA will be prorated in the first and last years of employment, where applicable. If the employee uses more than the pro-rated amount in the last year of employment, the amount may be recovered from the last pay.

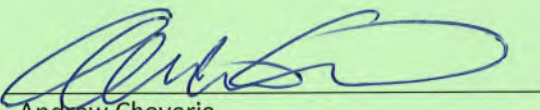
Eligibility to allocate annual vacation hours towards the HSA will be as follows:

- a) Employees with 3 weeks of annual vacation will be eligible to allocate up to 37.5 hours.
- b) Employees with 4 weeks or more of annual vacation will be eligible to allocate up to 75 hours.

Once the vacation days have been allocated to HSA, the decision is irrevocable.

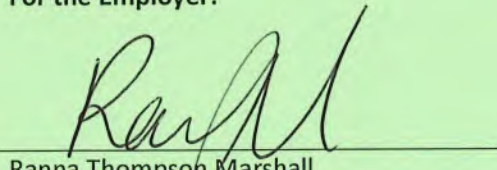
Unused balances in the HSA can be carried forward for 12 months. If the carry forward balance is not used in the 12-month period, the balance is forfeited.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

AUG 13 2026

Date

August 13, 2026

NEW LOA XX Holiday Blocker Transit Dispatcher Shifts

Re: Holiday Blocker Transit Dispatcher Shifts

The parties agree to establish Holiday Blocker Transit Dispatcher shifts to provide coverage for annual vacation, RWWL days, banked overtime, training and other miscellaneous absences. For the purpose of this agreement full time and part time Employees will sign as one group, the work leader will not sign within this group. These shifts will be covered by all terms and conditions of the collective agreement except as modified below.

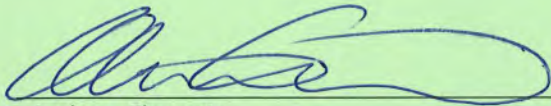
- a) The number of Holiday Blocker Transit Dispatcher shifts created will be based on current Employee seniority regarding annual vacation. These shifts will assume the shifts and days off of Employees away on the above mentioned leaves.
- b) Holiday Blocker Transit Dispatcher shifts will have a minimum of four days off in every pay period. Days worked may exceed five consecutive days.
- c) These shifts shall be added to the Transit Dispatcher shift sign-ups and shall be available for any Transit Dispatcher to sign in accordance with Article 11.05.
- d) The Employees wishing to sign the holiday blocker shifts must indicate their intention and will sign for their specific shifts after all other regular Transit Dispatchers have signed. Once all Transit Dispatchers have signed their shifts, those Transit Dispatchers signing holiday blocker shifts will select their work in one week pieces in accordance with Article 11.05. It is understood that where the shift being signed is that of a Part time regular Employee the Employer shall increase the hours of work to 7 hours and 30 minutes per day and 37 hours and 30 minutes per week allowing for 2 consecutive days off
- e) It is understood that, if signing the work of a compressed shift, overtime will not be incurred until hours worked in a day exceed 9.375 or exceed 37 hours and 30 minutes in a week.
- f) It is understood that Transit Dispatchers signing the holiday blocker shifts mentioned above will be required to work at another property as scheduled.

This Letter of Agreement may be cancelled by mutual written agreement following a formal meeting and reasonable time to resolve concerns, effective 60 days later unless otherwise agreed to in writing.

NEW LOA XX Holiday Blocker Transit Dispatcher Shifts

Re: Holiday Blocker Transit Dispatcher Shifts

For the Union:

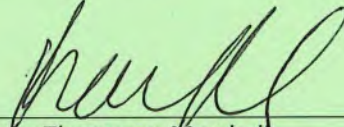


Andrew Cheverie,
Union Representative
MoveUP Local 378

AUG 13 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

AUG 13 2026

Date

December 10, 2025

NEW LOA #XX MAINTENANCE SUPPORT CLERK SHIFT WORK

LETTER OF AGREEMENT #XX – NEW

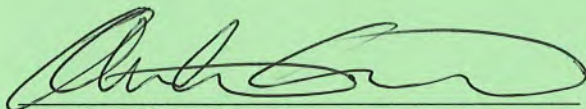
Re: Maintenance Support Clerk Shift Work

This letter of agreement shall be applicable to any new Maintenance Support Clerk positions created at or after [DATE of ratification].

The parties agree that with the required shift coverage of 7 days per week, any new positions will be classified as Shift Workers and included under Article 11.01 Shift Job List.

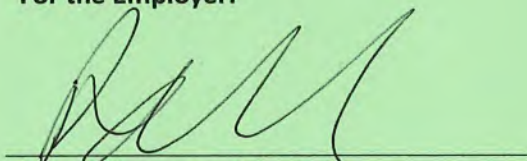
The Parties agree that any existing Maintenance Support Clerk's as of the date of ratification, will maintain their existing schedules for the duration of their time in the role, and once vacated, those positions will also become shift work positions.

For the Union:



Andrew Cheverie,
Union Representative
MoveUP Local 378

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

DEC 10 2025

Date

DEC 10 2025

Date



March 24, 2026

Andrew Cheverie
Union Representative
MoveUP (Canadian Office and Professional Employees Union, Local 378)
301-4501 Kingsway
Burnaby, BC V5H 0E5

Dear Andrew,

Re: Artificial Intelligence

The Employer believes that Artificial Intelligence (AI) has the potential to enhance the experience of riders, partners, and employees by enabling more responsive services, supporting safer operations, and allowing staff to focus their expertise where it adds the greatest value.

As these technologies are explored, the Employer intends to approach these tools thoughtfully, with appropriate attention to privacy, security, data integrity, and the ethical considerations of AI.

The goal is to foster an environment where employees can leverage technology in ways that strengthen the organization and the services it provides.

Further, the Employer agrees that any introduction of AI that significantly impacts the bargaining unit workforce falls under Article 8 of the collective agreement, and that all contractual and statutory obligations will be met without unreasonable delay.

Sincerely,

A handwritten signature in black ink, appearing to read "Ranna", written over a light blue circular background.

Ranna Thompson Marshall
Director, People and Culture
BC Transit

**To Reside Outside of the Collective Agreement*



March 24, 2026

Andrew Cheverie
Union Representative
MoveUP (Canadian Office and Professional Employees Union, Local 378)
301-4501 Kingsway
Burnaby, BC V5H 0E5

Dear Andrew,

Re: Flexible Work Agreements

The Parties recognize that employees of BC Transit may have access to various flexible work arrangements. Flexible work arrangements are designed to maintain operational efficiency while adapting work practices where suitable. These arrangements must meet the needs of the business and customers, ensuring service delivery is not compromised.

Work arrangements are discretionary and not a right. The Employer's policy ensures Flexible Work Agreement decisions are fair and non-discriminatory. While the Employer retains the right to end or modify flexible work arrangements with reasonable notice, the previous 30-day recall period has been replaced with a more flexible approach which recognize recall periods are based on applicable factors.

Ultimately, the Employer remains committed to supporting flexible work options where feasible and appropriate for the position and business needs.

Sincerely,

A handwritten signature in black ink, appearing to read "Ranna Thompson Marshall".

Ranna Thompson Marshall
Director, People and Culture
BC Transit

**To Reside Outside of the Collective Agreement*

LETTER OF AGREEMENT

RE: Parts Technician Job Classification

This Letter of Agreement confirms that there may be two classifications for the Parts Technician position within BC Transit:

- 1) Employees in the Parts Technician role who do not possess the associated Red Seal certification will be classified as Group 7.
- 2) Employees who hold the relevant Red Seal certificate will be classified as Group 8.

This difference recognizes the Education Factor associated with a Red Seal within the job evaluation process.

This ensures that the current employees within the classification are not required to get their Red Seal certification and gives the Employer flexibility to hire a candidate that is neither an apprentice or Red Seal.

The parties agree that movement between Group 7 and Group 8 classifications will occur upon the attainment and verification of the Red Seal certificate by the employee.

For the Union:

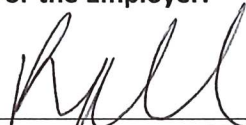


Andrew Cheverie,
Union Representative
MoveUP Local 378

March 26, 2026

Date

For the Employer:



Ranna Thompson Marshall
Director, People and Culture
BC Transit

March 26, 2026

Date