MEMORANDUM OF AGREEMENT

BETWEEN:

Youth Climate Corps B.C.

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

MoveUp, CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S 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 set out in this Memorandum, including all provisions contained in Appendix "A", shall constitute the first Collective Agreement between the Parties.

3. All terms and conditions of the first Collective Agreement between the Parties shall be effective from the Date of Ratification to the 31st day of March, 2028.

5. Signing Bonus

   All employees as of October 30th, 2026 shall receive a signing bonus of $175.00 upon ratification of this agreement.

6. Upon ratification by both Parties in accordance with this Memorandum, all provisions of Appendix "A" shall come into force and effect and shall be fully retroactive to the effective date of the First Collective Agreement, as outlined in Appendix 'A' and section 3 above.

7. It is mutually agreed that this Memorandum is subject to ratification by the respective principals of each of the Parties. The Employer expressly agrees, however, that the Union shall not be required to conduct any ratification vote with respect to this Memorandum or release the results of the ratification vote unless and until the Employer has ratified this Memorandum and advised the Union in writing of its acceptance.

8. 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.

9. 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or the Union, and any related commentary of either Party, arising during shall be deemed to be both introduced and withdrawn on a "without prejudice" basis and, accordingly, shall not be introduced as evidence by either the Employer or the Union in any arbitration or any other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.

10. It is understood that the attachments hereto affixed as Appendix "A", and the First Collective Agreement arising therefrom, shall be subject to any editorial, renumbering, and/or referencing change(s) deemed necessary by both Parties.

11. 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 First 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.

12. All grievances and other disputes involving the Employer and the Union which are not expressly resolved by this Memorandum shall be deemed to be unresolved by this Memorandum.

Signed at Gibsons, B.C. this 13th day of November, 2026.

For the Union	**For the Employer**
	Donna Hall (Nov 17, 2026 14:21:22 MST)
	Natalie Gerum (Nov 17, 2026 17:04:58 MST)

APPENDIX "A"

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP-1 ERCP - 1	Art 1	*Sign Off Copy*	

Article 1 – General Agreement

1.01 Land Acknowledgement

As Parties to the Collective Agreement, we are committed to reconciliation with Indigenous peoples. We are committed to maintaining and growing respectful relationships and to recognizing and deeply appreciating Indigenous peoples' stewardship of the places where we work. We believe that Indigenous sovereignty is essential to building just futures and a liveable world. We are committed to listening, learning, and walking in solidarity with Indigenous communities.

1.02 Purpose of Agreement

(a) The purpose of this Agreement is to establish, promote, and maintain harmonious working relations between the Employer and the Union.

(b) The parties to this Agreement share a desire to establish, within the framework provided by the law, an effective working relationship in all areas of the Employer in which members of the bargaining unit are employed.

(c) The parties to this Agreement share a desire to maintain harmonious relations and settled conditions of employment.

(d) The parties further agree to contribute, in a positive way, to promoting a safe and progressive work practices and procedures.

E&OE
Signed off this 2nd day of November 2026

For the Union

For the Employer

1.03 No Other Agreement

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

1.04 Duration of Agreement

The following provisions shall take effect and be binding upon the Employer and the Union for a period commencing the Date of Ratification and ending the 31st Day of March, 2028, save and except as may be expressly required herein or as may be required from time to time by the statutes of British Columbia.

1.05 Notice to Bargain

Either party may at any time within four (4) months immediately preceding the expiry date of this Agreement, give to the other party written notice of its intention to re-open or amend this Agreement on its expiry date or on any day thereafter. The Parties shall exchange particulars of desired changes to the Agreement not later than the date of the first meeting of negotiations.

1.06 Pre-bargaining Meeting

Prior to the commencement of collective bargaining, the parties shall meet to preview matters of concern, and to develop plans and procedures to optimize the effectiveness of direct collective bargaining in bringing about an Agreement.

1.07 Continuation of the Agreement

(a) The parties shall comply fully with the terms of this Agreement during the period of collective bargaining and until a new or revised Agreement is signed by the parties, without prejudicing the position of the new or revised Agreement. Notwithstanding the foregoing, the parties shall have the right to effect a legal strike or a legal lockout, as the case may be.

(b) After the expiry date of this Agreement, and until a revised agreement is signed, this Agreement and all its provisions shall remain in full force and effect without prejudicing the position of the revised Agreement in making any matter retroactive in such revised Agreement.

E&OE
Signed off this 2nd day of November 2026

For the Union



For the Employer



(c) Section 50 Exclusion

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

The parties hereto agree to the exclusion of the operation of Section 50, subsection (2) of the Labour Relations Code of British Columbia (in accordance with Section 50 (4) thereof).

1.08 Memorandum of Understanding

Letters or Memoranda of Understanding, Agreement, or Intent which may be agreed between the parties from time to time during the life of this Agreement shall be attached hereto when so intended by the parties and shall have full effect as part(s) of this Agreement. Letters or Memoranda of Understanding shall carry the signatures of the appropriately authorized Union and Employer Officers or Representatives.

1.09 Use of Plural Terms

Wherever the singular is used in this Agreement, these words shall be construed as meaning the plural where the context requires. Conversely the reverse is equally true.

1.10 Interpretation of Time Period Terminology

References to days, weeks, months, or years shall mean calendar days, weeks, months, or years, unless otherwise stated in the context.

1.11 Management Rights

(a) The Union recognizes the right of the Employer to operate and manage its business in all respects in accordance with its commitments and responsibilities in a fair, reasonable manner. The Union acknowledges that the management and direction of the employees is retained by the Employer so long these rights are exercised consistently with the legislation, this Agreement and the intent of the Parties.

(b) The Employer agrees to advise the Union in writing of all policy and procedure instructions relating to matters covered by this Agreement. The Employer will not issue any policy and procedure instructions which are contrary to the terms and conditions of this Agreement, and it is recognized that all such policy and procedure instructions may be the subject of grievance pursuant to Article 4 of this Agreement.

1.12 Protected Working Conditions

All working conditions, wages, benefits or other terms of employment at present in force which are not specifically mentioned in this Agreement and which are not contrary to its general purpose and intent shall continue in full force and effect for a period of up to one year following ratification. It is agreed that the Parties shall endeavour to identify and document any right, benefit or privilege enjoyed or possessed but not set down in this Agreement and address in the form of a Memorandum of Understanding as per Article 1.08.

E&OE
Signed off this 2nd day of November 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-02 ERCP-02	Art 2	*Sign Off Copy*	

Article 2 - Union Security

2.01 Union Recognition and Bargaining Unit Description

The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all employees of Youth Climate Corps B.C. as described in a Certification issued to the Union and as may be amended from time to time by the Labour Relations Board of British Columbia.

2.02 Application of Agreement

(a) New bargaining unit positions or jobs established by the Employer, and therefore covered by the Union's certification, shall be included in the bargaining unit unless specifically excluded by order of the Labour Relations Board of British Columbia or any of its successors.

(b) Where the Employer establishes a new position, and a dispute arises as to whether the new position is within the bargaining unit covered by this Agreement, the Parties agree to meet and discuss the dispute and make every reasonable effort to settle the matter. Should the matter remain unresolved, either party may submit the issue to the Labour Relations Board. Where such positions
are determined to be within the bargaining unit, these positions will be posted in accordance with the provisions of the Collective Agreement.

(c) Employees who are subject to this Agreement shall continue to be subject to this Agreement and the Union shall continue to be their sole and exclusive collective bargaining agent where such employees are required to perform their work functions anywhere within the Province of British Columbia, or elsewhere when on temporary assignment and performing such work functions on behalf of the Employer.

2.03 Exclusivity of Bargaining Unit Work

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

(a) All work performed by members of the bargaining unit as part of their duties and responsibilities shall continue to be performed only by members of the bargaining unit except in emergency circumstances, when qualified employees in the bargaining unit are not available.

(b) The Employer shall not contract out any duties that consist of the type and kind of work performed by members of the bargaining unit.

(c) Any position that is currently included in the bargaining unit may not be excluded from the bargaining unit without the agreement of the Parties.

2.04 Union Membership

The Employer agrees that all employees covered by this Agreement, within fifteen (15) calendar days of the signing of this Agreement, or within fifteen (15) calendar days of the date of employment with the Employer, whichever event shall later occur, as a condition of continued employment with the Employer, shall become and remain members of the Union.

2.05 Union Dues Authorization

Each employee in the bargaining unit shall, as a condition of continued employment, execute a written wage assignment substantially in the form supplied by the Union providing for the deduction from the employee's pay or salary the amount of the regular monthly or other dues, including initiation fees or assessments payable to the Union in accordance with the Union constitution and/or bylaws.

2.06 Remittance of Deductions

The Employer shall deduct from the pay or salary of any employee who is a member of the Union and is in a temporary excluded position the amount of any assessments levied in accordance with the Union's Constitution and/or Bylaws and owing or payable by the employee to the Union.

All deductions made by the Employer pursuant to this Article shall be remitted to the Union by the fifteenth (15th) day of the month following the date of deduction whenever possible but in no event will such remittance be later than the end of the month following the date of deduction. Such remittance shall be accompanied by information specifying the names of the employees from whose pay such deductions have been made and the purpose of the deduction and the amount in each case.

2.07 Employee Information

The Employer will provide the Union with any current information regarding members of the Union on:

(i) New hires
(ii) Terminations
(iii) Promotions
(iv) Demotions
(v) Lateral transfers
(vi) Salary revisions
(vii) Address and name changes
(viii) Employees on extended leave of absence
(ix) Headquarter Changes
(x) Overtime worked (upon request from the Union)
(xi) Retirements

Such information shall be supplied by the Employer in a form mutually acceptable to the parties.

2.08 Information for New Employees

(a) The Employer agrees to acquaint new Employees with the fact that a Collective Agreement is in effect; and with the conditions of employment set out in the provisions dealing with Union membership and dues.

(b) The Employer shall also provide the new employee with an electronic copy of the current agreement, or upon request a printed copy at the Employer's expense and advise the names and locations of their Job Steward(s) and Union Representative.

(c) The Employer agrees that a Job Steward shall be given an opportunity to meet new employees within regular working hours during the first day of employment or at the earliest opportunity within not less than one (1) week for the purpose of acquainting the employees with the benefits and duties of Union membership and employee responsibilities and obligations to the Employer and the Union, as part of a one (1) hour orientation session for new employees during regular work hours without loss of pay.

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

2.09 No Discrimination for Union Activity

The Employer and the Union agree that there shall be no discrimination or coercion exercised or practiced with respect to any employee for reason of membership or activity in the Union.

The Employer shall not participate in or interfere with the administration of the Union.

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

moveUP

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: August 20, 2026**	**Time: 3:00pm**
UP#3	Art 3	*Sign Off Copy*	

Article 3 – Union Representation

3.01 Recognition of Authorized Representatives of the Union

(a) The Employer will recognize individuals and/or employees elected, appointed, and/or designated by the Union as its authorized Executive Board Members, Councillors, Job Stewards and Union Representatives.

(b) The Union will notify the Employer, in writing, as to who are the elected, appointed and/or designated Executive Board Members, Councillors, Job Stewards and Union Representatives authorized by the Union to discuss, and wherever possible, resolve problems arising out of the Agreement.

3.02 Right of Representation

(a) A Job Steward and/or a Union Representative shall attend a meeting between an employee and a representative of the Employer if:

i. the meeting is disciplinary or may potentially lead to discipline, or;

ii. the Employee, the Union or the Employer has reason to believe a representative(s) of the Union should be present at meetings related but not limited to:

- conduct or competency concerns;
- attendance;
- medical fitness or medical accommodation; or
- any other matter pertaining to the employee's terms and conditions of employment

(b) When such meetings are held, the representative(s) of the Union and the affected employee(s) shall be released from their duties without loss of pay.

E&OE
Signed off this 20TH day of AUGUST 2026

For the Union

For the Employer

(c) If the Employer wishes to arrange a meeting that could lead to disciplinary action with an employee, the Employer shall provide notice to the affected employee(s) and the Union at least twenty-four (24) hours prior to the meeting.

3.03 Rights of Job Stewards

The duties and responsibilities of Job Stewards shall include the following activities:

(a) Investigation of complaints, grievances, and/or disputes including the making of presentations to management as required subject to the provisions of this Article.

(b) The transmission of Union bulletins and/or notices such as email.

(c) Participation in collective bargaining, and/or arbitration proceedings when directed by the Union.

(d) Participation in the administration of the Union as may be required for Union Executive meetings and Job Steward meetings.

(e) Briefing time prior to grievance meetings as set out in Article 4 of this Collective Agreement.

(f) Organizing and facilitating membership meetings and group Union orientation sessions, where applicable.

3.04 Paid and Unpaid Leave for Job Stewards and Union Officers

(a) When the presence of a Job Steward is required within regular working hours, and having obtained the Employer's prior approval, one (1) Job Steward may leave their work for a mutually agreeable authorized period of time without loss of pay for time spent during working hours for the duties found in Article 3.03(a), 3.03(b) and 3.03(e) and such leave will not be unreasonably denied.

(b) Leave of Absence for Arbitration Hearings and Negotiations

The Job Steward and/or the grievor(s) directly involved in a grievance that results in an arbitration shall be granted leave, with pay, to participate in the arbitration hearing, provided that the Union reimburses the Employer for such leave.

E&OE
Signed off this 20th day of August 2026

For the Union

For the Employer

(c) Leave of Absence for Union or Labour Conventions, Job Stewards meetings and Union Council meetings

With the prior approval of the Employer, Job Stewards and/or other elected Officers of the Union who regularly work for the Employer, and who are elected or appointed to attend, any of the above will be granted leave of absence without pay to attend provided reasonable notice is provided to the Employer. Such leave will not be unreasonably denied.

(d) Miscellaneous Leave of Absence

Job Stewards and/or other Officers of the Union will receive leave of absence, without pay, for other activities not specifically identified above, subject to maintenance of operations and with the prior approval of the Employer.

(e) Job Stewards and/or Officers of the Union who regularly work for the Employer and who are assigned to Joint Union-Employer Committees, will be paid by the Employer for all time spent on such committees meeting with the Employer during their regularly scheduled working hours.

(f) Time spent by Job Stewards and Union Officers, who are engaged in legitimate Union activities during working hours, in accordance with this agreement, will not be referenced in their performance appraisals.

(g) With respect to leaves of absence referred to in (b), (c), (d) and (e) above, every effort will be made to provide the applicable manager with not less than five (5) working days written notice, where possible.

(h) To facilitate the administration of this clause, when a leave of absence without pay is granted, the Employer will continue an employee's benefits. Any costs will be recoverable from the Union for all wages and benefit costs associated with such leave period. All time spent will be considered as service with the Employer.

3.05 Leave of Absence for Representative Trainee Program

(a) Leave of absence may be requested by the Union for an employee to attend to the Union's Representative Trainee Program.

(b) Employees appointed to regular or temporary MoveUP (Canadian Office and Professional Employees Union, Local 378) may be granted a leave of absence without pay. Such leave shall not be unreasonably denied.

E&OE
Signed off this 20th day of AUGUST 2026

For the Union

For the Employer

(c) Seniority will be maintained with the Employer during such leave.

(d) An employee granted a leave of absence under this Article shall receive their normal wages from the Employer during such absence from work.

(e) The Employer shall be entitled to recover from the Union, all wages, including benefit premiums, paid to an employee absent from work, pursuant to this Article, by submitting in writing, a statement of such costs to the Union.

3.06 Union Bulletin Boards

Every reasonable effort shall be made to ensure that a dedicated link on the intranet is made available to the Union and its Job Stewards for posting appropriate notices relative to meeting and general Union activities. Access to post or view the intranet board will be limited to members of the Union.

3.07 Cooperation with Union Officers

The Employer will cooperate with Officers, Councillors, Job Stewards, and/or Representatives of the Union in carrying out their Union responsibilities.

3.08 Union Insignia

A Union member shall have the right to wear pins and/or articles of clothing bearing the recognized insignia of the Union, provided that it does not impact the efficacy of any required personal protective equipment (PPE) or the recognition of any uniform required in the operation of a particular partner program.

E&OE
Signed off this 20th day of August 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-04 ERCP-04	Art 4	*Sign Off Copy*	

Article 4 – Grievance Procedures

4.01 Grievance Defined

"Grievance" means any difference, or any dispute, between the Parties to this Agreement concerning the dismissal, discipline, or suspension of an employee; or concerning the application, interpretation, operation, or any alleged violation of this Agreement. All grievances will be resolved without stoppage of work by one of the following procedures:

4.02 Union or Employer Grievance

Where either party to this Agreement disputes the general interpretation, application, operation or alleged violation of any provision of this Agreement, or an alleged violation affects more than one (1) Employee, either party may initiate a policy or group grievance, as the case may be, within twenty-one (21) calendar days of the occurrence giving rise to the grievance being known.

The grieving party shall initiate same by letter. Within seven (7) calendar days of receipt of such written notice, the principals, or their nominees, shall meet and attempt to resolve the grievance. Failing settlement, the matter may be referred by either party at its option to arbitration as set out in 4.05 below.

4.03 Discipline, Termination, Suspension Grievances

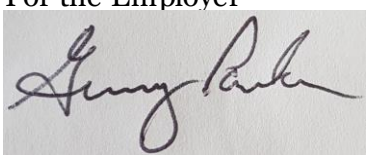
Grievances concerning termination or suspension of an employee may be submitted directly to Stage II of 4.04 at the option of the grieving party. Grievances concerning the discipline of an employee, other than termination or suspension, will follow all the stages of 4.04.

4.04 General Grievance Procedure

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer



The parties to this Agreement agree that it is important to resolve complaints and grievances as quickly as possible. It is the intent that every effort will be made at each stage of the grievance procedure to resolve the grievance.

Grievances must state the articles of the Collective Agreement it is alleged have been violated. The parties agree to provide each other, in a timely manner, with all of the relevant facts relating to the grievance.

The Parties will endeavour to resolve the individual grievances of fixed term employees in an expediated manner.

Informal Grievance Resolution

If a matter arises, that might become a grievance, the affected employee will, if appropriate, endeavour to resolve the matter informally with their immediate supervisor within fourteen (14) days of becoming aware of the matter giving rise to the grievance. If the matter is not resolved to the employee's, and/or the Union's satisfaction, the employee, or the Job steward, may file a formal grievance under Stage I of the grievance procedure.

Stage I

If a dispute cannot be informally resolved (as above), a grievance, shall be submitted to the applicable Department Director, or designate, by the Job Steward on behalf of the employee, to the Employer, in writing, with a copy to the Union not later than fourteen (14) calendar days from the date the employee was advised of the event leading to the grievance

Within seven (7) calendar days of receipt of such Stage I grievance, the Department Director, or their designate will discuss the grievance jointly with the Job Steward and employee. The Department Director, or their designate, will render a decision in writing to the Job Steward with a copy to the employee, the Union, and the Executive Director, within fourteen (14) calendar days of the date of the discussion at Stage I.

Stage II

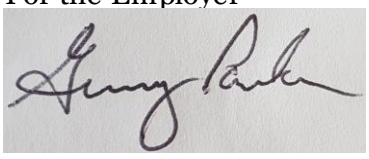
A grievance referred by the Union to Stage II will be in writing to the Director of People & Culture or designate.

E&OE
Signed off this 2nd day of October, 2026

For the Union



For the Employer



The Employer and the Union may, on joint agreement in writing, depart from the foregoing procedure and time limits.

Within fourteen (14) calendar days of receipt of the Union's referral to Stage II, the Employer will discuss the grievance with representatives of the Union.

Within fourteen (14) calendar days of the date of the discussion with the Union Representative(s), the Employer will submit the Employer's decision to the Union in writing.

Within thirty (30) calendar days of receipt of the Employer's decision at Stage II, the Union may refer the grievance to arbitration as set out in Article 4.05.

4.05 Arbitration

(a) All grievances submitted to arbitration shall be adjudicated by a single arbitrator. Within fourteen (14) days of notice to arbitrate being served under Stage II above, or in accordance with other articles of the Agreement, the parties will attempt to agree on an arbitrator. Should the parties fail to agree on the selection of an arbitrator during this period, either party may request the appointment of an arbitrator pursuant to Section 86 of the Labour Relations Code.

(b) The arbitrator shall proceed as soon as practical to examine the grievance and within thirty (30) calendar days render their judgment and decision, which shall be final and binding on the parties, and upon any employee affected by it.

(c) Each party to this Agreement will equally share the fee, expenses and disbursements of an arbitrator.

(d) The arbitrator shall not be authorized to alter, modify or amend any part of this Agreement.

4.06 Expedited Arbitration

(a) The parties may mutually agree to utilize the expedited arbitration procedures on a case-by-case basis, as an alternative to **Article 4.05 Arbitration** or expedited arbitration under section 104 and 108 of the Labour Relations Code. When the parties agree to use this Article 4.06, they shall also agree on an arbitrator to hear the matter.

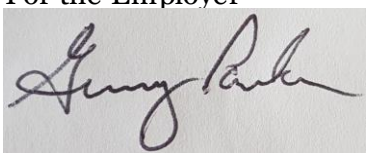
E&OE

Signed off this 2nd day of October, 2026

For the Union



For the Employer



(b) The arbitrator shall hear the grievance(s), and shall render a decision within five (5) working days of such hearings. Such decision will be final and binding on both parties. No written reasons for the decision shall be provided beyond that which the arbitrator deems appropriate to convey a decision.

(c) Expedited arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter.

(d) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.

(e) Any grievance may be removed from the expedited arbitration process by either party, at any time, prior to hearing and forwarded to a regular arbitration hearing.

(f) The parties shall equally share the cost of the fees and expenses of the arbitrator and hearing rooms.

(g) The use of legal authorities shall be limited to one (1) authority per side on any point of law. The parties shall agree on the facts of each case, as much as possible, prior to the hearing; and each side's argument shall be limited to a maximum of fifteen (15) minutes, and the use of witnesses shall be limited as much as possible.

(h) The parties will mutually agree to procedures to apply to expedited arbitration.

4.07 Arbitrators List

For the duration of this Agreement the list of Arbitrators shall be:

- Chris Foy
- Nicholas Glass
- John Hall
- Allison Matacheskie
- Wayne Moore
- Julie Nichols
- Randy Noonan
- Arne Peltz
- Ken Saunders
- James Dorsey

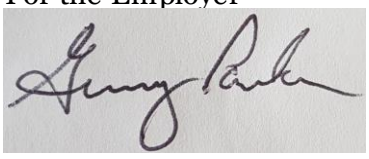
E&OE

Signed off this 2nd day of October, 2026

For the Union



For the Employer



Or any other arbitrator that is mutually agreed upon by the Parties.

This list shall be reviewed and amended if one of the Arbitrators becomes unavailable or upon expiry of the collective agreement, or, by mutual agreement at any time during the collective agreement.

4.08 Attendance of Grievor at Grievance Meetings

The aggrieved employee may be present at any or all steps of the grievance and arbitration procedure if they desire. Grievance meetings will be held at mutually agreeable times and the aggrieved employees shall be paid their normal straight time wages while attending grievance meetings with the Employer.

4.09 Extension of Time Limits

Time limits as set out in the preceding sections may be extended by mutual consent of the Employer and the Union.

4.10 Stage II Initiation

The processing of any grievance may begin at Stage II by mutual agreement of the parties.

4.11 No Deviation From the Grievance Procedure

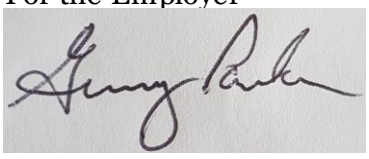
After a grievance has been submitted, the Employer will not enter into discussion with the grievor with respect to the grievance without Union representation.

E&OE
Signed off this 2nd day of October, 2026

For the Union



For the Employer



(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-05 ERCP-05	Art 5	*Sign Off Copy*	

Article 5 – Seniority

5.01 Seniority Defined

Except as modified in this Agreement, seniority shall be determined as length of continuous service with the Employer within the bargaining unit from their original date of hire.

5.02 Date of Hire Prior to First Agreement

All employees of the Employer as at the signing date of the first Collective Agreement shall be granted seniority back to the date that they were hired by the Employer.

5.03 Loss of Seniority

An Employee shall lose their seniority only in the event:

(a) the employee is discharged for just cause or terminated pursuant to proper application of this Agreement.

(b) the employee accepts, or transfers to, a position with the Employer which is outside the bargaining unit; except, that upon returning to a position within the bargaining unit, they will be credited with such seniority as had previously been attained in the bargaining unit.

(c) the employee fails to maintain membership in good standing in the Union.

5.04 Calculation of Seniority – General

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

(a) Seniority Calculation

Seniority shall be calculated as the elapsed time from the date an employee is first employed by the Employer within the bargaining unit.

(b) Determining Seniority for Employees Hired on Same Day

When two (2) or more employees are scheduled to commence work with the Employer on the same day, their relative seniority shall be determined by the Employer prior to the employee's start date.

(c) Seniority Accrual When Absent From Work

Except as expressly provided otherwise by this Agreement, seniority shall continue to accrue for any employee who is absent from work due to paid holidays, floating holidays, seasonal closures, lieu days, banked overtime taken as time off work, vacation, any leave of absence including, but not limited to, with respect to illness, injury, maternity and/or paternity leave, disability and/or medical condition, Workers' Compensation leave, Union business or any other approved time off.

(d) Payment of Union Dues To Preserve Seniority Accrual When Absent From Work
If an employee continues to accrue seniority under this Agreement during any absence from work, such employee must continue paying Union dues, fees, assessments and/or levies directly to the Union pursuant to this Agreement during such absence, if these payments are not otherwise made by deduction at source in accordance with the applicable provisions of Article 2. If the employee does not continue to make such payments, and a waiver is not granted by the Union, then such employee shall lose all accumulated seniority and employment shall be terminated.

5.05 Seniority List

(a) The Employer shall compile and maintain an up to date seniority list including, but not limited to, the name, employment status, job title, job group, designated permanent headquarters, pay level, and seniority date of each employee in the bargaining unit.

(b) The seniority list shall be posted by the Employer, on a bargaining unit wide basis, at six (6) month intervals and a copy shall be given to the Union.

(c) Publication of the seniority list shall not prejudice the right of any employee, or the Union to allege at any time, improper seniority calculation or credit and to seek correction.

E&OE

Signed off this 2nd day of October, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP-6 ERCP - 6	Art 6	*Sign Off Copy*	

Article 6 – Employment, Discharge and Termination

6.01 Employment Agreement to New Employees

All new employees will receive an offer letter setting out the date of hire, job title, salary, and employment status in accordance with this Agreement. If status is that of a temporary employee, this notice shall also indicate the expected duration of employment.

6.02 Probationary Periods

(a) A new employee entering service in a job covered by this Agreement shall be considered probationary for a period of three (3) months of employment, except in circumstances as outlined in 6.02(b).

(b) A new fixed term employee entering service for a term of less than six (6) months shall be considered probationary for a period of half the duration of their initial fixed term contract. In the event that a performance issue is identified and communicated to the employee in writing during this time, the duration shall instead be for a period of three (3) months. Upon request, the Union will be provided with a copy of that written notification to the employee.

(c) The purpose of the probationary period is to allow the Employer to assess whether newly hired employees are suitable for continued employment. Probationary employees, whom the Employer finds unsuitable, may be terminated during their probationary period subject to a) applicable legislation, b) applicable arbitral jurisprudence, and c) the grievance and arbitration procedures of this Agreement.

(d) Probationary periods as described above may be extended by mutual agreement of the parties.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

6.03 Discharge, Suspension Written Notification

In the case of culpable behaviour, employees may be disciplined, and discharged, for just and reasonable cause.

Reasons for suspension, or dismissal, shall be in writing and issued to the employee, and the Union, by the close of business, the work day following the suspension/dismissal.

6.04 Personnel Files and Performance Assessments

(a) Personnel Files

(i) A personnel file shall be maintained by the Employer for each bargaining unit employee. Such a file may exist in hard copy and/or electronic form, and shall contain the following information (where applicable):

- letters of commendation.
- disciplinary documentation relating to incidents of culpable misconduct.
- factual information pertaining to the employee's work history, such as positions held, records of acting assignments, salary history, etc.
- documentation pertaining to the employee's work performance.

In addition to the above-noted information, other ancillary files may contain information concerning the employee's employment. The existence of any such ancillary files will be made known to the employee upon request.

(ii) It is the intent that the personnel file be kept current, and circumstances which require attention be brought forward without undue delay. A copy of all documents placed on an employee's personnel file, will be provided to the affected employee at the time of filing

(b) Employee Access to Personnel Files and Ancillary File Employment Information.

An employee shall have the right to review information pertaining to them from their personnel or ancillary files at any time, upon reasonable notice. An employee may request, and shall receive a copy of, any employment record or document, pertaining to them, which is contained in their employment files.

(c) Union Access to Employee Information

The Union will have the same right of access to employment information as the employee, as set out in the preceding clause, providing the employee gives their authorization to the Employer in writing. The authorization will not give repeated right of access to the Union unless the employee so stipulates.

(e) Performance Assessments and Reviews

Where a formal assessment of an employee's work performance is carried out, the employee shall be given sufficient opportunity to read and review the assessment. Provision shall be made on the assessment for the employee to sign it. Such signature shall not be evidence of agreement or disagreement with the assessment. A copy of the assessment shall be provided to the employee after they have signed it, and such assessment shall not be changed without the knowledge of the employee. An employee may initiate a grievance to resolve any dispute arising out of the assessment.

6.05 Burden of Proof

In all cases of discipline, the initial burden of proof of just cause will rest with the Employer.

6.06 Trial Period

The purpose of a trial period is for both the Employer and the employee to mutually assess the employee's performance, capability, and overall suitability in a new or different position as follows:

(a) An employee promoted or transferred to a new position under this Agreement shall be subject to a trial period of three (3) months. Upon successful completion of the trial period, the employee shall be declared permanent in the new position.

(b) During the trial period, the Employer shall provide appropriate orientation, instruction, and feedback regarding job requirements. The Employer shall conduct a review of the employee's performance prior to the expiration of the trial period.

(c) If during the trial period the employee proves unsatisfactory in the new position, or if the employee finds the role unsatisfactory, the following shall apply:

(i) The employee shall be returned to their former position and wage rate without loss of seniority.

(ii) Any other employee promoted or transferred into the position of the former incumbent shall also be returned to their former position and wage rate without loss of seniority or terminated, as applicable.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
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Number	Affected Article/MOU	Date:	Time:
UP-7 ERCP - 7	Art 7	*Sign Off Copy*	

Article 7 – Employee Categorization

7.01 Full-Time Regular Employees

Full-time regular employees are employees engaged on an ongoing basis at thirty-five (35) hours per week. Full-time regular employees shall be covered by all of the terms and conditions of this agreement except those which apply specifically to fixed term employees.

7.02 Casual Employees

Casual Employees have no fixed or regular work schedule and are generally engaged to support specific, projects, programs, work load, seasonal peaks or to relieve a regular employee absent on any authorized leave of absence.

7.03 Fixed term Employees

Fixed term positions may be created for the anticipated duration of the operational requirement subject to a maximum period of eighteen (18) months. The Employer and the Union may mutually agree to an extension.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
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Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-08 ERCP-08	Art 8	*Sign Off Copy*	

Article 8 – Job Selection

8.01 Job Postings

(a) Except as otherwise provided for in this Agreement, all job vacancies will be posted on the Employer's Electronic Systems.

(b) Any applicant will have their job application accepted by the Employer, provided it is received by the Employer by the closing date.

(c) The job posting shall contain all relevant job information including job title, work location, required knowledge, skills and abilities, or equivalent, salary, special conditions, status (full-time or part-time, etc.). Should any of these conditions change after the job is posted, modifications will be issued and attached to the posting.

(d) Late applications due to sickness, vacation or other authorized leave of absence may be considered, provided such application is received prior to the successful applicant being advised. In situations where late applications are submitted, the cause for the application being late must be indicated on the application form.

(e) The Employer will provide copies of all job postings to the Union office as part of the normal posting distribution.

(g) Applicants for posted positions who are interviewed will be given time off without loss of pay for that purpose and such interviews will be held during the Employer's normal working hours.

E&OE
Signed off this 2nd day of October 2026

For the Union

For the Employer

8.02 Job Selection

(a) When filling posted vacancies, first consideration will be given to qualified internal applicants prior to any consideration of external applicants.

(b) Should two or more employees be assessed to be relatively equal in qualification, skill and/or ability, the position shall be awarded to the applicant with the greatest seniority.

8.03 Job Selection Disputes

Article 8.02 selection grievances shall be submitted to the Employer at Stage 2 of the grievance procedure Article 4.04 within seven (7) days of the date the employee received written notification.

E&OE
Signed off this 2nd day of October 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
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Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP-09 ERCP-09	Art 9	*Sign Off Copy*	

Article 9 – Layoff and Recall

9.01 Layoff

(a) Notification

If a reduction of regular employees is necessary, the Employer shall meet with, and advise the Union of the proposed reduction, and the jobs affected, as soon as possible; and no reduction in staff shall occur until the following procedures in this Article are applied.

(b) Layoff by Seniority

The basic principle in applying layoff to any employee shall be layoff by seniority (i.e. the most junior employee shall be the first laid off, providing the retained employees have the necessary skills and abilities, and qualifications (or equivalency), to perform the remainder of the work).

9.02 Vacancy Rights

The Employer will place employees affected by layoff in other vacant positions within the bargaining unit, provided the employee has the necessary skills and abilities, and qualifications (or equivalency), to perform the job in question.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

9.03 Notice of Layoff or Pay In Lieu

Any employee who is laid off will receive written notice of layoff or pay in lieu of notice as follows:

Years of Service	Weeks of Notice or Pay In Lieu Thereof
< 1 Year	3 weeks
2 years	4 weeks
3 years	5 weeks
4 years	6 weeks
5 years	7 weeks
6 years	8 weeks
7 years	9 weeks
8 years	10 weeks
9 years	11 weeks
10 years	12 weeks

Any regular employee who has received written notice of layoff in accordance with the foregoing and who does not or is unable to elect vacancy rights under Article 9.02 will be laid off with severance pay, as above.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

9.04 Recall List and Procedure

(a) Employees on layoff shall be placed on a recall list for twelve (12) months.

(b) Employees on the recall list will be considered automatic applicants to job vacancies posted in accordance with the provisions of Article 8.

(c) New employees will not be hired until employees on the recall list, who have the minimum prerequisite education and experience or equivalent to perform the job, are recalled in their order of seniority.

(i) Should there be no employee on the recall list eligible for recall, the Employer may hire from outside the bargaining unit.

(ii) New in-house work (that is normally performed by bargaining unit employees) will not be contracted until employees on the recall list from the affected department, who have the necessary skills and abilities, and qualifications (or equivalency) to perform the job, are recalled in their order of seniority.

(d) Contact regarding a notice of recall will be sent by email, text, and phone to the contact information provided by the employee on their electronic record. Such employees will have seven (7) calendar days from the attempted contact date in which to respond and confirm that they will report to work as scheduled, with employees being rehired in order of their seniority. An employee must respond to recall to a lower level job, but may decline such and remain on the recall list. An employee who fails to respond to any notice of recall will be deemed to be terminated. The notice of recall will clearly state this requirement.

(e) An employee on layoff who fails to respond and report to work on recall to a job of a continuing nature of equal or higher salary grade than that job from which they were laid off shall be terminated by the Employer.

(f) Employees on layoff will keep the Employer informed of their current contact information for recall. Should an employee change their contact information during the period of layoff, they will inform the Employer of such change by email.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

9.05 Copies of Recall Lists and Notices to the Union

Copies of recall lists and all notices of recall shall be sent to the Union office.

9.06 Severance Pay

(a) All employees shall be eligible for severance pay in accordance with this Article and all other applicable provisions of this Agreement. Employees shall be entitled to severance pay as follows:

i. Fixed term employees – two (2) weeks' pay;
ii. Regular employees up to two (2) years of service - three (3) weeks' pay;
iii. for each additional one (1) year, or portion thereof, of service – three (3) weeks' pay per employment year.

(b) Severance pay shall be paid at the prevailing rate of pay of the employee at the time of termination of employment.

(Canadian Office and Professional Employees Union, Local 378)

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Number	Affected Article/MOU	Date:	Time:
UP-11 ERCP - 11	Art 11	*Sign Off Copy*	

Article 11 – Wages and Salaries

11.01 Wage Grid

All employees covered by the Agreement will be assigned and paid not less than the amounts set out in the Appendix "A".

1.2 **Bi-Weekly Pay and Calculation**

(a) Employer to Pay Bi-Weekly

i. The Employer will pay Employees bi-weekly by direct deposit.
ii. The Employer will prepare and provide to the Employee a pay stub stipulating the amount paid to the Employee and the purpose and amount of each deduction.

11.02 Substitution Pay

An employee who is temporarily assigned the duties of a higher paid position in an acting capacity will have their salary adjusted to the pay for the higher-level position.

11.03 Pay on Temporary Performance of Lower Grade Work

An employee who **is** temporarily assigned to perform lower graded work shall not suffer any loss of earnings.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

11.04 New Jobs

Where a new bargaining unit classification is introduced during the life of this Agreement, or if significant changes are made to an existing bargaining unit classification, the new role will be assigned a wage rate by the Employer and placed into the Wage Grid.

In the event that the Union disagrees with the wage rate, the parties will meet and make every reasonable effort to resolve the matter. Any agreed upon wage rate will be applied retroactively to the date the changes were first made. If the parties cannot reach agreement, the dispute will be subject to the arbitration procedure in Article 4.

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Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
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Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP# 12 ERCP#12	Art 12	*Sign Off Copy*	

Article 12 – Hours Of Work

12.01 Work week and Breaks

(a) The normal full-time hours of work in a workweek shall be at least thirty-five (35) hours and up to forty (40) hours as scheduled by the Employer.

(b) The hours of work shall be exclusive of a thirty (30) minute unpaid meal break.

(c) The hours of work shall include two fifteen (15) minute or one thirty (30) minute wellness break(s).

(d) Flexible work schedules of up to ten (10) hours in a day and up to one hundred and forty (140) hours within two (2) pay periods, may be arranged by mutual agreement between the employee and the manager or designate, provided that the employee receives at least four (4) days off during the two (2) pay periods.

(e) Averaging agreements with varied start times and working hours of up to twelve (12) hours in a day and up to forty (40) hours in a week, for periods of up to four (4) consecutive weeks may also be arranged by mutual agreement between the employee and the manager or designate.

(f) Employees will be entitled to at least ten (10) consecutive hours free from work between the end of one shift and the start of the next, and to at least thirty-six (36) consecutive hours free from work per week.

(g) No split shifts shall be scheduled unless by mutual agreement between the employee and the Employer.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

12.02 Overtime Pay

Unless an employee is working a flexible work schedule or an averaging agreement, should an employee be required to work more than eight (8) hours in one day, or more than forty (40) hours per week, the additional time worked shall be compensated at a rate of one-and-one half (1.5) times their regular wage rate.

12.03 Overtime Bank and Lieu Time Scheduling

Employees who work overtime may request time off in lieu of overtime pay, but such time off must be taken at a time mutually agreed upon with the Employer. The length of time off with pay shall be equal to the straight time equivalent to the overtime earnings.

(a) Employees who work overtime may place up to one hundred percent (100%) of the overtime hours earned into a time bank, to be taken as time off in lieu of wages.

(b) Overtime leave will be subject to essential departmental requirements, and will not be unreasonably denied.

(c) Employees can maintain a maximum bank of ten (10) days of overtime leave.

(i) All banked overtime for fixed term employees must be taken as time off in lieu within three (3) months of it being earned or it will be paid out.

(ii) All banked overtime for regular employees must be taken as time off in lieu within four (4) months of it being earned or it will be paid out.

(d) Upon pay out of time banks, and/or upon termination of employment, the employee will be paid out for all unused overtime at the rate it was earned.

12.04 Call Back

An employee who is called back to work following the completion of their shift and prior to the commencement of their next scheduled shift shall be compensated for all hours worked, and not less than two (2) hours if the matter must be addressed in-person,-at a rate of one-and-one half (1.5) times their regular wage rate.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

12.05 Travel Provisions

(a) Work Location

Unless working remotely, each employee will have work locations for their assigned start and stop times as determined by the Employer or designate.

(b) The Employer will pay for associated travel time subject to advance approval. Travel time will occur at no loss of regular pay on a scheduled work day. Travel time on a day of rest shall be at time and a half for actual time traveled, up to eight (8) hours maximum.

(c) Where the Employer requires an employee to travel between work locations using their personal vehicle on a given day, such travel shall be eligible for mileage reimbursement at the prevailing CRA rate.

(d) Employees traveling on Employer business will be reimbursed for reasonable expenses, including but not limited to meals, tolls, parking fees, mileage expenses, rental car fees, telephone charges, and fax & printing fees, by submitting the appropriate Employer form, including receipts, and unless not practicable obtaining advance approval for such expenses from the Employer.

(Canadian Office and Professional Employees Union, Local 378)

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Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#13 ERCP#13	Art 13	*Sign Off Copy*	

Article 13 – Annual Vacation

13.01 Vacation

Upon hire, regular employees shall accrue vacation with pay at a rate of three (3) weeks or 6% per year.

13.02

(a) Employees in fixed term positions shall be paid at a rate of 4% vacation pay during each pay period in lieu of vacation time.

(b) Employees in regular positions shall be paid at a rate of 6% vacation pay which shall be taken as annual leave by mutual agreement.

13.03 Vacation Carry Over

Employees may elect to carry over up to five (5) vacation days into the following vacation year, subject to the provisions of the Employment Standards Act. Any vacation not taken and not approved for carry over shall be paid out at the end of the vacation year.

13.04 Disruption of Vacation Due to Illness and Bereavement

Should the employee become disabled or ill during their vacation period, upon presentation of a medical certificate satisfactory to the Employer, the employee shall be permitted to reschedule vacation days and to utilize accumulated Sick Leave days for a period corresponding to the period of disability, bereavement or illness.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

13.05 Vacation Scheduling

(a) Vacation schedules, and subsequent changes to vacation schedules, require the prior approval of the Employer and shall be considered on a first come, first served basis. Approval of or changes to an employee's vacation schedule will not be unreasonably denied and are subject to operational requirements.

(b) Employees may request to take up to five (5) days of vacation prior to them being accrued based on the understanding and agreement that any negative balances shall be repaid upon termination of employment.

(c) In the event that an employee is called out to work during their scheduled vacation, their scheduled vacation time is cancelled and remains banked.

(d) Upon request employees will receive a statement of vacation days earned and taken for the current year.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
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Union			
Number	Affected Article/MOU	Date:	Time:
UP-14 ERCP - 14	Art 14	*Sign Off Copy*	

Article 14 – Statutory Holidays

14.01 Statutory Holidays

For the purpose of this Agreement, the following days shall be paid statutory holidays:

New Year's Day	Family Day
Good Friday	Victoria Day
Canada Day	BC Day
Labour Day	National Day for Truth and Reconciliation
Thanksgiving Day	Remembrance Day
Christmas Day	

Subject to operational requirements, employees may substitute alternate paid days of holiday in lieu and work on the holiday designated above, so long as the alternate holiday holds religious or cultural significance to the employee. Employees shall provide a minimum of fourteen (14) days' notice of the intention to substitute designated holidays.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

14.02 Birthday

Employees will also be entitled to take their birthday as a paid holiday. Should their birthday not fall on their scheduled day of work, a paid day off in lieu may be requested.

14.03 Date of Observance

(a) Should the provincial or federal government(s) proclaim a day in addition to any of the holidays listed in Article 14.01, the day proclaimed shall become a holiday for the purpose of interpreting this Article.

(b) When a paid holiday falls on a scheduled day of rest, a day off in lieu thereof will be given on a working day immediately preceding or immediately following the paid holiday, to be chosen by the Employer.

(c) When it is not practicable or suitable for an employee to recognize a defined paid holiday, employees will be permitted to substitute an alternate paid holiday for another working day in lieu, so long as such is mutually agreed and taken within a one (1) month period. Employees shall provide a minimum of five (5) days' notice of the intention to substitute a designated holiday.

14.04 Holiday Pay

(a) An employee will receive normal straight time earnings for any holiday described in this Article.

(b) An employee who agrees to work on a paid holiday shall receive, in addition to holiday pay under subsection (a), be entitled to either:

(i) another day off with pay at a time mutually acceptable to the Employer and the employee, or

(ii) at the Employer's option, the employee shall be paid at the rate of one-and-one half (1.5) times the regular rate of pay for all hours worked on the holiday.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

14.05 Holiday Falling on Employee's Vacation

Any holiday described in Articles 14.01 and 14.02 that falls within an employee's vacation period shall be recognized as a paid holiday and shall not be deducted from the employee's vacation entitlement

14.06 Winter Break

In addition to the paid statutory holidays on December 25 and January 1, the Employer agrees to provide to employees, a paid unbroken holiday between December 24 and January 1, inclusive.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

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Number	**Affected Article/MOU**	**Date:**	**Time:**
UP-15 ERCP - 15	Art 15	*Sign Off Copy*	

Article 15 – Health and Sick Leave

15.01 Notwithstanding any other provision in this Agreement, all employees are entitled to no less than the minimum amount of paid and unpaid leave due to personal illness or injury as set out in the *Employment Standards Act*.

15.02 Sick Leave Entitlement

Fixed term employees are entitled to up to 35 hours of paid sick time per calendar year upon hire.

Regular employees are entitled to up to 42 hours of paid sick time per calendar year upon hire.

15.03 Sick Leave Application

Sick leave may be used only in the event of illness, injury, or disability of the employee.

Sick leave includes, but is not limited to, personal mental health & wellbeing challenges, including dealing with extreme stress, overcoming personal hardships that make it challenging to work, menstruation, menopause, and any other type of disability.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
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Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#16 ECRP#16	Art 16	*Sign Off Copy*	

Article 16 – Benefits

16.01 Benefits

(a) Employee benefit information shall be provided by the Employer to all employees at the time of hire or upon request.

(b) Eligible employees who are in regular positions will be provided with a Healthcare Spending Account of up to $2500 per fiscal year (April 1 - March 31).

(c) The eligible expenditures for the Healthcare Spending Account shall be as outlined in a benefit policy which will be provided to the employee upon hire.

16.02 Benefit Changes

(a) No carrier shall be changed without prior approval of the Union on any plans.

(b) Where changes are contemplated to the existing benefits and benefit entitlements by the Employer, the Employer will meet with representatives of the Union to discuss the proposed changes and will not make changes without the prior agreement of the Union.

16.04 Benefit Education

Both Parties recognize the importance of the employees having a full understanding of the benefits available and their entitlement to those benefits.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
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Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#17	Art 17	*Sign Off Copy*	

Article 17 – Leave of Absence

17.01 Leaves of Absences under the *Employment Standards Act*

Job-protected leaves of absences in accordance with Part 6 of the *Employment Standards Act* include illness or injury leave (sick leave), maternity and parental leave, family responsibility leave, compassionate care leave, critical illness or injury leave, reservists' leave, leave respecting the disappearance or death of a child, domestic or sexual violence, bereavement leave, and jury duty leave. The scope of the job-protected leaves of absences under the *Employment Standards Act* may be amended in accordance with legislated improvements from time to time. All job-protected leaves under this Article will not affect an employee's classification, vacation entitlement, sick leave entitlement, benefit coverage or seniority unless specified otherwise

17.02 Bereavement Leave

Leave of absence without loss of pay of up to two (2) days will be granted to employees who are otherwise scheduled to be at work for purposes of grieving or bereavement. Up to three (3) additional days of leave without pay may be granted for purposes of associated travel requirements.

The Employer may, at its discretion, grant further bereavement leave, contingent on the circumstances.

17.03 Jury Duty and Court Leave

When an employee, other than employees on Leave of Absence without pay, is summoned to Jury Duty, subpoenaed as a witness, or representing the Employer in their official capacity, Leave of Absence with pay will be granted provided such court action is not occasioned by the employee's private affairs and provided further that the

employee presents to the Employer proper evidence of the process which requires their presence in court and pays over to the Employer any amounts received as a juror or witness.

Where court action is occasioned by the employee's private affairs or in the case of civil trials, Leave of Absence without pay will be granted.

17.04 Political Leave

Regular employees who have completed their probationary period may be granted an unpaid leave of absence with the prior approval of the Executive Director or their designate, for the purpose of running as candidates in a federal, provincial or municipal election. If elected, the employee will be deemed to have resigned and their employment will be terminated.

17.05 Personal Leave

Personal leave of absence without pay may be granted for special reasons considered appropriate under the particular circumstances, with the prior approval of the Director of People and Culture, or designate. This leave shall not be unreasonably withheld.

17.07 Family Responsibility Leave

An employee is entitled to up to five (5) days of unpaid leave during each employment year to meet responsibilities related to:

a. The care, health or education of a child in your care; or,

b. The care or health of any other member of your immediate family.

17.08 Voting Leave

Any employee who is eligible to vote in any Federal, Provincial, Municipal, First Nations or other Aboriginal elections or referenda shall have four (4) consecutive clear hours during the hours in which polls are open in which to cast their vote. All employees will receive no loss of regular pay for such time taken off to vote.

17.09 Cultural Leave

Employees are entitled to up to two (2) days leave without pay per calendar year to observe or participate in activities that connect these employees to their culture and language.

(Canadian Office and Professional Employees Union, Local 378)

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Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP-18 ERCP - 18	Art 18	*Sign Off Copy*	

Article 18 – Training and Development

18.01 Training and Development

Decisions for training and approval for employee training will be subject to the approval of the Employer

18.02 Training and Conferences With Pay

An employee who, during their normal working hours, attends any Employer approved training courses and/or conferences shall have no loss of regular pay, provided the attendance at such course or conference has been pre-approved by the Manager, or designate.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP#19	Art 19	*Sign Off Copy*	

Article 19 – Health and Safety

19.01 Joint Health and Safety (JHS) Committee

(a) A Joint Union/Employer Occupational Health and Safety Committee shall be established. It shall be composed of **at least a single health and safety representative as selected by the Union. It may expand, when and where required, to consist of** two at least (2) representatives named by the Union and two (2) representatives named by the Employer. **It is understood that the number of Employer representatives will not exceed the number of Worker representatives** and that one representative from each side shall serve as co-chairs.

(b) The Joint Union/Employer Occupational Health and Safety Committee shall meet regularly at least once each month. In addition, the Committee shall hold meetings, upon mutual agreement of the Union and the Employer, to deal with unsafe, hazardous or dangerous conditions. Meetings shall be scheduled during normal hours of operation. Representatives of the Union shall suffer no loss of pay for attending such meetings, jobsite inspections or accident/incident investigations.

(c) Minutes of all Joint Union/Employer Health and Safety Committee meetings shall be kept and copies of such minutes shall be sent to the Employer and the Union, and copies of the minutes shall be posted on the workplace intranet.

(d) All members on the Health and Safety Committee shall be entitled to an initial paid day of safety committee training and one (1) additional paid day of related Educational Leave per year. All costs will be subject to the approval of the Employer.

19.02 Unsafe Work Conditions and Right to Refuse

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

No employee shall be disciplined for refusing work which they have reasonable cause to believe is unsafe, and where the employee acts in compliance with Sections 3.12 and 3.13 of the WorkSafeBC Occupational Health & Safety Regulations.

19.03 **Occupational First Aid Requirements and Courses**

The Employer may require all employees to perform first aid duties as part of the the normal requirements of the job. The cost of obtaining and renewing the Basic First Aid Certificate, or such certificate as may be required, shall be borne by the Employer and leave of absence to take the necessary course(s) shall be granted with pay.

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-20 ERCP- 20	Art 20	*Sign Off Copy*	

Article 20 – Savings Clause

20.01 Savings Clause

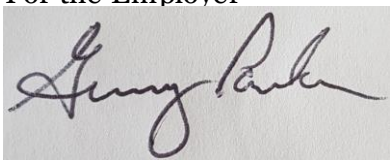
If any article, section, paragraph, clause, or phrase of this Agreement shall, by Provincial, Federal, or other law, or by decision of any court be declared or held illegal, void, or unenforceable, the remaining portions of this Agreement shall continue to be valid and in full force and effect.

E&OE
Signed off this 2nd day of October, 2026

For the Union



For the Employer



(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-21 ERCP-21	Art 21	*Sign Off Copy*	

Article 21 – Joint Labour Management Committee

21.01 Committee Provisions

(a) Each Party to this Agreement shall appoint up to two (2) members each to a Joint Labour Management Committee (LMC).

(b) Each Party shall notify the other of the names of their Committee members and any changes which may take place from time to time.

(c) The purpose of the Joint Labour Management Committee shall be to meet together at least semi-annually or at the request of either Committee to discuss matters related to the administration of this Agreement and to attempt to resolve any problems that may arise or can be foreseen. A decision by the Committee must be confirmed by a Union Representative, to bind the Union.

(d) The parties also agree to set agenda items for each meeting and to exchange agenda items for discussion at upcoming meetings in advance of such meetings. The parties agree to make every reasonable effort to exchange agenda items in advance. This does not preclude the discussion of any issue which either party may view as requiring immediate review.

(e) A Union Representative may attend such meetings with the Union's Committee members.

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-22 ERCP-22	Art 22	*Sign Off Copy*	

Article 22 – Monitoring

22.01 Provision

The Employer agrees to not introduce any new software or equipment intended to monitor bargaining unit employee performance for the duration of this agreement.

E&OE
Signed off this 2nd day of October, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP- 23 ERCP - 23	Art 23	*Sign Off Copy*	

Article 23 – Respectful Workplace Provisions

23.01 Respectful Workplace

The Employer is committed to providing a work environment in which all workers are treated with respect and dignity. The Employer has zero tolerance to all forms of bullying, harassment, discrimination and workplace violence. The Employer shall abide by the provisions of the BC Human Rights Code, the Workers' Compensation Act, and the Occupational Health and Safety Regulations. The Employer shall also maintain a Respectful Workplace Policy which is provided to all employees upon hire.

Any employee who has any concerns as to comments or conduct that may constitute bullying and harassment, discrimination, and/or disrespectful behaviour, may pursue a complaint through the appropriate channel(s) as follows:

a. An employee may seek an investigation of the allegations through the Employer's policy,
b. An employee may file a complaint of discrimination through the BC Human Rights Tribunal,
c. An employee may pursue a claim of bullying and harassment with WorkSafeBC, or
d. An employee may pursue a grievance through Article 4 of the Collective Agreement.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

23.02 Reporting Procedure

An employee who feels subject to bullying, harassment, discrimination and/or workplace violence should, if they feel comfortable in doing so, make every effort to tell the offending party to stop such behaviour. The employee may also and/or instead proceed with filing a complaint by reporting any such concerns to their Manager or designate, and/or may report their concerns to the Director of People and Culture.

The Employer and the Union agree that any allegation of bullying, harassment, discrimination and workplace violence should be dealt with in an 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.

This procedure is not intended to preclude any other existing recourse that may be available to an employee (e.g. redress through the Collective Agreement, a Human Rights complaint, criminal charges, or civil litigation).

All reports of inappropriate conduct will be promptly and thoroughly investigated, and the Employer will act to ensure that any improper conduct ceases immediately, and corrective action is taken to prevent a recurrence. Every effort will be made to keep complaints as confidential as possible.

In the event the problem is not resolved, the employee, or the Union on behalf of the employee, may pursue other forms of redress.

No employee will suffer adverse employment consequences as a result of making a good faith complaint, or taking part in the investigation of a complaint. An employee who knowingly alleges a false claim against another employee or individual, or engages in any acts of retaliation against employees for making a report, will be subject to disciplinary action, up to and including termination of employment.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP- 24 ERCP - 24	Art 24	*Sign Off Copy*	

Article 24 – Employment Equity

24.01 Justice, Equity, Decolonization & Inclusion Statement

The Employer and the Union envision a fair and livable future for all, driven by youth lead transformative climate action shaping resilient, equitable communities and a healthy planet for generations to come.

The Employer seeks to provide an equity-driven approach across all organizational practices, programs and partnerships, and is committed to creating fair, inclusive, and accessible opportunities in the workplace.

24.02 Workplace JEDI Consultation

The Parties agree that matters related to Justice, Equity, Decolonization, and Inclusion (JEDI) will be discussed as part of the Labour Management Committee (LMC).

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP- 25 ERCP - 25	Art 25	*Sign Off Copy*	

Article 25 – General Provisions

25.01 Collective Agreement Printing

The Employer agrees to prepare, within thirty (30) days of the signing of the Collective Agreement, the text of said Agreement, any Appendices and Letters of Understanding and to provide the Union and each employee with an electronic copy.

25.02 Mileage

Employees shall be reimbursed at the per-kilometer rates prescribed by the Canada Revenue Agency when required to use the employee's vehicle in the performance of the Employer's duties.

25.03 Job Descriptions

The Employer agrees to provide the Union with the Job Descriptions of all bargaining unit positions.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date: October 2, 2026**	**Time:**
UP-26 ERCP-26	Art 26 Art 1.07	*Sign Off Copy – Parties agreed to include these provisions in Article 1.07 (Please incorporate this language in subsequent counters and Sign Off Copy of Article 1)*	

1.07 Continuation of the Agreement

[...]

(d) **Legal Picket Lines**

Employees shall have the right to refuse to cross a legal picket line of a Trade Union, and exercising this right shall not be considered to be a violation of any provision of this Agreement.

(e) **No Strikes or Lockouts**

During the term of this Agreement the Union will not declare or authorize any strike and the Employer shall not lock out an employee bound by this Agreement.

E&OE

Signed off this 2nd day of October 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

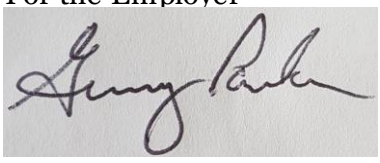
Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

E&OE

Signed off this 2nd day of October 2026

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	**Affected Article/MOU**	**Date:**	**Time:**
UP#29 ECRP#29	Appendix A-2	*Sign Off Copy*	

Appendix A - Wage Grid

Wage Grid - The Parties agree that this Wage Grid will come into effect upon ratification and remain for the duration of the term through to March 31, 2028.

Pay Band	Upon Ratification
Band 1 Mobilizer*	$25.50
Band 2 Sustainable Workforce Coalition Apprentice*	$30.00
Band 3 Communications Coordinator*	$30.00
Band 4 Lead/Colead*	$30.00

*All incumbents in existing bargaining unit positions at the time of ratification will be grand-parented at the rates as are currently being paid or as outlined above, whichever is higher.

Signing Bonus: All employees as of October 30th, 2026 shall receive a lump sum payment of $175 upon ratification of this agreement.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

(Canadian Office and Professional Employees Union, Local 378)

Youth Climate Corps BC
PROPOSALS 2025
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP- 31 ERCP - 31	LOU 1	*Sign Off Copy*	

LETTER OF UNDERSTANDING NO. 1

Re: First Consideration

The Employer agrees that, when creating new bargaining unit classifications, it will provide first consideration to former employees for such vacancies.

The Parties further agree that, if a former employee is rehired within one calendar year of their last day worked, they shall receive the wages and benefits in effect at the time of hire or their former wage and benefits, whichever is higher.

E&OE
Signed off this 2nd day of November, 2026

For the Union

For the Employer

25-YCCBC-BARG-Memorandum of Agreement-for signing

Final Audit Report 2026-11-18

Created:	2026-11-17
By:	Kim Smith (ksmith@moveuptogether.ca)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfbuMv0Vm1-2iAXnchCOgxqFtDO4_2Z-2

"25-YCCBC-BARG-Memorandum of Agreement-for signing" History

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Agreement completed.

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