

# MEMORANDUM OF AGREEMENT

**BETWEEN:**

**Yellow Pages Group**

**(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**

**WHEREAS:**

- A. The Parties are bound to a Collective Agreement effective from January 1, 2014 through December 31, 2015 (the "Collective Agreement").
- B. The Parties have agreed to extend the Collective Agreement by two (2) years until December 31, 2017 under the following understanding:-
  1. The Employer was prepared to consider some adjustments or applications that would apply during the term of the extension January 1, 2016 to December 31, 2017.
  2. The Union following discussion with the members proposed the following considerations and the Employer committed to the understandings attached and shown in red

**THEREFORE:**


1. The Parties agree that the Collective Agreement is extended for a term of two (2) years from January 1, 2016 to December 31, 2017 with the changes set out in this Memorandum of Agreement subject to the following conditions.
2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.

4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from January 1, 2016.
5. The Parties agree that this Memorandum of Agreement is the entire agreement between the Parties with respect to the agreed extension of the current Collective Agreement dated January 1, 2014 to December 31, 2015.

Signed at \_\_\_\_\_, B.C. this 20 day of March, 2017

Dave Beah  
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**FOR THE EMPLOYER**

  
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**FOR THE UNION**

Between; Yellow Pages Group

And: Moveup(Canadian Office and Professional Employees Union Local 378)

The Yellow Pages Group has requested that the current Collective Agreement dated January 1, 2014 – December 31, 2015 be extended by two (2) years until December 31, 2017.

The parties to the agreement have agreed to discuss some items that may be applied during the extension of the agreement and they are herein documented as presented by the Union and answered by the Company and upon acceptance by the Employees will become binding on the parties and form part of the working conditions and/or form part of the extended agreement.

4.03 Probationary Employee. Allow a thirty (30) day grace period once they have completed their IST.

The Company agrees that it will take the first thirty (30) days into consideration before beginning a performance plan for the newly hired ACQ Macs when a ramp up period is needed.

18.03 If an employee is subject to layoff in the BC Sales, your seniority for layoff purposes shall be based on service in the BC Sales, and the employees net credited service shall determine the severance entitlement.

The Company agrees with the Union proposal.

19.04 If the termination of an employee is due to performance standards, the employee will be provided One (1) weeks' notice for each year of service.

The Company will continue to honour our current practice of employment standard act. (max eight (8) weeks.)

22.01 Commission Rates:

Document rates for Acquisition Hybrid and Acquisition Call Center

Apply the following rates:-

Advantage – 20% - self prospect, nina, wipe out

Premise \_ 20% - self prospect, nina, wipe out

Both Channels - \$ 75. SPIFF per unit for any sale greater than \$ 25.

Monthly.

Premise ACQ targets nationally have been reduced therefore the Premise Acquisition strategy will be communicated in the near future. The Company will Maintain status quo for commission rates. No unit fees for ADV and Premise will

 P.P.

be provided in 2017 as the Company will continue with year – end cycle bonus for ADV and Premise.

22.09 Maintain minimum rates.

The Company agrees to maintain the Actual RBS for the duration of the extension

Minimum be maintained by moving from Premise, Diamond or reduced headcount, offer reduction voluntarily by seniority

The Company is currently actively engaged to see if we can work together on a solution.

Travel should be geared to no more than eight (8) weeks

Travel is always a consideration when designing coverage. Travel should be an expectation of the MAC role however in many cases it will meet this suggestion.

Get away from Manager based canvasses.  
Discuss – Touched Account and Contact Customer.

A memo with cycle information has been sent to all MAC's to advise.

Acquisition car allowance/mileage.

This was changed for the Hybrid team effective October 31, 2016

Reps should be servicing their area (ie, not Lowermainland reps doing Island Region, Interior Region or Northern Region)

25.05 Provide for reimbursement of Toll costs

The Company will not be reimbursing for Tolls as this is not done in other Regions

35.01 Duration

This extension shall be effective from January 1, 2016 to December 31, 2017 inclusive unless otherwise specified or agreed between the parties.

General Items:

CRF and Commission practices to be documented in Memorandum  
Targeted Earnings Calculation to be documented

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The company will not be adding the Commission Practice document in the Collective Agreement. The Commission Practice is a national policy which is available to all sales employees on evolution.

Other items brought forward during meeting:

Increase of \$ 5. Per day for overnight travel  
Increase cents per kilometer to cover expenses  
Meal allowance – not enough to cover meals (25.02) with increase in food price, feel that it is not covered.

The Company is unable to revisit any reimbursements related to expenses however we are prepared to offer the following:-  
Should the Company, when negotiating with other Sales Groups nationally, reach a settlement where total compensation, is increased or any monetary incentives are provided, then these changes shall be applied to BC Sales employees for the term of this agreement.

Signed March 20. 2017

For the Company

Pierre Beaudin

For the Union

[Signature]