

MEMORANDUM OF AGREEMENT

BETWEEN:

**International Association of Machinists
and Aerospace Workers
Transportation District Lodge No. 140**

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

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

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from, January 1, 2014 to December 31, 2016 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of three (3) years from January 1, 2017 to December 31, 2019 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from Date of Ratification unless specifically stated otherwise.

5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties, as described in Appendix A, with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within thirty (30) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have fifteen (15) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within sixty (60) calendar days of the date of completion of the ratification vote.

Signed at Vancouver, B.C. this 16th day of April, 2018

Paul Stapan

FOR THE EMPLOYER

Paul Stapan

FOR THE UNION

APPENDIX "A"

Attach all sign off as Appendix A

SETTLEMENT AGREEMENT

BETWEEN

IAMW 140

-AND -

MOVEUP

The parties agree that the following represents a full and complete settlement package to conclude the collective bargaining for the renewal of the 2014 – 2016 collective agreement.

1. All agreed to issues shall form part of this settlement agreement.
2. All issues not contained in the agreed to or part of this settlement agreement are deemed to have been withdrawn by both parties.
3. a) Article 11 – Sick Leave, Welfare Plan and Pension Plan, Section 11.03 shall be amended as follows:

11.03 Weekly Income Benefit:

As per the current benefit plan provided by the Union. The Employer shall pay the full premium costs for the employee's coverage under such plan. The Employer will continue to remit for health and welfare benefits as required during the periods on wage indemnity.

- b) Article 11 – Sick Leave, Welfare Plan and Pension Plan, Section 11.05 shall be amended as follows:

11.05 Dental Plan

As per the current plan provided by the Union. Premium costs for coverage shall be paid for by the Employer.

c) Article 11 – Sick Leave, Welfare Plan and Pension Plan , Section 11.06 shall be amended as follows:

11.06 Extended Benefit Plan

As per the current plan provided by the Union.

d) Article 11 – Sick Leave, Welfare Plan and Pension Plan , Section 11.13 shall be amended by deleting the following:

It is understood by the parties that the Employer may, at their option, change benefit carriers with notification to the Union.

4. Letter of Understanding No. 5 – Student Employee as attached as attached to this Settlement Agreement.
5. Letter of Understanding No. 6 – as attached to this Settlement Agreement.
6. Wage Grid the current wage grid shall be amended as attached to this Settlement Agreement.

Dated this 16th day of April 2018 in Vancouver, B.C.

For IAMW 140 [the Employer]



For MoveUp [the Union]



	Start	6 Months	12 Months	18 Months	24 Months	30 Months
Category 1						
Hourly	26.00	27.00	28.00	29.97	30.51	31.02
Casual /Temporary	26.00					
Category 2						
Hourly	27.50	28.50	29.50	31.30	31.84	32.35
Casual/Temporary	27.50					
Category 3						
Hourly	29.00	30.00	31.00	32.61	33.15	33.67
Casual /Temporary	29.00					

Wage Increase of 1.5% applied to end rates above

It is understood and agreed that all current employees will receive the Category 3 – 30month rate of pay.

	Start	6 Months	12 Months	18 Months	24 Months	30 Months
Category 1						
Hourly	26.52	27.54	28.56	30.57	31.12	31.64
Casual /Temporary	26.52					
Category 2						
Hourly	28.05	29.07	30.09	31.93	32.48	33.00
Casual/Temporary	28.05					
Category 3						
Hourly	29.58	30.60	31.62	33.26	33.81	34.34
Casual /Temporary	29.58					

Wage Increase of 2% applied to above rates

	Start	6 Months	12 Months	18 Months	24 Months	30 Months
Category 1						
Hourly	27.05	28.09	29.13	31.18	31.74	32.27
Casual/Temporary	27.05					
Category 2						
Hourly	28.61	29.65	30.69	32.57	33.13	33.66
Casual/Temporary	28.61					
Category 3						
Hourly	30.17	31.21	32.25	33.92	34.49	35.03
Casual/Temporary	30.17					

Wage Increases of 2% applied to above rates



IAMAW 140 PROPOSALS 2017

Number	Affected Article/LOU #5	Date:	Time:
EP #2			

**Employer Proposal to Conclude a Collective Agreement
Between
International Association of Machinists and Aerospace Workers
District Lodge 140
And
MoveUp**

LETTER OF UNDERSTANDING No. 5

Student Employee:

Any person who is classified as a Student must be registered full-time and be attending an educational institution. Full-time enrolment for the purpose of this letter of understanding is considered to be an average of three (3) courses per semester or full time in any technical trade school. Student status will be reviewed each spring.

Student employees will be limited to working during school breaks (spring break, Easter, the summer period, and Christmas). They will be eligible for four percent (4%) vacation pay, they will also be eligible for Statutory Holidays when applicable.

They shall not displace or replace any Member of the Bargaining Unit nor shall they be employed when any Member of the Bargaining Unit is on layoff.

Duties and Responsibilities

1. Scan documents to file on the server.
2. Create folders and file clean up.
3. Weekly Activity and Expense Statements/Reports
4. Answer Telephones and pick up faxes in the absence of a regular employee

Students will be deducted Union dues as per the Collective Agreement and will receive the Student pay rate as outlined below:

Upon Ratification: 16.00 per hour

E. & O.E.



**IAMAW 140
PROPOSALS 2017**

Number	New	Date:	Time:
EP #3			

LOU # 6

Further to LOU #2 the only remaining employee affected by this letter is Michele Bujold. As such, the Union agrees pay Michele Bulold the following lump sums per the schedule below;

Year One	2,000.00	To be paid in the second pay period following the ratification of a collective agreement.
Year Two	1,500.00	To be paid in the second pay period following the ratification of a collective agreement.
Year Three	1,000.00	To be paid in the second pay period of January 2019.



**[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		4/19/17	9:30am
UP#1	2.03	Amend	

2.03 The Union Label shall be made available to the Employer. The privilege of using the Union Label shall be extended to the Employer as long as this Agreement remains in full force and effect and the Employer is fulfilling all of its terms and conditions. The Union Label shall be the official Union Label of ~~the Canadian Office and Professional Employees Union~~ as designated by the Union. ~~with the designation of Local 378 and~~ The Union Label shall remain the sole property of the Union.

E&OE
Signed off this 10th day of November 2017

For the Union
[Signature]

For the Employer
[Signature]



**[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		3/19/17	9:24
UP#3	11.07	Housekeeping	

11.07 Pension Plan:

- a) Employer contributions to ~~COPE~~ the Union Pension Plan shall be, effective December 31, 2001-ten and one quarter percent (10.25%) of salary
- b) Hours on which payment shall be based are as follows:
- Annual Vacation
 - Straight time hours worked
 - Statutory Holidays
 - Banked overtime hours if taken in pay
 - Straight time equivalent of overtime hours if not banked
 - Paid Sick Leave
- c) Contributions shall be made for all employees who are not covered by the Employer's existing pension plans.
- d) All employees hired after January 13th, 1982, shall be enrolled in the ~~COPE~~ Union Pension Plan.
- e) The Employer shall make payment to the Trustees of the ~~COPE~~ Union Pension Plan, by a single payment made by the fifteenth (15th) of the month following that which payment covers, to an agency designated for that purpose by ~~COPE~~ the Union.
- f) ~~COPE Local 378~~ The Union will send a copy of the annual statement of the Pension Plan to the President & Directing General Chairperson of the International Association of Machinists and Aerospace Workers Transportation District 140, no later than one (1) month from the date of a written request by an Employer party to this Agreement.

E&OE
Signed off this 10th day of November 2017

For the Union
[Signature]

For the Employer
[Signature]



**[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)**


(Canadian Office and Professional Employees
Union, Local 378)

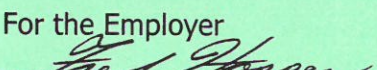
Union			
Number	Affected Article/MOU	Date:	Time:
		4/19/17	9:25'
UP#4	12.03	Amend/Delete	

12.03

- a) It is expressly understood and agreed that the wage scales, set out in Appendix "A" will establish the employees wage rate unless otherwise specifically provided for by this Agreement. No clause in this Agreement shall at any time be so construed as to reduce the pay or increase the hours of any employee now on the payroll of the Employer.
- b) ~~The Parties agree that Employers who choose to exercise their option in accordance with Article 12.03 to pay rates above those specified in Appendix "A" will notify the Union by letter of the rates paid to their employees.~~
- c) If it is the intention of the Employer to hire an employee whose duties fall outside the existing classifications contained in this Agreement, the Employer must notify the Union before hiring.

E&OE
Signed off this 10th day of November 2017

For the Union 

For the Employer 



**[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#5	12.07	4/19/17 housekeeping	

12.07 An employee assigned to a higher job classification or temporarily replacing another employee in such higher classification shall be paid at the higher rate for the period so employed, provided the employee has the qualifications necessary and fulfils the duties of the higher job. This provision shall not apply for brief relief periods of less than one-half (½) day except that if an employee is required to work at a higher classification on a recurring basis, i.e. each day, each week or each month, the higher rate of pay shall apply as provided in Article 12.06 ~~foregoing~~ above.

E&OE
Signed off this 10th day of November 2017

For the Union
[Signature]

For the Employer
[Signature]



**[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date: 4/19/17	Time: 9:27
UP#6	15.05	Amend	

15.05

~~It is agreed by the Parties that the Agreement will be prepared on an alternate basis.~~

NEW

15.05

The Union shall prepare and print the Collective Agreement.

E&OE

Signed off this 10th day of November 2017

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

[IAMAW 140] PROPOSALS 2017 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
		4/19/17	9:25
UP#7v2	15.09	Housekeeping/Amend	

15.09 Upon request an employee shall be entitled to review and receive a copy of his/her personnel file annually and in the event of a grievance. Upon written authorization of the employee, a Union representative shall be entitled to read and review an employee's personnel file. Upon request, the Union Representative shall be given copies of all disciplinary documents. Disciplinary action shall be removed from an employee's file after 12 months for verbal or written warnings, and after 24 months for a suspension provided the employee has been discipline free for the respective 12 or 24 month period.

An employee shall have the right to have the Steward(s) or Business Union Representative of the Union present at any discussions with the Employer that the employee believes may be the basis of disciplinary action. Where the Employer intends to meet with an employee for disciplinary purposes, or impose discipline, they shall notify the employee, Steward and/or Business Union Representative.

E&OE Signed off this 10th day of November 2017

For the Union [Signature]

For the Employer [Signature]



**[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)**

(Canadian Office and Professional Employees
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		4/19/17	9:29
UP#8	17.03	housekeeping	

17.03 In cases where the re-training of employees is not practical, or where other positions with the Employer are not available, the employee(s) shall elect for termination of employment or shall elect to be placed on the recall list. An employee on recall under this Article, shall receive all the benefits he had accrued during employment at the end of the recall period as set out in Article 14.05 or at such earlier time as he may elect to terminate.

E&OE
Signed off this 10th day of November 2017

For the Union
[Signature]

For the Employer
[Signature]



(Canadian Office and Professional Employees Union, Local 378)

[IAMAW 140] PROPOSALS 2017 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: 11/14/17	Time: 12:23
UP#9v2	18	Amend	

Add following to existing language and re-number:

18.XX Complaints

Should an Employee have a complaint, the Employee and/or a Union representative shall discuss the complaint with the appropriate immediate supervisor or manager. A Union representative may discuss the complaint with other management personnel and/or employees as he or she may deem appropriate in the circumstances. Failing a resolution of an Employee's complaint, the matter may be initiated and processed as a grievance under this Article.

E&OE
Signed off this 14th day of November 2017

For the Union [Signature]

For the Employer [Signature]



(Canadian Office and Professional Employees Union, Local 378)

[IAMAW 140] PROPOSALS 2017 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
		11/14/17	12:25
UP#10V2	21	New Language	

NEW

21.03

- (a) The Parties agree that there is a shared interest in minimizing and/or eliminating musculoskeletal strain injuries or illnesses that that are work related.
- (b) The Parties agree that any employee who feels they are at risk for a work related repetitive strain injury may request the workplace health and safety committee, and shall receive, an ergonomic assessment of his/her workstation, as per the applicable Provincial Health and Safety Regulations.
- (c) Should modifications be required as a result of an assessment in (b) above, the Employer will undertake such modifications immediately.

E&OE

Signed off this 14th day of November 20 17

For the Union

[Signature]

For the Employer

[Signature]



[IAMAW 140]
PROPOSALS 2017
 Union Proposals (UP Item)

(Canadian Office and Professional
 Employees Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#11 v2	22.02	11/14/17	
		Housekeeping	

22.02 GENERAL

- a) The Parties agree that all terms and conditions of the Collective Agreement that are in force and effect shall apply unless specifically altered herein.
- b) Only regular employees are eligible to participate in job share arrangements unless otherwise mutually agreed by the Parties. This can include a regular employee hired to fill the balance of a job shared position.
- c) A job share employee (other than a temporary employee as mutually agreed in 1(b) above), shall be classified as a regular part-time employee.
- d) Overtime premiums will be paid to each job share partner who works longer than the regular work day hours in a day or the hours in a regular work week. A job share partner may work additional hours for the Employer beyond their normal job share schedule at the appropriate rate for the work and at straight time pay up to the hours of a regular work day or the hours in a regular work week.
- e) All job share employees must meet the qualifications of the position to be job shared.
- f) The position identified for job share must be held by one of the current incumbent employees.
- g) The regular position left vacant when two regular employees job share will be posted in accordance with the provisions of the Collective Agreement, except as outlined in the trial period in 22.04 below.
- h) Job share arrangements shall be cost neutral (*see Note) to the Employer.

E&OE

Signed off this 14 day of November 2017

For the Union

For the Employer

- i) Benefits, vacation and other length of service entitlements, seniority, statutory holidays shall be pro-rated.
- j) Medical and other appointments will be scheduled on a job share employee's normal day off unless it is not possible such as a specialist appointment that cannot be rescheduled.

NOTE: The Employer understands, with the exception of Clause 22.02 (d) above, "Cost Neutral" means that there will be no additional cost in wages, benefits or other Collective Agreement costs incurred under this agreement.

AS
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[IAMAW 140]
PROPOSALS 2017
Union Proposals (UP Item)

(Canadian Office and Professional Employees
 Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
		4/19/17	9:40
UP#15	2.01, 3.01, 21.02 LOU 1, LOU 3, LOU 4 and Title Page	Amend	

Where ever the term "COPE" or "Canadian Office and Professional Employees Union" is used, amend to "MoveUP – Canadian Office and Professional Employees Union, Local 378".

E&OE
 Signed off this 10th day of November 2017

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

[IAMAW 140] PROPOSALS 2017 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date: November 14, 2017	Time: 12:30
UP#17	8.01	Housekeeping	

ARTICLE 8 — STATUTORY HOLIDAYS

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

New Year's Day	Family Day	Good Friday
Easter Monday	Victoria Day	Canada Day
BC Day	Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day	Boxing Day

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

Any other holiday recognized by an individual the Employer shall be provided, without loss of pay, to employees working for said the Employer. Territorial or Civic Holidays, when declared, shall be provided to the employees working in the said location where the holiday is declared. The Employer further agrees that should one (1) of the above statutory holidays fall on either a Saturday, a Sunday, or an employee's regularly scheduled day off and no other day is proclaimed in lieu thereof, the employee shall receive an additional day or days off, with pay, to be taken the working day preceding the holiday or the working day succeeding the holiday or at a time mutually agreed by the Employer and the employee.

E&OE
Signed off this 14th day of November 2017

For the Union

For the Employer

Agreed to April 16/18

Paul Harper

Paul Harper

b) During periods of lengthy illness or disability, the lost working days that occur within any waiting period as prescribed by a Wage Indemnity Plan shall be paid by the Employer from the employee's accumulative "sick leave". A claim for benefits must be made under the Wage Indemnity Plan for any disability that results in time loss in excess of the prescribed waiting period. "Sick leave" shall not accumulate while an employee is absent because of a disability. At the employee's option, accumulated sick leave may be used to offset the difference between regular salary and wage indemnity payments.

11.02 Medical Plan:

The Provincial medical plan shall be made available to all regular employees. The Employer shall pay the full premium cost for the employee's coverage under such a plan. For Employees outside the Province of British Columbia, please see Letter of Understanding #1.

As per the current plan provided by the

11.03 Weekly Income Benefit: *Union*

~~The Weekly Income Benefit (1417 plan providing sixty six and two thirds (66 2/3%) percent of earnings to a maximum of \$800.00 per week, when unable to work due to sickness or accident, shall be made available to all regular employees. The Employer shall pay the full premium cost for the employee's coverage under such plan. The Employer will continue to remit premiums for health and welfare benefits as required during periods on wage indemnity.~~

Delete
1/9

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

11.05 Dental Plan: *As per the current plan provided by the Union*

~~a~~ Dental Plan shall be made available to regular employees. Premium costs for coverage shall be paid for by the Employer.

~~Coverage is: Part A Basic Services one hundred percent (100%)~~

~~Part B Major Services Fifty percent (50%)~~

~~Porcelain caps/crowns (2.1% cost to Employer to Part B rates)~~

~~Part C Orthodontics fifty percent (50%) (Ortho coverage, with a \$2,000.00 lifetime limit)~~

~~- Dental Implants - \$3,000.00 each year~~

Delete
1/9

11.06 Extended Health Benefit Plan: *As per the current plan provided by the Union*

~~a~~ Extended Health Benefit Plan shall be made available to all regular full-time employees. This plan shall include an eyeglass option of five hundred dollars (\$500.00) every twenty-four (24) months, excluding dependents. Premium costs shall be fully paid by the Employer.

1/9

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

11.12 Employee Assistance Program

a) Purpose

The purpose of the Employee Assistance Program shall be to facilitate treatment for employees through a process of problem identification, assessment, referral and treatment on a confidential basis.

b) Nature of Program

The Employer shall provide an Employee Assistance Program using an independent, neutral third party to provide the service(s). The Employer shall provide such employee and the Union with information on the program.

c) Participation

All employees and their immediate family dependents, as defined by the EAP contract for services shall be eligible for participation in the Employee Assistance Program.

d) Funding

All costs relating to the Employee Assistance Program shall be borne by the Employer.

11.13 Benefit Coverage:

The employer will ensure that all Employees will have continuity of their benefit coverage, both mandatory and voluntary, and will receive at minimum the same level of benefit coverage and terms and conditions that they currently receive at no additional cost to the employee. Any waiting period for coverage eligibility period shall adjoin the termination of one set of benefits, so that it is seamless. ~~It is understood by the Parties that the employer may, at their option, change benefits carriers with notification to the Union.~~ Delete

ARTICLE 12 – WAGES

12.01 Employees will be classified in accordance with the skills used and shall be paid not less than the minimum weekly or hourly wage rate for such classification in accordance with the table of categories, classifications and salaries and the job descriptions as set forth in Appendix "A", which is attached hereto and made part of this Agreement.

12.02

a) Any position not covered by Appendix "A", or any new position which may be established during the life of this Agreement, shall be subject to negotiations between the Employer and the Union. In the event that the Parties are unable to agree as to the classification and rate of pay for the job in question, or in re-classifying any position of any employee which may be in dispute, the matter may

Agreed to April 16/18



[IAMAW 140] PROPOSALS 2017 Union Proposals (UP Item)

(Canadian Office and Professional Employees Union, Local 378)

Union		Date: 4/19/17	Time: 9:36
Number	Affected Article/MOU		
UP#12	23	Amend Term of Collective Agreement	

23.01 Duration
This Agreement shall be binding and remain in full force for the period from January 1st, ~~2014~~ 2017 to and including December 31, ~~2016~~ 2019.

23.02 Notice to Bargain
Either Party may at any time within four (4) months immediately preceding the expiry date of this Agreement, by written notice, require the other Party to commence collective bargaining.

23.03 Agreement to Continue In Force
Both 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 legal lockout, as the case may be.

23.04 Exclusion of Operation: Section 50(2) L.R.C.
The Parties agree to exclude the operation of Section 50(2) of the Labour Relations Code of British Columbia, or any subsequent equivalent legislative provisions.

IN WITNESS WHEREOF, the Union and the Employer have caused this Agreement to be executive in their names by their duly authorized representative(s) this _____ day of _____, 2015.

SIGNED ON BEHALF OF THE EMPLOYER
Party of the First Part;

SIGNED ON BEHALF OF THE UNION
Party of the Second Part;

E&OE Signed off this 16th day of April 2018

For the Union [Signature]

For the Employer [Signature]

S:\Bargaining\IAMAW Lodge 140\Bargaining 2017\7-Proposals - Union\17-IAM140-BARG-UP 12-Art. 23 V1 Aug 1.docx

Fred Hospes
President & Directing General
Chairperson
IAMAW District Lodge 140

Karen Rockwell
Union Representative
MoveUp COPE Local 378

EP#2			
Number	LOU #5	Date	Time:
EP#2		Add	11/14/17

Employer Proposal to Conclude a Collective Agreement

Between
International Association of Machinists and Aerospace Workers
 District Lodge 140

And
MoveUp

LETTER OF UNDERSTANDING No. 5

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They shall not displace or replace any Member of the Bargaining Unit nor shall they be employed when any Member of the Bargaining Unit is on layoff.

Duties and Responsibilities

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2. Create folders and file clean up.
3. Weekly Activity and Expense Statements/Reports
4. Answer Telephones and pick up faxes in the absence of a regular employee

Students will be deducted Union dues as per the Collective Agreement and will receive the Student pay rate as outlined below:

Upon Ratification: 16.00 per hour

E. & O.E.



IAMAW 140 PROPOSALS 2017

Number	New	Date:	Time:
EP #3			

LOU # 6

Further to LOU #2 the only remaining employee affected by this letter is Michele Bujold. As such, the Union agrees to pay Michele Bujold the following lump sums per the schedule below;

Year One	2,000.00	To be paid in the second pay period following the ratification of a collective agreement.
Year Two	1,500.00	To be paid in the second pay period following the ratification of a collective agreement.
Year Three	1,000.00	To be paid in the second pay period of January 2019.

Fred Harper
[Signature]



**IAMAW 140
PROPOSALS 2017**

Number	Affected Article/LOU #3	Date:	Time:
EP #1	Appendix A		

Employer Proposal to Conclude a Collective Agreement

**Between
International Association of Machinists and Aerospace Workers
District Lodge 140**

**And
MoveUp**

Wages to be increased as Follows:

January 1, 2017	1.5%
January 1, 2018	2.0%
January 1, 2019	2.0%

E&OE
Signed off this 16th Day of April 2018

For the ^{Union} Employer [Signature] For the ^{Employer} Union [Signature]