

# MEMORANDUM OF AGREEMENT

## BETWEEN:

**United Fish and Allied Workers' Union (UFAWU – Unifor)  
(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 JAN 1, 2015 through DEC 31, 2017 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

### THEREFORE:

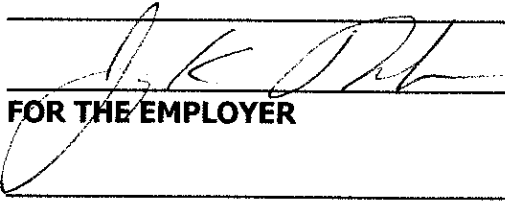
1. The Parties agree that the Collective Agreement is renewed for a term of written ( ) years from JAN 1, 2018 to DEC 31, 2020 with the changes set out in the Memorandum of Agreement subject to the following conditions.
2. The Parties agree that this Memorandum of Agreement is subject to ratification 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 month day, year unless specifically stated otherwise.
5. All items not addressed herein will be considered withdrawn on a without prejudice basis.

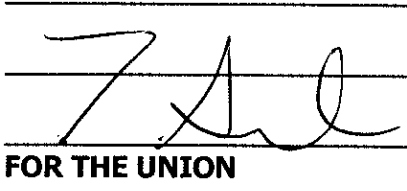
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
8. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within 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.

Note: an additional line item in the second part **may** be required as follows:  
 n. This Agreement will be subject to the prior approval of PSEC. (or some other outside, interfering body)

Signed at New Westminster, B.C. this 1st day of Oct., 2018

\_\_\_\_\_  
 \_\_\_\_\_

 Joy Thorskelson - UFAWU - Union President  
**FOR THE EMPLOYER**

 - Tony Gebuch, Union Representative.  
**FOR THE UNION**

## **APPENDIX "A"**

**Attach all sign off as Appendix A**




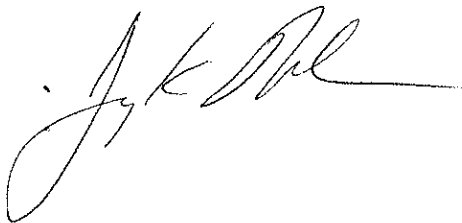
(Canadian Office and Professional Employees Union,  
Local 378)

[UFAWU - Unifor]  
**PROPOSALS [2017]**  
**Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#1	Various	<i>Housekeeping</i>	

Update Collective Agreement cover page, footer and wherever the name is referenced in the agreement with Union's name change to **MoveUP (Canadian Office and Professional Employees Union, Local 378)**.

Agreed : May 25/2018

Union:  Employer: 



(Canadian Office and Professional Employees Union,  
Local 378)

[UFAWU - Unifor]  
**PROPOSALS [2017]**  
**Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#2	Various	<i>Housekeeping</i>	

Replace "Office Steward" with "Job Steward" throughout the Agreement.

Agreed - May 25 2018

Union: [Signature] Employer: [Signature]



(Canadian Office and Professional Employees Union,  
Local 378)

**[UFAWU - Unifor]  
PROPOSALS [2017]  
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
UP#3	Various	<i>Housekeeping</i>	

GENDER NEUTRAL LANGUAGE

The union proposes the entire collective agreement be updated to become gender neutral. Eg. "he/she" be changed to "the employee".

Agreed May 25 /2018.

Union: *JAL* Employer: *[Signature]*



(Canadian Office and Professional Employees Union,  
Local 378)

[UFAWU - Unifor]  
PROPOSALS [2017]  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#11	22.01	<i>Amend – to be discussed.</i>	

**22.01 Duration**

~~This Agreement shall be binding and remain in full force and effect on and after the 01 January 2015, to and including the 31 day of December, 2017 and shall automatically be renewed from year to year thereafter.~~

This Agreement shall be binding and remain in full force and effect until midnight ~~xx/xx/xxxx~~ and thereafter in accordance with this Article.

*Dec. 31 2020*

*(3-year term)*

E&OE  
Signed off this 1st day of Oct. 2018

For the Union *[Signature]*

For the Employer *[Signature]*

*subject to ratification*



(Canadian Office and Professional Employees Union,  
Local 378)

[UFAWU - Unifor]  
PROPOSALS [2017]  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#12	Appendix A	<i>Amend – to be discussed.</i>	

**APPENDIX "A"**

Wage scales to be discussed.

2018 - 0%

2019 - 2%

2020 - 2%

\$ 900 signing bonus

E&OE  
Signed off this 1st day of Oct 2018

For the Union [Signature]

For the Employer [Signature]

*subject to ratification*





(Canadian Office and Professional Employees Union,  
Local 378)

[UFAWU - Unifor]  
PROPOSALS [2017]  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#13	Various – LOU's	Amend	

Renew ~~all~~ Letters of Understanding.

Mou # 1

E&OE  
Signed off this 1st day of Oct. 20 18

For the Union

For the Employer

  
*Subject to ratification*