

MEMORANDUM OF AGREEMENT

BETWEEN

**CanWest-DHI Services – BC Field Division and Management of CanWest DHI
(the “Employer”)**

AND

**BC Government and Service Employees’ Union
(the “Union”)**

The following is agreed subject to ratification by both parties:

1. The Employer and the Union agree to a three (3) year extension of the current Collective Agreement (that was effective from October 1, 2013 to September 30, 2017), subject to the following changes:

- a. Article 15.5 of the Collective Agreement (15.5, Point of Assembly) shall be deleted and substituted with the following:

15.5 Central Location

The Central Location will be determined by Management for an assigned employee circuit in order to allocate fair and reasonable mileage compensation and travel time calculation purposes. Management will recognize either a residence or Central Location which is reasonable and fair for mileage compensation and travel calculation purposes.

- b. The wage schedule at Article 25.3 (Rates of Pay) shall be replaced as follows:

Effective October 1, 2017 – 2.1% general wage increase
Effective October 1, 2018 – 2.2% general wage increase
Effective October 1, 2019 – 2.2% general wage increase

- c. The Union and the Employer agree that the current mileage calculation shall be presented in an open and transparent manner.

2. The expiry of the Collective Agreement shall be at midnight on September 30, 2020.

3. All remaining items are considered withdrawn on a without prejudice basis.

4. Both the Union and the Employer agree to recommend the terms of this Memorandum of Agreement to their constituent groups for ratification.

Signed this ____ day of May, 2019.

For the Employer:

For the Union:
