

MEMORANDUM OF AGREEMENT

BETWEEN:

The Canadian Merchant Service Guild

AND:

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

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from January 1, 2017 through December 31, 2019 (the "Collective Agreement").
- B. The Parties recognize that Article 22.01 (b) allows that 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.
- C. The Parties wish to address the matter of wages in the interim until a renewal Agreement is negotiated.

THEREFORE:

- 1. The Parties agree that the wages in Appendix "A" shall be subject to a two percent (2%) increase retroactive to January 1, 2020, and a further 2% increase effective January 1, 2021.
- 2. The Parties remain free to enter into negotiations for a renewal Agreement in 2021.
- 3. When the Parties finalize a renewal Collective Agreement, any retroactive application of the Agreement will consider the two percent (2%) increase as monies already paid.

Signed at New Westminster, B.C. this 14th day of December, 2020



Zulema C. Sanabria, Secretary-Treasurer FOR THE EMPLOYER



Noel Gulbransen, Union Representative FOR THE UNION