

MEMORANDUM OF AGREEMENT

BETWEEN:

COAST MOUNTAIN BUS COMPANY LTD.
(the "Company")

AND:

UNIFOR, LOCALS 111 AND 2200
(the "Union")

WHEREAS:

- A. The Parties are bound to a collective agreement effective from April 1, 2023 through March 31, 2026 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.
- C. The Parties have reached the following agreement.

THEREFORE:

- 1. Subject to ratification pursuant to Article G 1.01, the Collective Agreement, including all letters of understanding that have not specifically expired, is hereby renewed for a term of four (4) years from April 1, 2026 to March 31, 2030 with the attached amendments and schedules.
- 2. The Union will seek and strongly recommend ratification by its members in the bargaining unit of this Memorandum of Agreement.
- 3. The Company will seek and strongly recommend ratification of this Memorandum of Agreement by its Board of Directors.
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from the date of ratification unless specifically stated otherwise.
- 5. 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 the Collective Agreement that expired on March 31, 2026. Any amendment to this Memorandum of Agreement must be confirmed in writing by both parties.

1. TERM

The term of the collective agreement will be forty-eight (48) months commencing April 1, 2026 and ending March 31, 2030.

2. WAGE INCREASE

The following wage increases will apply to all classifications, applicable on base wages as of March 31 of each year. Any other increases set out in the Memorandum of Agreement would be applied after the percentage wage increase:

April 1, 2026: 3.0%

April 1, 2027: 3.0%

April 1, 2028: 3.0%

April 1, 2029: 3.0%

If, during the term of the 2026-2030 Collective Agreement (this "Agreement"), the Public Sector Employers' Council Secretariat (PSEC Secretariat) formally approves and publishes an amendment to the 2025 Balanced Measures Mandate applicable to all public sector employers in British Columbia, and that amendment authorizes general wage increases (GWIs) greater than those contained in this Agreement, the GWIs in this Agreement shall be deemed amended to provide employees with GWIs equal to those authorized by the revised mandate, unless the Parties agree otherwise.

Effective April 1, 2027, after the 3% general wage rate is applied, the following classifications will receive an additional wage adjustment that brings their wages to the same rate as that of Mechanics:

- Autobody and Collision Technician
- MVA and Autobody Repair Estimators
- Painters
- Machinists
- Welders

Article M5.07 will be removed.

3. RETROACTIVE PAY

The Parties agree to amend Article G 1.04 as follows:

The applicable wage rates included in the Wage Schedule of this Agreement shall be applied retroactively for all job classifications listed in the Wage Schedule back to and including 1 April ~~2023~~ **2026**.

The rest of this Article remains unchanged.

4. DISCIPLINARY ACTION

The Parties agree to amend Article G 7.00 as follows:

The primary purpose of progressive discipline is to correct employee behaviour. The Employer has the right to discipline or dismiss any employee for just and reasonable cause. It is understood that employees will have the right to Union representation for all meetings relating to potential or actual discipline. Failure to provide Union representation for such meetings without agreement with the Union will result in any resulting discipline being rendered null and void. Nothing in this Article shall restrict the right of the affected employee or the Union to grieve the discipline or dismissal.

5. MILITARY LEAVE

The Parties agree to amend Article G 11.02.4 as follows:

When an employee is called by the Canadian Military Reserve to participate in Canadian Forces activities, they may request a leave of absence from work. A request for leave must be given in writing to the Employer at least four (4) weeks in advance of the leave and will include supporting documentation from the Military. Subject to operational requirements, the Employer may grant up to ~~37.5~~ **75** hours of ~~paid~~ Military leave per year for an employee to serve on Military duty.

When a ~~paid~~ Military leave of absence has been granted, the Employer shall pay the employee the difference between the compensation paid to the employee by the Military and their regular hourly pay for the straight-time hours they otherwise would have worked.

6. SICK LEAVE

Effective January 1, 2027, the Parties agree to amend Article G 12.00 as follows:

Article G 12.00 WAGE PROTECTION PLAN

The provisions of this Article shall only apply to regular employees who have completed three (3) months of employment, commencing from the date of hire.

Employees will be provided with ~~six~~ **eight** days per calendar year, to be applied to the first three days of any absence due to non-occupational injury or illness. These ~~six~~ **eight** days will be paid by the Employer at the employee's regular straight time wage rate and will not require sick claim forms. On the fourth day of continued absence, employees must apply for Short Term Disability benefits in accordance with this Collective Agreement.

Although these ~~six~~ **eight** days will be included in an employee's overall attendance record, it is understood that appropriate use of these ~~six~~ **eight** days will not cause that employee to be introduced into the Company's Attendance Program.

7. EXTENDED HEALTH BENEFITS

Effective January 1, 2027, the Parties agree to amend Article G 13.02 as follows:

(d) Employee vaccinations ~~for shingles~~ as recommended by the BC Public Health Officer.

(e) Annual PSA (Prostate Specific Antigen) Testing.

The rest of this Article remains unchanged.

The Parties agree to a new LOU as follows:

LOU #XX Benefits Advisory Committee

The parties agree to establish a Benefits Advisory Committee for the purpose of reviewing the current benefits package and identifying opportunities to enhance benefits coverage. In carrying out this work, the Committee will examine potential efficiencies and cost-saving measures that may be applied to improve existing benefits and/or support the consideration of additional benefits.

Without limiting the generality of the foregoing, the Committee may review options including, but not limited to, changes to the pharmacare plan, including consideration of lower-cost alternatives to the Pacific Blue Cross Blue Rx plan and introducing an electronic submission for physicians' statements that will expediate the review of the claim.

The Committee will be comprised of representatives from the Trust representing Locals 111 and 2200, the Director of Human Resources, the Director of Labour Relations, and any other individual(s) that either party may determine would assist the Committee in fulfilling its mandate.

The parties will convene the Committee within sixty (60) days of ratification. The Committee will undertake its review with the objective of completing its work and providing any recommendations by December 31, 2026.

13.03 Dental Plan

The Employer will provide a dental plan for all eligible regular employees covered by this Agreement. Coverage for all new regular employees shall commence on the first day of the next month following two (2) full calendar months of employment. The benefit plan will be equivalent to that offered by Pacific Blue Cross in Plan A (90% co-insurance) Plan B (70% co-insurance) and Plan C (50% co-insurance with a lifetime limit of ~~\$5000.00~~ **\$6000** per person covered by the Plan).

8. PAYMENT OF WAGES

The Parties agree to amend the language of Article G16.00 and G19.00 as follows:

16.00 PAYMENT OF WAGES

~~Employees hired before March 31, 2007, shall be paid every two weeks by cheque on every other Friday or on the preceding working day when a pay day falls on a holiday. Employees hired after March 31, 2007 shall be paid every two weeks by direct deposit on every other Friday or on the preceding working day when a pay day falls on a holiday. Where special circumstances warrant, the Company will make payment by cheque for a reasonable period of time.~~

Adjustment of a pay shortage of one full day's pay or more can be covered by a pay advance made by interim cheque at the request of the employee. Pay shortages of less than one full day's pay but greater than fifty dollars (\$50.00) will be covered by a pay advance at the request of the employee.

16.01 Issuing Pay Cheques – Shift Workers

~~Employees on evening shifts shall upon request be issued pay cheques from 15:00 of the day preceding pay day and on pay day when the depot office opens.~~

19.00 TIME SLIPS 16.01 Time Slips

All time slips and overtime slips shall be completed and submitted to the Employer. Any such slip that is incorrect or incomplete will not be honoured by the Employer for payment until corrected.

16.02 Shift Trades for Pay

Employees working work that is given away by another employee are paid their regular rate of pay for the work and may receive premiums attached to the work, but will not be eligible for overtime pay or any other premiums generated specifically by taking the work.

The Parties agree to meet within 60 days of ratification to:

- a. Create an LOU regarding shift trades for conventional Transit Operators.*
- b. Create an LOU regarding shift trades for employees subject to Part M (Maintenance) of the Collective Agreement.*

9. SAFETY SHOES

Effective January 1, 2027, the Parties agree to amend Article G 15.02 as follows:

15.02 Safety Shoes - Cost Sharing

Where safety shoes are required to be worn on the job, the Employer shall either provide an employee with ones that it determines to be suitable for the work or reimburse the employee for the purchase or repair of the safety shoes, including replacement insoles, as in either (i) or (ii) below:

- (i) to a total amount not exceeding ~~\$200.00~~ **\$225.00** in a calendar year.
- (ii) to a total amount not exceeding ~~\$400.00~~ **\$450.00** per two year period. The acceptable alternative is the purchase of one pair of heavy (winter) and one pair of light (summer) safety footwear per two year period.

The rest of the Article remains unchanged.

10. RECOVERY

The Parties agree to add the following to Article O 2.02.6:

In accordance with LOUs #26 and #28, an objective of these committees is to ensure Operator concerns with respect to scheduling and service-related matters are properly investigated and addressed, which may include running time and recovery.

The rest of the Article remains unchanged.

11. SHIFT PREMIUMS

The Parties agree to amend Articles O 8.00, M 3.04.1, S 5.04 and Appendix C 4.09 as follows:

O 8.00 Shift Premium

Effective at ratification, Operators shall be paid a shift premium of ~~\$1.35~~ **\$2.05** per hour for all hours worked after ~~20:00~~, **19:30, up to the end of the service day**. ~~Additionally, e~~Early morning pieces ~~starting before 03:30 will not be paid the premium for all hours up to 03:30.~~

C 4.09 Shift Premiums

No later than by January 1, 2027, Operators shall be paid a shift premium of \$1.50 per hour for all hours worked after 19:30, up to the end of the service day. Early morning pieces will not be paid the premium.

M 3.04.1 Shift Premium – Shops and Garages

Garage employees shall be paid the following shift premiums for time worked on the afternoon and night shifts. The shift differentials shall be paid separate from the wage rate for time worked on the appropriate shift as defined by past practice.

Afternoon Shift:

Effective April 1, 2027	\$1.75 \$2.00 per hour
Effective April 1, 2028	\$2.50 per hour
Effective April 1, 2029	\$2.75 per hour

Night Shift:

Effective April 1, 2027	\$2.05 \$2.50 per hour
Effective April 1, 2028	\$3.50 per hour
Effective April 1, 2029	\$4.00 per hour

S 5.04 Watch Differentials

The afternoon/night watch is defined as a watch where the majority of the scheduled hours of work fall between 15:00 and 06:00. Overtime work shall not attract a watch differential.

The Watch Differential shall be as follows:

Effective April 1, 2027	\$1.75 \$2.00 per hour
Effective April 1, 2028	\$2.50 per hour
Effective April 1, 2029	\$2.75 per hour

The Night Shift Watch Differential for the SeaBus Mechanical group shall be as follows:

Effective April 1, 2027	\$2.05 \$2.50 per hour
Effective April 1, 2028	\$3.50 per hour
Effective April 1, 2029	\$4.00 per hour

12. TRAINING PREMIUM

The Parties agree to amend Article O 3.09 and Appendix C 2.09 as follows:

O 3.09 Training Premium

Qualified Operators selected by the Employer to train new Operators shall be paid a training premium of ~~\$2.50~~ **\$5.00** per hour while engaged in training work.

C 2.09 Training Premium

Qualified Operators selected by the Employer to train new Operators shall be paid a training premium of ~~\$2.50~~ **\$5.00** per hour while engaged in training work.

13. CHARGE HANDS AND LEAD HANDS

The Parties agree to amend Article M 5.06 as follows:

While so acting, a Lead Hand shall be paid a wage rate of ~~75¢~~ **\$1.00** per hour and a Charge Hand shall be paid a wage rate of ~~\$1.50~~ **\$1.75** per hour in addition to their straight-time rates.

14. PRESCRIPTION SAFETY GLASSES

Effective January 1, 2027, the Parties agree to amend Articles M 8.05 and S 3.03 as follows:

Where prescription safety glasses are required to be worn on the job, the Employer shall either provide an employee with ones that it determines to be suitable for the work or reimburse the employee for the purchase of prescription safety glasses for an amount not exceeding ~~\$275.00~~ **\$325.00** per two year period.

The rest of these Articles remain the same.

15. UNSCHEDULED ANNUAL VACATION

The Parties agree to amend Article M 14.00 as follows:

14.00 UNSCHEDULED A/V DAYS – MAINTENANCE DIVISION (Formerly LOU #55)

In conjunction with Article G 9.00, the Company will allow Maintenance employees who are entitled to three (3) weeks annual vacation the option of leaving one (1) week of Annual Vacation unscheduled and Maintenance employees who are entitled to four (4) weeks or more of Annual Vacation the option of leaving two (2) weeks of Annual Vacation unscheduled, at the time of Annual Vacation Sign-up. These unscheduled days will be scheduled by mutual agreement subject to staffing requirements at a later date and may be taken one or more days at a time. The following rules shall apply:

-
1. Employees must show their intent to retain the one or two weeks of unscheduled days at the time of the Annual Vacation Sign-up by signing the unscheduled holiday sheet.
 2. All unscheduled annual vacation must be taken by January 31.
 3. Employees are required to submit a time sheet prior to taking an Annual Vacation day.
 4. Employees shall arrange these Annual Vacation days with their immediate supervisor, giving forty-eight (48) hours minimum advance notice of their intent.
 5. The scheduling of an Annual Vacation day shall be subject to staffing requirements as determined by the Employer.
 6. ~~These unscheduled days will not be taken between June 15 and September 10 of each year.~~

16. PAYMENT FOR OVERTIME WORK

The Parties agree to amend Appendix C 2.02.1 as follows:

Overtime premiums will not be paid unless the employee's actual work hours exceed seven and one-half (7 ½) hours in a work day, or thirty seven and one-half (37 ½) hours in a work week, unless the employee works an alternative schedule (for example, a compressed work week), in which case the employee will be paid overtime in accordance with that schedule.

A minimum of two (2) hours will be paid for any piece of work that is worked entirely at overtime rates.

Where the Employer requests Operators to extend their work beyond the scheduled hours of work:

- a) by working an additional piece of work; or,
- b) by continuing in service as a result of a missed relief; or,
- c) **by more than fifteen (15) minutes for the purpose of a bus change on road;**

they shall be paid an additional two (2) hours minimum. When such extra work finishes within the scheduled hours of their shift, they will not be paid additional compensation.

The rest of the Article remains unchanged.

17. ASSIGNMENT OF WORK OTHER THAN AT SIGN UP

The Parties agree to amend Appendix C 2.03.2 as follows:

- b) **Casual Employees**
Casual employees are assigned to replace absent, sick or vacationing employees, or for other operational requirements. During the time of replacement, casual employees may be required to work full time hours.
 - i. If a casual employee is assigned a piece of work that has already been covered, the casual will receive ~~two (2)~~ **three (3)** hours pay.
 - ii. If a casual employee completes assigned work, they will be paid a minimum of three (3) hours, regardless of the length of the assigned work.

18. LOU #40 - NO LAYOFFS DUE TO TECHNOLOGICAL CHANGE DURING THE TERM OF THE COLLECTIVE AGREEMENT

The Parties agree to amend the language of LOU #40 as follows:

Further to the discussions at the bargaining table, the Employer commits that, for the life of the ~~2019~~ **2026-2030** Collective Agreement, no employee shall be downgraded, displaced, lose hours or be laid off due to technological change or contracting out.

Further, it is understood that the normal hiring plans of the Employer will not be altered due to G 2.07 or G 4.01 for the life of the Collective Agreement.

This LOU expires automatically at the end of this Collective Agreement.

~~Effective December 5, 2019~~

Dated July 20, 2026

19. SKILLED TRADES

The Parties agree to amend the language of LOU #41B as follows:

All Skilled Trades

- 1. On April 1, ~~2024~~, **2027**, **April 1, 2028** and April 1, ~~2025~~, **2029**, if necessary, CMBC will adjust the wages of the CMBC Skilled Trades identified in the table below as follows:
 - a. The Union will identify two classifications: one at BCRTC and one at CMBC that satisfy the conditions below for the purpose of calculating the percentage increase that will apply to all trades. Rates will not be compounded.

-
- i. the hourly rates of pay for these classifications were the same on March 31, ~~2023, 2026~~, at CMBC and August 31, ~~2022, 2025~~, at BCRTC; and
 - ii. the BCRTC classification has received the same general increases provided to all skilled trades at BCRTC on September 1, ~~2023, 2026~~, **September 1, 2027**, and September 1, ~~2024, 2028~~, and not more or less.
- b. On April 1, ~~2024, 2027~~, the hourly rate of the CMBC classification on April 1, ~~2024 2027~~, will be subtracted from the BCRTC classification rate on September 1, ~~2023 2026~~. If the hourly rate of the CMBC classification is less than the hourly rate of the BCRTC classification, the difference will be converted to a percentage and applied to all CMBC Skilled Trades listed below.
 - c. The same calculation will be done on April 1, ~~2025, 2028~~ with the BCRTC hourly rate effective September 1, ~~2024 2027~~. The classifications as described above will be subject to the same requirements on March 31, ~~2024 2027~~ and August 31, ~~2023 2026~~.
 - d. **The same calculation will be done on April 1, 2029, with the BCRTC hourly rate effective September 1, 2028. The classifications as described above will be subject to the same requirements on March 31, 2028 and August 31, 2027.**

Individual Trades

2. On April 1, ~~2024, 2027~~, **April 1, 2028**, and April 1, ~~2025, 2029~~, if the rate of a CMBC Trade Classification when compared with the rate of its identifiable counterpart at BCRTC on September 1 of the previous year is less, then an adjustment will be made.

General

3. It is understood that the application of this LOU will not result in the hourly rate of any CMBC Skilled Trade on April 1 of any year exceeding the hourly rate of an identifiable counterpart BCRTC Trade Classifications on September 1 of the previous year.
4. In the event of a dispute about the application of this LOU, the Parties agree to refer the matter to Arbitrator Randy Noonan.

The rest of this LOU remains the same.

APPENDIX 'A' – ITEMS PREVIOUSLY AGREED

The following is a complete summary of the items previously agreed to by the Parties. These items form an integral part of this Memorandum.

New/Amended/Deleted Language	Sign Off Title
G Section	
Article G 1.04	Retroactive Pay
Article G 2.05	Advising the Union of Employees Information
Article G 2.07	Work Contracted Out
Article G 2.09	Women's Advocate
Article G 2.10	Mental Health Advocate
Article G 3.03.1	First Stage
Article G 3.04	Grievance Mediation
Article G 4.01	Technological Change
Article G 8.02	Section Seniority
Article G 8.05.2	Seniority
Article G 9.02	Vacation Entitlements
Article G 9.03.3	Part-Time Employees
Article G 9.06.4	
Article G 10.03.1	Transit Operators
Article G 11.02.1	
Article G 12.07.3	WorkSafeBC Payments
Article G 15.XX	National Day of Mourning
Article G 15.XX	Educational Leave for Safety Committee Members
Article G 15.03	First Aid Allowances
Article G 15.03.1	
Article G 16.00	Payment of Wages

O Section	
Article O 2.02.1	Union Sheet Committee
Article O 2.02.2	Running Sheets – Frequency
Article O 3.02.2	
Article O 3.06.1	Report Time
Article O 4.00	Washrooms
Article O 6.00	New Transit Centres

M Section	
Article M 2.01.1	Garage Sign-Ups
Article M 4.01.5	
Article M 6.01	Apprenticeship Program and Committee
Article M 6.04	Settlement of Differences
Article M 6.07	Failure
Article M 6.10.1	
Article M 6.10.2	
Article M 6.10.13	

S Section	
Article S 2.01	Minimum Report Time
Article S 2.02	Notice to Return to Work
Article S 5.01.1	Temporary Employees

Appendix C	
Appendix C 2.01.1	Normal Work Day and Work Week
Appendix C 3.02	Benefits and Paid Leaves of Absence
Appendix C 3.03	Vacation
Appendix C 3.06	Safety

LOUs	
Letter of Understanding #13	Pool Employees (PE) Pilot
Letter of Understanding #58	Day Off Trades – SeaBus (formally LOU #8)
Letter of Understanding #60	Watchkeeping Schedules – SeaBus
Letter of Understanding #70	Deductions From STD & LTD Benefits Payments
Letter of Understanding #71	Cost Sharing For Utility Operator Positions
Letter of Understanding #73	Domestic Violence Leave
Letter of Understanding #77	Trans Inclusion & Support
Letter of Understanding #79	WorkSafeBC Payments G 12.07.3
Letter of Understanding #82	Size of Relief Mate Pool
Letter of Understanding #85	Re: Accident Adjudication Appeal Process
Letter of Understanding #XX	Designation of Long Term Coverage (LTC) for Servicepersons and Interior Cleaners at all CMBC Properties
Letter of Understanding #XX	Pre-Apprentice Program (“the Program”)

Spareboard	
SPBD Rule 3.01	Spareboard Operator removing Themselves or a Senior Operator from Work
SPBD Rule 3.04	The Depot Supervises the Signing of the Sheets
SPBD Rule 3.15.1	Booking Off an Owl (Sick/WSBC) After 14:30
SPBD Rule 4.01.1	General Rules
SPBD Rule 4.01.2	General Rules
SPBD Rule 4.02.1	Special Category Run and CWW
SPBD Rule 4.02.2	Dayside Assignment
SPBD Rule 4.02.3	Standby Assignment that Starts at or Before 6:00am
SPBD Rule 4.02.4	Nightside Assignment
SPBD Rule 4.02.5	Criteria for Work to be Assigned Overnight to No Day Operators
SPBD Rule 4.02.6	Assignment of Work Less Than a Day to No Day Operator(s)
SPBD Rule 4.02.7	Passing Work
SPBD Rule 4.02.8	No Day Preferences on the Overnight Assignment
SPBD Rule 4.02.9	Charters and Specials Assigned Overnight
SPBD Rule 4.02.11	AM Overnight Assignment – Weekdays and Easter Monday
SPBD Rule 4.02.12	AM Overtime Assignment – Weekends and Statutory Holidays
SPBD Rule 6.01.1	Supervision of the Daily Work
SPBD Rule 7.01.7	Announcing Work for No Day Operators
SPBD Rule 7.01.9	Assigning Work at Safe Time
SPBD Rule 7.01.12	Standby may ne Signed or Assigned
SPBD Rule 7.02	Minimum Number of Standby Positions Required
SPBD Rule 8.01.4	Procedures for No Day Operators Who have been Obligated
SPBD Rule 8.02.1	Requirement to Attend Roll Call
SPBD Rule 8.02.4	Assignment of Work During Roll Call
SPBD Rule 8.02.10	No Day Operators Who Have Not Yet Worked
SPBD Rule 9.01.4	Splitting Work
SPBD Rule 9.04.2	Overtime Roll Call
SPBD Rule 9.06	Post Overtime Roll Call Volunteer List
SPBD Rule 10.02	Posting a Notice
SPBD Rule 10.09	Obligation of a Spareboard Operator who has a Run on Notice
SPBD Rule 11.01.1	Operator Left off the Overnight
SPBD Rule 11.01.2	Work Placed on the Overnight Twice
SPBD Rule 11.01.7	Work that was on the Overnight in Error that was Signed and Rated by an Operator at 15:00
SPBD Rule 12.04	No Day Operator Rubs their Name/Seniority Number from the Current Day
SPBD Rule 14.02	Charters and Special Work
SPBD Rule 14.03	Operatory Safe on Special Work
SPBD Rule 14.05	Special Work which is a Day's Work

SPBD Rule 16.01	Special Work
SPBD Rule 16.03	No Day Preferences on the Overnight Assignment
SPBD Rule 16.08	Examples of when an Operator is not Permitted to Pass

Other	
Overall	Gender Neutralization Language
Overall – O Section	Replace Language with “Transit Centre”
Letter of Agreement (April 29, 2026)	RE: Known Days Off Pilot – SeaBus
Letter of Agreement (April 30, 2026)	RE: Executive Level Safety Review
Letter of Agreement (May 1, 2026)	RE: Apprenticeship Program Manual
Letter of Agreement (June 1, 2026)	RE: Parking Facilities

Letters	
April 8, 2026	RE: Transit Operator Washrooms
April 23, 2026	RE: MyWORK (Hastus)
April 23, 2026	RE: Assigning Work that is “Safe in Three”
April 30, 2026	RE: Procedure for Refusal
May 13, 2026	Response Letter RE: Transit Operator Washrooms
May 13, 2026	RE: Trades for Pay in Community Transit Service
June 4, 2026	RE: Employees Ineligible to Work – Community Transit Service
July 20, 2026	RE: Cameras on Buses

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 1.04 Retroactive Pay

The Parties agree to amend Article G 1.04 as follows:

The applicable wage rates included in the Wage Schedule of this Agreement shall be applied retroactively for all job classifications listed in the Wage Schedule back to and including 1 April 2026³. The Employer shall compute retroactive pay for employees as a percentage of their "Gross Earnings" during the retroactive period.

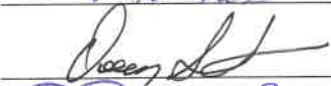
The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

For Unifor:







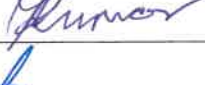















Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 2.05 Advising the Union of New Employees Information

The Parties agree to amend Article G 2.05 as follows:

2.05.1 In a monthly report, the Employer will forward the name and address of each new employee to the Union Local which has jurisdiction over the new employee's position.

2.05.2 On an annual basis, or upon the President's request, the Employer will forward the name, preferred name, primary phone number, email address and address of each employee to the Union Local which has jurisdiction. Requests will not be unreasonably denied.

For Coast Mountain Bus Company:

For Unifor:

Luigi Del Negro
Don Ste
Shirley S. Dayal
McKenes
Quin
Rob
Felix Borden
[Signature]
M. Pinto

[Signature]
Scott Wilt
[Signature]
Heath
1/27
W. Maling
Ken Bell
Quinn
Andrew McCall
[Signature]
[Signature]

Dated this 11 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 2.07 Work Contracted Out

The Parties agree to amend Article G 2.07 as follows:

2.07 Work Contracted Out

It is agreed that the Employer will limit contracting out work as much as possible and any work that is contracted out will be done at wages and working conditions comparable to those paid by appropriate unionized companies, including CMBC.

In the event that the Employer considers contracting out work, the Employer will provide at least ~~30~~ **45** days' written notice in advance. The Employer will provide relevant information on the nature of the work to the Union and consider reasonable alternatives brought forward by the Union.

For Coast Mountain Bus Company:

For Unifor:













Dated this 1 day of June, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G2.09 – Women’s Advocate

The Parties agree to amend the language of Article G2.09 as follows:

The Employer and the Union recognize that employees who identify as women may sometimes need to discuss matters such as violence or abuse at home or workplace harassment. They may also need information about specialized resources in the community such as counsellors or women’s shelters to assist them in dealing with these and other issues.

For this reason, the parties agree to recognize ~~seven (7)~~ **a total of ten (10)** Women’s Advocates, appointed by ~~Unifor Local 111 and three (3) Women’s Advocates for either Unifor Local 111 or 2200.~~ When acting in this capacity, the duties of this role will include:

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

For Unifor:

Renzo Del Regro
M. Helmes
Allen F. B. B.
Donny L. L.
Shirley S. Dayal
F. B. B.
Donny L. L.
M. Pinto
G. J.

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Dated this 27 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G2.10 – Mental Health Advocate

The Parties agree to amend the language of Article G2.10 as follows:

The Employer and the Union recognize that Union members and their families can face a wide range of issues including, but not limited to, depression, grief over personal loss, family breakdowns, debt, violence or bullying, addiction or substance dependency, behaviour-based addictions, and other mental health issues.

For this reason, the parties agree to recognize **a total of eight (8)** ~~six (6)~~ Mental Health Advocates appointed by **either** Unifor 111 **or** ~~and two (2) Mental Health Advocates for~~ Unifor 2200. These Advocates are not intended to replace professional counselling services; they are meant to assist the employees to access the resources available through the Company's Employee Family Assistance Program (EFAP).

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

For Unifor:

Rene Del regre
M. Helmes
Frank Borla
David St
Shuley S. Dayal
R. B.
Quin
M. Pinto
[Signature]

[Signature]
[Signature]
[Signature]
Matthew
7277
M. Mahy
Heater
Burner
[Signature]

Dated this 27 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 3.03.1 First Stage

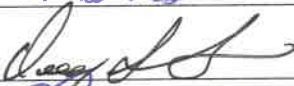
The Parties agree to amend Article G 3.03.1 as follows:

The employee, and a Union Officer, may within fifteen (15) days of the action on the part of the Employer which led to the dispute, or complaint, grieve the matter orally **and in writing** to the employee's immediate supervisor. The grievance must be answered within five (5) days of receipt of the grievance.

For Coast Mountain Bus Company:




M. Pinto



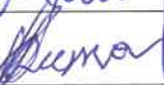
Cheryl S. Dayal



For Unifor:



Andrew M. Hall

M. M. M. M.

M. M. M. M.

M. M. M. M.

M. M. M. M.


Dated this 9 day of March., 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 3.04 Grievance Mediation

The Parties agree to amend Article G 3.04 as follows:

Notwithstanding the foregoing, where a difference arises between the Parties relating to the dismissal, discipline, or suspension of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Agreement, and where the Parties agree in writing to proceed to grievance mediation pursuant to this clause, ~~Mr. Brian Foley or Mr. Mark Brown~~, or a substitute **mediator** agreed to by the Parties, shall

- (a) investigate the difference;
- (b) define the issue in the difference; and
- (c) make written recommendations to resolve the difference

within five (5) days of the date of receipt of the request; and, for those five (5) days from that date, time does not run in respect of the grievance procedure.

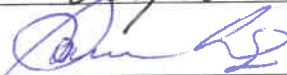
The Parties agree to pay the Mediator one-half each for reasonable remuneration, travelling and out of pocket expenses.

For Coast Mountain Bus Company:



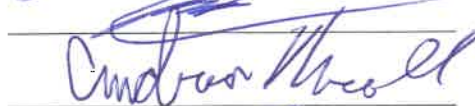
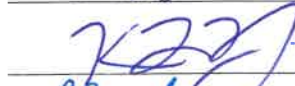







For Unifor:

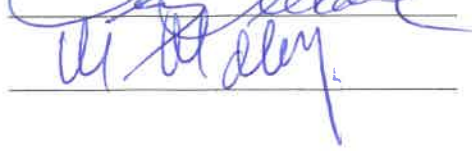










Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G4.01 Technological Change

The Parties agree to amend Article G4.01 as follows:

4.01 Technological Change

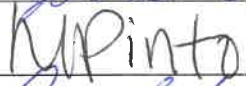
The Parties hereto agree to co-operate so that the Employer can take full advantage of improved technology.

The Employer shall notify the Union **in writing** six (6) months or as soon as practicable, in advance of an intent to introduce new technology which will displace any employee covered by the Agreement.

After receipt of such notice, the Union will meet with the Employer to discuss what impact the technological change will have on the job classifications and identify which employees will be set back to a lower paying job classification, laid off under terms of G 8.04, or terminated. Failing agreement, either Party may refer the matter to Arbitration covered under Article G 3.03.4 of the Grievance Procedure.

For Coast Mountain Bus Company:

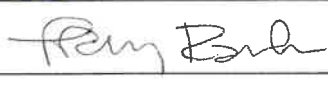












For Unifor:



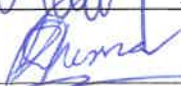














Dated this 27th day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G8.02 Section Seniority

The Parties agree to amend the language of Article G8.02 as follows:

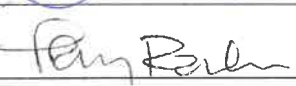
8.02 Section Seniority

Notwithstanding that sSection seniority is not transferable between Locals 111 and 2200 for the purpose of G 8.01, **consideration shall be given to employees of the Local in which the vacancy is posted before consideration is given to employees in the other Local, and then outside the Unifor bargaining unit.**

For Coast Mountain Bus Company:





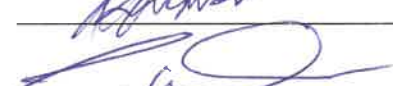



For Unifor:








Dated this 27th day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G8.05.2 – Seniority

The Parties agree to amend the language of Article G8.05.2 as follows:

8.05.2 Employees shall retain their job seniority and their section seniority until:

- a) the date they are permanently promoted or transferred to a position outside the bargaining unit; or
- b) they have been temporarily promoted to a position outside the bargaining unit for a period in excess of 128 working days within a calendar year; or
- c) **For Transit Operators, see Article O7.00.**

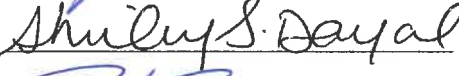
For Coast Mountain Bus Company:







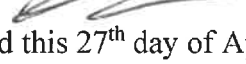












Dated this 27th day of April, 2026.

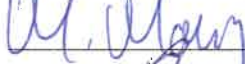
For Unifor:

















Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 9.02 Vacation Entitlements

The Parties agree to amend the language of Article G 9.02 as follows:

Employees who complete the years of service shown under column (1) shall be entitled to the corresponding number of days of Annual Vacation with pay as shown in column (2) to be taken during that year and subsequent years.

~~Until December 31, 2023~~

(1)

1 year of service

8 years of service

16 years of service

23 years of service

~~Effective January 2024~~

(1)

1 year of service

7 years of service

15 years of service

22 years of service

(2)

15 days

20 days

25 days

30 days

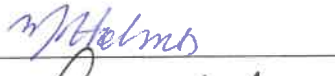
The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

For Unifor:




M. Pinto

M. Helms

Doug S. Day

Sheryl S. Day

Paul Goss




Andrew M. Hall

K. J. [illegible]

M. Mally

Scott Walters





Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G9.03.3 – Part-Time Employees

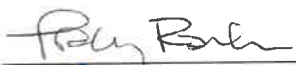
The Parties agree to amend the language of Article G9.03.3 as follows:

9.03.3 Part-Time Employees

Part-time employees shall receive a prorated entitlement based on the number of hours they normally work in a week.

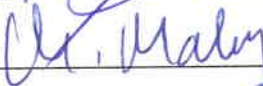
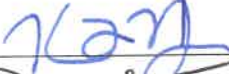
An employee who transfers from Community Transit Service to Conventional will not have their service as a Reduced Time Operator (RTO) pro-rated for the purpose of AV entitlement.

For Coast Mountain Bus Company:


 M. Pinto
 Tony Borch
 M. H.
 F. L. B.

For Unifor:



 Mr. Mahy
 7/27



Dated this 14 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G9.06.4

The Parties agree to amend the language of Article G9.06.4 as follows:

9.06.4 Prior to Annual Vacation Sign-up, employees will ~~sign an intent sheet~~ to indicate the number of weeks of banked vacation they are requesting to take off or bank in accordance with G 9.06.1 in the following year.

For Coast Mountain Bus Company:





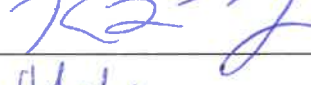
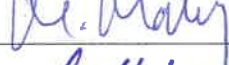




For Unifor:








Dated this 27th day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 10.03.1 Transit Operators

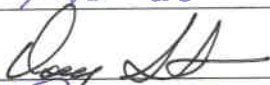
The Parties agree to amend Article G 10.03.1 as follows:

Operators may elect to bank Statutory Holidays by seniority sign-up in blocks of either ~~five days~~ **one week or two weeks**. The Employer shall determine the Statutory Holiday blocks to be made available in each sign-up. If, when taking the time off as signed, the employee has not earned all of the Statutory Holidays, the employee may take the time off without pay, or may work on the Spareboard as Junior Extra with guarantee, or may access ~~his or her~~ **their** Banked Overtime. If such employees elect not to bank Statutory Holidays, they shall nevertheless be required to work any holiday scheduled as a work day in accordance with Article G 10.04 and they shall not receive another day off in lieu.

For Coast Mountain Bus Company:




M. Pinto



Shirley S. Dayal



For Unifor:


Scott Kato
K27
M. Hall
Andrew Hall
Jenny
Dunbar


Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 11.02.1

The Parties agree to amend the language of Article G 11.02.1 as follows:

11.02.1

Requests for leaves of absence from employees who identify as Indigenous, and who have completed three (3) months of full-time employment, where the request is for the purpose of engaging in a significant ceremonial, cultural or spiritual event will not be unreasonably denied.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:



UNATO





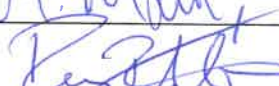
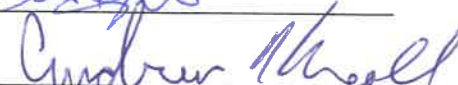


For Unifor:









Dated this 11 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 12.07.3 WorkSafeBC Payments

The Parties agree to delete LOU #70 & LOU #79 and amend the language of Article G 12.07.3 as follows:

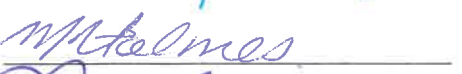
Amounts will be recovered:

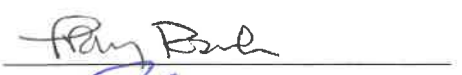
1. in not more than ten (10) consecutive pay periods, except as provided in (3) below; and
2. in relatively equal payments, at no less than \$100 per payment, unless the outstanding balance to be repaid is less than \$100, in which case the entire amount will be recovered in one payment; and
3. in cases where the amounts owed exceed \$1,000, the Pay Department will advise the Union and the Employee to ensure the Employee understands the repayment plan; and
4. in cases where the amount to be recovered on one single pay cheque exceeds ~~50%~~ **25%** of the employee's regular net pay*, the amount recovered per cheque will be adjusted to ~~50%~~ **25%** of the employee's regular net pay and the number of pay periods over which the amount is recovered will be extended beyond ten (10) to the number of pay periods required to recover the entire amount of the advance; and
5. in cases where the above arrangement would create economic hardship for the employee, the Employer and the Union will meet to discuss alternate payment arrangements.

The rest of this Article remains unchanged.

For Coast Mountain Bus Company:




For Unifor:









unDinto



Dated this 11 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 15.XX National Day of Mourning

The Parties agree to add Article G 15.XX as follows:

G15.XX National Day of Mourning

Each year on April 28, or a date determined by the federal government, to support the National Day of Mourning, CMBC will lower the Canadian flag at all work locations. Employees will be encouraged to consider pausing for a moment of silence at 11 a.m in memory of workers who have lost their lives on the job. This moment of silence does not apply to front-line employees who provide uninterrupted service for CMBC's customers.

For Coast Mountain Bus Company:

For Unifor:




P. Es










Dated this 30 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G15.XX Educational Leave for Safety Committee Members

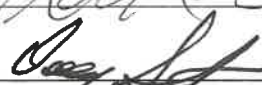
The Parties agree to add Article G 15.XX as follows:

G15.XX Educational Leave for Safety Committee Members

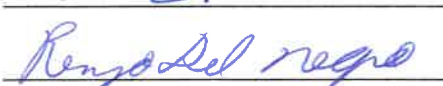
In accordance with Section 41 of the Workers Compensation Act:

- 1) Each member of a joint safety committee is entitled to an annual educational leave totalling eight (8) hours, for the purposes of attending occupational health and safety training courses conducted by or with the approval of the Workers Compensation Board.
- 2) CMBC will provide the educational leave under this section without loss of pay or other benefits and will pay for, or reimburse the worker for, the costs of the training course and the reasonable costs of attending the course.

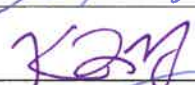
For Coast Mountain Bus Company:






For Unifor:




Dated this 30 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 15.03 First Aid Allowances

The Parties agree to amend the language of Article G 15.03 as follows:

Transit Operators possessing an **Intermediate** ~~Level 2~~ first aid certificate will continue to receive the premium for non-designated employees provided below.

Schedule

Non-designated employees authorized to receive First Aid Allowances.

Intermediate ~~Level 2~~

21¢ per hour

For Coast Mountain Bus Company:

For Unifor:

Renzo Del Negro
Perry Borden
[Signature]
M. Pinto
M. Holmes
Doug St
[Signature]
Shirley S. Dayal
[Signature]

[Signature]
[Signature]
Andrew Wall
K2Y
Al. Hally
[Signature]
[Signature]
[Signature]
[Signature]

Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 15.03.1

The Parties agree to amend the language of Article G 15.03.1 as follows:

When an employee is required to remain on site during their unpaid one half-hour meal period in order to provide first aid coverage, they will receive a straight time allowance for the duration of the meal period.

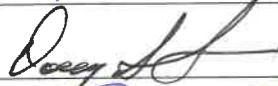
In the event this employee must apply first aid during the unpaid one half-hour meal period they will receive a 200% allowance for the duration of the meal period.

The allowance will only apply to those employees who hold **Intermediate or Advanced level** ~~two or level three~~ first aid certificates.

For Coast Mountain Bus Company:




M. Pinto

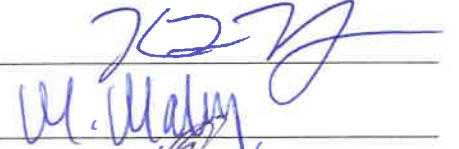
M. Helmes

Doug H

Shulay S. Dayal

R. K. G

For Unifor:


Andrew McCall

M. Maly

Hunter

Scott H

R. K. G

Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article G 16.00 Payment of Wages

The Parties agree to amend the language of Article G 16.00 as follows:

~~Employees hired before March 31, 2007, shall be paid every two weeks by cheque on every other Friday or on the preceding working day when a pay day falls on a holiday. Employees hired after March 31, 2007 shall be paid every two weeks by direct deposit on every other Friday or on the preceding working day when a pay day falls on a holiday. Where special circumstances warrant, the Company will make payment by cheque for a reasonable period of time. Adjustment of a pay shortage of one full day's pay or more can be covered by a pay advance made by interim cheque at the request of the employee. Pay shortages of less than one full day's pay but greater than fifty dollars (\$50.00) will be covered by a pay advance at the request of the employee.~~

For Coast Mountain Bus Company:

For Unifor:

Renzo Del Negro
Frank Babin
[Signature]
M. Pinto
M. Holmes
[Signature]
[Signature]
Shirley S. Danyal
[Signature]
[Signature]

[Signature]
[Signature]
Andrew Tholl
7627
M. Mahy
Ruma
Kenita
[Signature]
[Signature]

Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article O 2.02.1 Union Sheet Committee

The Parties agree to amend the language of Article O 2.02.1 as follows:

The suggestions of the appointed Union representatives (Sheet Committee) as to the construction of the running sheets will be adopted as far as possible provided:

- (a) the completion of the running sheet will not be unduly delayed, and
- (b) the Employer reserves the final decision as to whether a Union suggestion is adopted or rejected.

Separate Sheet Committees, consisting of two (2) employees at Hamilton, Port Coquitlam, Richmond and Surrey Operating Centres, three (3) employees at Burnaby Operating Centre, and four (4) employees at VTC will be appointed and the Employer and the Union shall share equally the straight-time wages of Union Sheet Committee representatives for time spent at sheet inspection.

Sheet inspection will not be delayed if a regular Sheet Committee member is unavailable. An alternate will replace the regular Sheet Committee member.

Sheet Committees will be provided with such documents as are necessary to examine the composition of the running sheets for sign-up as per applicable Agreement Articles re: construction of running sheets. Discussion arising out of same to be confined to same.

The Employer will provide information on changes in new running sheets to the Sheet Committee one (1) week prior to sheet examination and email the Union committee of any additional changes in new running sheets five (5) days prior to sheet examination.

Following the above process, the Company will provide preliminary sheets, with days-off pairings, to the Union Sheet Committee. The preliminary sheets will be posted in the depots for five (5) days after which the Union Sheet Committee may provide the Company with requested days-off pairing changes for consideration. The Company will then complete the finalized roster and send it to the Union Sheet Committee.

For Coast Mountain Bus Company:



Shuleys Dayao
Ronny del Negro

For Unifor:






MPinto

7C25J

Hester
M. Uday

Am By

Dated this 28 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article O 2.02.2 Running Sheets – Frequency

The Parties agree to amend the language of Article O 2.02.2 as follows:

The Employer may introduce additional running sheets and may extend the period of a running sheet as required. It is intended that the Employer will post new running sheets for sign-up according to a frequency not fewer than four (4) new running sheets per year for each Operating Centre, including one (1) System **(also known as Consolidated)** Sign Up per year. No running sheets will be in force for a period longer than eighteen (18) weeks, plus the period to the Monday following the next pay break.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:









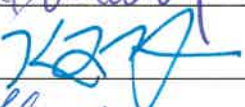
For Unifor:















Dated this 12 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article O 3.02.2

The Parties agree to amend Article O 3.02.2 as follows:

Spareboard Operators, by their turn at ~~the P.M. rollcall~~ **No Day rollcall**, who are not able to show that they have signed on, and are safe on seven and one-half (7 ½) hours work on any given day (five hours on Sundays and on **Statutory** Holidays) must take the longest piece(s) of work up to a day's work of 7 ½ hours. This provision is suggested with the understanding that, in keeping with seniority privileges, an Operator may pass down the longest piece(s) of work in favour of taking the second longest or third longest, etc., as long as there are junior Spareboard Operators available who are not able to show that they have signed on, and are safe on 7 ½ hours work (five hours on Sundays and on **Statutory** Holidays).

For Coast Mountain Bus Company:




Shirley S. Bayal
MPinto

For Unifor:



M. Haley
K22H
Hunter



Dated this 12 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article O 3.06.1 Report Time

The Parties agree to amend the language of Article O 3.06.1 as follows:

Operators shall be paid **20 minutes** ~~the following~~ report time for taking trolley coaches or motor buses out of the garage to operate in regular scheduled service and charter runs.:

Depots: ~~20 minutes report time up to 11:59~~
~~13 minutes report time after 12:00~~

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

For Unifor:

Renzo Del Negro
MPinto
Shirley S. Dayal
[Signature]
[Signature]

[Signature]
[Signature]
[Signature]
H. Mahy
7/27
[Signature]
[Signature]

Dated this 12 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article O 4.00 – Washrooms

The Parties agree to amend the language of Article O4.00 as follows:

4.00 WASHROOMS

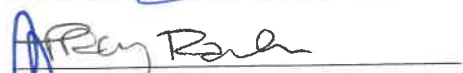
The Company and Union agree that for locations where no washroom exists at a terminal, **Operators may contact TComm for assistance, and** the parties will identify reasonable solutions for those particular locations. It is further understood that CMBC relies upon the municipalities and 3rd party agreements to provide washroom facilities over and above the CMBC owned facilities, and the Company will act on a priority basis to deal with any permit or other issues that are impacting the availability of facilities due to any municipal restriction. The Parties agree to form a working group in each depot, comprised of one member of the Union appointed Washroom Committee and one Company member to review all of the washrooms associated with their transit centre. The Parties will identify and prioritize areas for improvement, including increasing the number of washrooms, how often they are cleaned, whether porta-potties are required and other issues that may arise within ninety (90) days of ratification and further this group will meet at least once every month. The Company is committed to ensuring that the necessary resources are allocated to this issue.

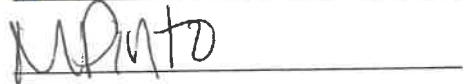
The rest of the Article remains unchanged.

For Coast Mountain Bus Company:



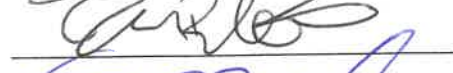






For Unifor:









Dated this 13 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article O 6.00 – New ~~Operating~~ Transit Centres

The Parties agree to amend the language of Article O6.00 as follows:

If the Employer establishes new ~~operating~~ **transit** centres, these new centres will be covered by this Agreement but will be subject to local operating conditions. **The Parties will meet a minimum of three (3) months prior to the opening of a new transit centre.**

For Coast Mountain Bus Company:

For Unifor:

Renzo del negro
Shirley S. Danyal
A. M. [Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

Dated this 13 day of MAY, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

^m
Article ~~G~~2.01.1 – Garage Sign-ups

The Parties agree to amend the language of Article ~~G~~2.01.1 as follows:

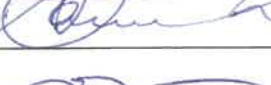
Lists will be posted annually (or more often) permitting choice of shifts on a seniority basis, competency considered. **The Employer will provide the Union with the finalized sign-up sheets two (2) weeks prior to the sign-up date.** The wages of four (4) Union Representatives will be paid by the Employer for the purpose of participating in and operating duty sign-ups. The basis of payment for the Representatives will be nine (9) hours at straight-time.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

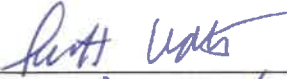
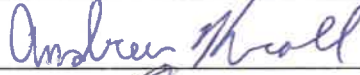









For Unifor:







Dated this 10th day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article M 4.01.5

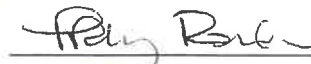
The Parties agree to amend Article M 4.01.5 as follows:

4.01.5 The Employer will determine whether or not a vacancy will be filled in any classification on any shift. **Duty roster spots that become vacant between changeover and October 1st will be posted.**

For Coast Mountain Bus Company:

For Unifor:










Dated this 1 day of June, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article M 6.01 – Apprenticeship Program and Committee

The Parties agree to amend the language of Article M 6.01 as follows:

6.01 Apprenticeship Program and Committee

~~The Employer and the Union agree to establish an Apprenticeship Training Committee, which shall include Union Representatives from Local 2200, consist of three (3) representatives of the Union, which includes the Apprentice Coordinator, and three (3) representatives of the Employer, which includes a Manager responsible for the Apprenticeship Program.~~

Upon mutual agreement, either Party may bring additional representatives to provide input on the issues under discussion.

~~The Committee will be responsible for the general administration of the Apprenticeship Program. and will consist of three (3) Employer and three (3) Union Representatives drawn from Maintenance. The Committee will meet no less than four (4) times per year.~~

Application for admission into the Apprenticeship Program will be received from those employees who meet the requirements in the Apprenticeship Program Manual.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:










For Unifor:










Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article M6.04 Settlement of Differences

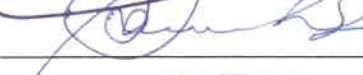
The Parties agree to amend the language of Article M6.04 as follows:

Any matters the Apprenticeship Committee is unable to resolve may be referred by the Committee to the Maintenance Advisory Committee for further consideration and, if necessary, to the Director, ~~Fleet Management~~ responsible for the apprenticeship program for final determination.

For Coast Mountain Bus Company:









For Unifor:









Dated this 10th day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article M 6.07 – Failure

The Parties agree to amend the language of Article M 6.07 as follows:

6.07 Failure

If an apprentice fails to successfully complete any ~~module~~ **Standard Level Exam (SLE)** in the Apprenticeship Program on ~~his/her~~ **their** second attempt, **or if an apprentice fails to successfully complete the Interprovincial Red Seal Exam (IPSE) on their third attempt,** ~~his/her~~ **their** apprenticeship ~~will then~~ **may** be terminated in accordance with the provisions of the Apprenticeship Program. **Prior to termination, and where extenuating circumstances can be demonstrated, an apprentice may submit a written request for reconsideration to the Manager responsible for the Apprenticeship Program. The Manager will consider the request in consultation with the Apprenticeship Coordinator. Upon termination from the Apprenticeship Program, and he/she they may exercise his/her their** seniority to revert back to ~~his/her~~ **their** previous classification with the seniority that ~~he/she~~ **they** had obtained by the actual time spent in ~~his/her~~ **their** previous classification.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:










For Unifor:










Dated this 1 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article M 6.10.1

The Parties agree to amend the language in Article M 6.10.1 as follows:

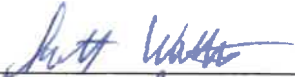
6.10.1 The Pre-Apprentices classification will be paid at the same rates of pay as the Serviceperson rates.

For Coast Mountain Bus Company:

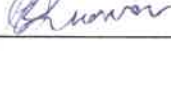





For Unifor:







Dated this 1 day of June, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article M 6.10.2

The Parties agree to amend the language of Article M 6.10.2 as follows:

6.10.2 Applicants must have a current ELTT or equivalent. comparable qualifications, training, and experience.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:








For Unifor:






Dated this 1 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

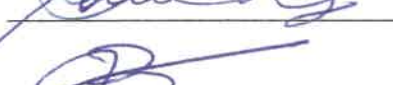
Article M 6.10.13 (NEW)

The Parties agree to add a new Article, M 6.10.13, to the Collective Agreement as follows:

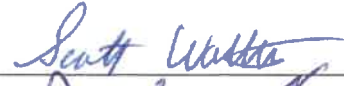
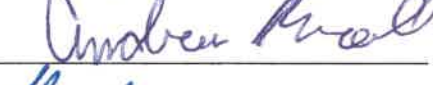
6.10.13 As pre-apprentice is not a job classification, employees in the Pre-Apprentice Program will accrue seniority in the classification they held prior to entering the Program. Pre-apprentices without a previous classification will accrue serviceperson seniority.

For Coast Mountain Bus Company:




For Unifor:




Dated this 1 day of June, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article S2.01 Minimum Report Time

The Parties agree to amend Article S 2.01 as follows:

2.01 Minimum Report Time

Employees who are ill or injured and unable to report for duty are expected to advise an Assistant Manager at least ~~one (1) hour~~ **Thirty (30) minutes** prior to the time they would normally report for duty **for am shifts and two (2) hours prior for pm shifts**. Employees who fail, except in extenuating circumstances, to notify an Assistant Manager as herein noted may not receive sickness protection pay.

For Coast Mountain Bus Company:

Randy Sel Negro
[Signature]
[Signature]
[Signature]

For Unifor:

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

Dated this 13 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Article S2.02 Notice to Return to Work

The Parties agree to amend Article S 2.02 as follows:

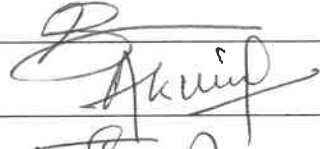
2.02 Notice to Return to Work

Employees reporting back to work following a sickness or returning early from an approved leave of absence or returning from any other absence where a return time has not been previously specified shall notify the appropriate department prior to the following times:

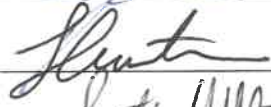
- a. ~~15:00~~ **14:00** for a morning watch the following day;
- b. 10:00 for an afternoon/night watch the same day.

The above deals strictly with limits and does not mean that earlier notification of return to work should be delayed.

For Coast Mountain Bus Company:


For Unifor:




Page 1 of 1

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Appendix C 2.01.1 Normal Work Day and Work Week

The Parties agree to amend Appendix C 2.01.1 as follows:

Approximately seven and one-half (7 ½) hours shall constitute a normal day's work and thirty-seven and one half (37 ½) hours shall constitute a normal week's work of five (5) working days and two (2) consecutive days off. One half (1/2) hour unpaid break may be scheduled into each day. ~~Effective the January 2024 sheet~~, Full-Time Operators shall be guaranteed the thirty-seven and one half (37 ½) hours, weekly. The straight time portion of any overtime hours worked will count towards this weekly guarantee.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:

Rene Del Regro
Fishy
[Signature]
Shirley S. Dayal
MPinto

For Unifor:

[Signature]
[Signature]
Ken Bebb
M. Mahy
K277
[Signature]
[Signature]
[Signature]

Dated this 12 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Appendix C 3.02 Benefits and Paid Leaves of Absence

The Parties agree to amend Appendix C 3.02 as follows:

Casual employees shall be paid 14% in lieu of all benefits (including Annual Vacation). ~~Casual employees shall be entitled to statutory holiday pay in accordance with the Employment Standards Act.~~ The Employer will pay the cost of mandatory medical examinations and associated medical form fees for Casual employees, when they renew their driver's license.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:



Rui S. Pinto







For Unifor:









Mr. Mahay.

Dated this 14 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Appendix C 3.03 Vacation

The Parties agree to amend Appendix C 3.03 as follows:

Annual Vacation

Employees other than Casual Employees shall earn annual vacation entitlement for any calendar year only when they reach their anniversary, although they may take annual vacation anytime during that calendar year. New employees will be eligible for annual vacation after a period of 12 months of continuous employment. Reduced-Time Employees under this Section will not be subject to Article G 9.03.3 for the purpose of vacation entitlement. The vacation entitlements are as follows:

Until December 31, 2023

(1)
1 year of service
8 years of service
16 years of service
23 years of service

Effective January 2024

(1)
1 year of service
7 years of service
15 years of service
22 years of service

(2)
3 weeks
4 weeks
5 weeks
6 weeks

For the purposes of vacation pay, a "week" shall be an amount equivalent to the employee's signed up work, exclusive of overtime, for the week(s) of vacation to a maximum of 37 ½ hours.

For Coast Mountain Bus Company:




Shirley S. Dayal
MPinto

For Unifor:



St. Malry


K27





Dated this 12 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Appendix C 3.06 Safety

The Parties agree to delete Appendix C 3.06, and renumber 3.07, 3.08, and 3.09, as follows:

This Article supersedes G 15.00:

3.06 — Safety

~~Community Transit Service Operations will have safety committees consistent with the WSBC regulations.~~

3.067 Temporary Employment

The parties agree to include “Community Transit Service Operations” in Article G 17.00.

3.078 Training

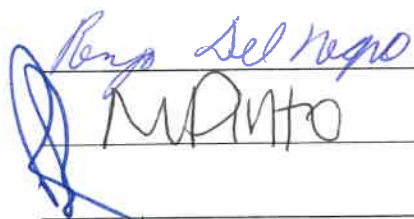
An appropriate training period will be determined by the Employer, after consultation with the Union. Upon request from an employee, and where the Training Department recommends that additional training is required, the Employer shall determine when the employee will be scheduled for training.

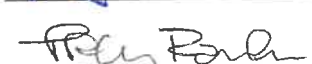
3.089 Specific Matters of Agreement

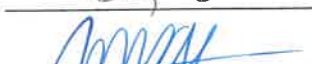
Appendix ‘C’ – “Community Transit Service Operations” shall be included in the list set out in Article G 20.00.

The rest of the Article remains unchanged.

For Coast Mountain Bus Company:







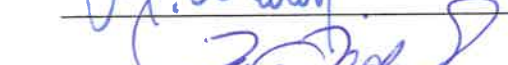




For Unifor:















Dated this 14 day of May, 2026.



Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Letter of Understanding #13 – Pool Employees (PE) Pilot

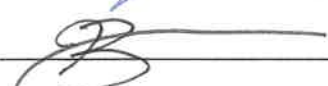
The Parties agree to add the Addendum to LOU 13, signed on December 11, 2024, to the Collective Agreement.

For Coast Mountain Bus Company:





Ken Del Negro

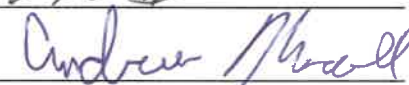


For Unifor:











Dated this 19 day of February, 2026.

AGREEMENT
Between
Coast Mountain Bus Company
And
Unifor Local 2200

RE: Addendum to LOU #13

The Parties agree to add the following to LOU #13: Pool Employees (PE) Pilot:

Employees signing Pool shifts will have their own vacation sign-up at their signed-in location.

When a vacancy is being backfilled by a Pool employee, the vacancy will be posted as per the Collective Agreement.

Employees on Pool shifts who are required to move to a different property will remain at the new location for a minimum of two weeks.

If less than one week's notice is needed, agreement of the employee and Union will be required.

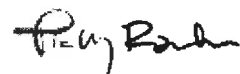
The Joint Committee will meet monthly to discuss, monitor and review all Pool employee assignments and placements, including, but not limited to, creation of pool shifts, number of pool shifts, current project assignments and status, completed projects, and future projects and projections.

If any employee on a Pool shift is moved to a different property, the Committee will review the "exceptional circumstances" that led to the employee being moved, including any and all steps the Company took to keep the employee at their signed-in location.

If any article of this Agreement is violated, the Committee will discuss the apparent violation during the meeting, unless either party requests a second stage grievance meeting.

For the Company:

For the Union:

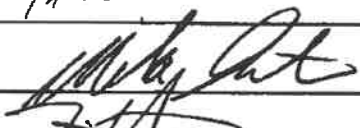














December 11, 2024

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

LOU #58 Day Off Trades - SeaBus (formally LOU#8)

The Parties agree to amend LOU #58 as follows:

...

8. Employees may only trade days off with other employees in the same job classification.
9. **Licensed Marine Attendants in the Relief Mate Pool may trade days off within the Controller Mates classification.**
9. ~~10.~~ Under no circumstances will an employee be permitted to work **their** ~~his~~ full seven-day layday period without a minimum of three days off.
- ~~10.~~ **11.** No employee will be permitted to make a trade that will result in that employee having less than an eight (8) hour rest period between watches.

...

The remainder of LOU#58 remains unchanged.

For Coast Mountain Bus Company:







For Unifor:







Dated this 29th day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

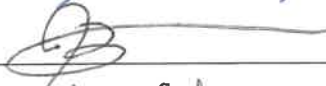
LOU #60 Watchkeeping Schedules – SeaBus

The Parties agree to amend LOU #60 as follows:

**LOU #60
Watchkeeping Schedules – SeaBus
(Formerly LOU #24)**

Should there be a change to service levels, the Employer agrees to seek and accept input from the Union in developing new watchkeeping schedules including changes to the present 7-on/7-off **Operations** schedules and present **Engineering and Maintenance four (4) on and four (4) off** schedules.

For Coast Mountain Bus Company:



For Unifor:








Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Letter of Understanding #71 Cost Sharing For Utility Operator Positions

The Parties agree to amend LOU #71 as follows:

The Parties recognize the need to expand rehabilitation opportunities for employees who have been rendered disabled to the extent that they are unable to perform the duties of their regular job and who are in receipt of Long Term Disability (LTD), Short Term Disability (STD), and WorkSafeBC Injury Compensation benefits.

The Parties also agreed that funding of rehabilitation programs is a joint consideration (reference Addendum to LOU 32 Rehabilitation and Return-to-Work Committee, signed April 4, 2001).

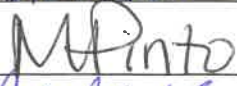
In an effort to expand rehabilitation opportunities the Parties agree to approve partnering with the Trust in a cost-sharing initiative for the placement of employees who are currently in receipt of LTD, STD and Workers' Compensation benefits into temporary Utility Operator positions. This initiative is entered into on a without prejudice, commencing on January 1, 2006.

1. Employees will receive ~~an amount of compensation approximately equivalent to the Utility Operator rate listed in the Unifor Wage Schedule~~ a wage rate of \$23.14 per hour (rate as at January 1, 2013) in accordance with the following cost share arrangement: ~~This rate will be listed in the Unifor Wage Schedule.~~
 - CMBC will pay a gross wage of one-half (1/2) the above-noted rate, per hour;
 - Employees will then receive eligible LTD or STD benefits in accordance with the terms of the Rehabilitation provisions in the LTD and STD Plan Documents.

The rest of the LOU remains unchanged.

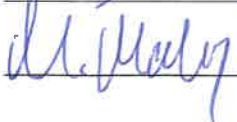
For Coast Mountain Bus Company:




For Unifor:



_____ 
_____ 

Dated this 28 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

LOU #73 – Domestic Violence Leave

The Parties agree to amend the language of LOU 73 as follows:

LOU #73 Domestic Intimate Partner Violence Leave

The Company agrees to recognize that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. For that reason, the Company and the Union agree, when there is adequate verification from a recognized professional (ie. doctor, lawyer, counsellor, shelter worker), an employee who is in an abusive or violent situation will not be subject to discipline if work performance or absence can be linked to the abusive or violent situation.

In accordance with the *Employment Standards Act*, an employee is entitled to leave to seek medical attention, counselling or other social or psychological services, or law/legal advice/assistance, or to seek new housing if they or an eligible person has experienced intimate partner violence.

For Coast Mountain Bus Company:

For Unifor:

Rene Del Regro
Day of
Minto
Shirley S. Dayal
McMormer
Rene S
Rene S
Rene S
Rene S
Rene S


Sue L
J. J. J.
J. J. J.
J. J. J.
J. J. J.
J. J. J.
J. J. J.
J. J. J.
J. J. J.

Dated this 11 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Letter of Understanding #77 Trans Inclusion & Support

The Parties agree to amend LOU #77 as follows:

The Employer and the Union acknowledge that all employees have the right to work in an environment in which they are treated with dignity and respect, and in which their privacy and security are protected. Therefore, the Parties agree that the following will apply to employees who identify as trans and/or elect to go through a gender identity transition:

1. Where appropriate, such employees will be given **equal equitable** treatment under the Company benefit plans.
2. Such employees will be supported in the workplace. **Upon an employee's request, Human Resources will work with them to prepare a plan to support their transition in the workplace.**
3. Where the employee has obtained a legal name change, the Company will follow all of its normal processes for employees who change their names, and will make the appropriate changes within its business to reflect the change. **An employee's preferred name will be used wherever possible.**

For Coast Mountain Bus Company:

 Kenza del Negro
MPinto

For Unifor:

K207

Dated this 14 day of May, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

LOU #82 – Size of Relief Mate Pool

The Parties agree to amend the language of LOU #82 as follows:

LOU #82
Size of Relief Mate Pool (Licensed Attendants)

~~The Company acknowledges the Union's concern regarding the size of the Relief Mate pool affecting employees' ability to accumulate the Sea Time hours required to maintain their Continued Proficiency. The Company will maintain a pool of up to two (2) Licensed Attendants.~~

~~The Company will consider the Union's input regarding the above. Any changes to the current number of four (4) Relief Mates will be made upon consideration of available Sea Time.~~

Concurrent with the Relief Mate Pool LOU, dated 21 January 2011, Licensed Attendants will be able to acquire Sea Time hours as an Officer by way of temporary promotions and day off trades (LOU #58).

It is understood that, from time to time, situations may arise that require immediate attention. In such cases, a Licensed Attendant may be used until an Officer arrives.

For Coast Mountain Bus Company:








For Unifor:







Dated this 29 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

LOU #85 – Re: Accident Adjudication Appeal Process

The Parties agree to amend the language of LOU #85 as follows:

1. Preamble:

Coast Mountain Bus Company Ltd. (CMBC) and Unifor, Local 111 ("the Parties") agree to establish an Appeal Process to render final determinations of accidents adjudicated by CMBC as "preventable" that have been appealed by CMBC employees.

The mandate of the Appeal Panel is to consider individual Appeals filed by CMBC employees in a fair, professional and expeditious manner, respecting the principles of Defensive Driving, the ICBC Fleet Safety Manual, and the Smith System of Space Cushion Driving.

2. Appeal Panel Membership

The Appeal Panel will be comprised of 2 Members from each Party and the Chair. The Parties will each nominate their (2) Members and one (1) Alternate to sit as a Member of the Appeal Panel. The Chair of the Appeal Panel will be the Manager, Training or designate. CMBC will pay Appeal Panel members for time spent at the Appeal Panel meetings.

3. Training for Panel Members:

The Parties will agree on appropriate training for all Appeal Panel members (Alternate Panel members will also receive this training). It is understood that this training will be completed as soon as possible. The cost of all training will be paid by CMBC.

4. Procedure for Appeal Panel:

- a) The Appeal Panel will meet to consider all outstanding Appeals. The Appeal Panel will consider each case according to the terms of reference (attached). The Panel Members will attempt to come to consensus on the merits, relating to preventability, of each Appeal.
- b) If the Panel Members cannot reach a consensus, the Chair of the Panel will make a Decision.
- c) The possible Decisions for the Panel will be to "uphold" or "deny" or "reclassify" each Appeal. Decisions of the Panel are final and binding and are not subject to the grievance procedure.
- d) Employees will be notified of the decision of the Appeal Panel.

5. The Appeal Process:

The following process will be applied for all Appeals:

a. Step One: Request for Reconsideration

- i. In the event an employee receives a "preventable" adjudication, ~~s/he~~ **they may choose to view video of the event (if available), with a Union Representative and their Supervisor. They will then** have ten (10) working days to request reconsideration of this decision by the Incident Analyst involved in the case. This request must be made in writing and ~~should~~ **must** detail the reasons for such reconsideration (evidence of an inconsistent practice, and/or where there are significant, material disputes of fact or more/new information is found).
- ~~ii. The employee will submit this request to his/her Supervisor and the Supervisor will arrange for any available video to be available to the employee and/or the employee's representative as indicated on the form. If, after review of the video, the employee intends to proceed with the reconsideration request, he/she will advise the Supervisor, who will advise the Incident Analyst.~~
- iii. In cases where the Supervisor has decided to not conduct an investigation and the employee subsequently elects to view the video, the employee will not be subject to discipline for the particular incident under review.
- ~~iv.~~ The Incident Analyst will meet with the employee to discuss and clarify their decision prior to the employee proceeding to the Appeal Panel. **The Employee's attendance at the Review Meeting with the Incident Analyst will be required in order for the process to progress to the next step.**
- ~~v.~~ Within ten (10) working days, the Incident Analyst will prepare a written response to the employee's request for reconsideration.

Note: reasonable time extensions shall not unreasonably be denied.

b. Step Two: Referral to Appeal Panel

- i. If the employee is unsatisfied with the response at Step One of the Appeal process, ~~s/he~~ **they** may refer the matter to the Appeal Panel for considerations within fifteen (15) working days of the issuance of the reconsideration decision. The employee will forward their Appeal through ~~his/her~~ **their** Supervisor to the Training Department office Attn: Manager, Training.
- ii. The Appeal Panel will review the case. If the Appeal Panel reaches consensus it will prepare a written response, including a final determination of the preventability of the accident, to the employee within ten (10) working days of the committee meeting.

Note: In the event a disciplinary investigation is initiated, the appeal process shall be expedited, including an immediate referral to the Appeal Panel

This Agreement may be cancelled by either Party upon providing sixty (60) days written notice to the other Party. In the event this Agreement is cancelled, the Parties agree that the grievance procedure would apply to Accident Adjudication decision appeals.

Renzo Del Negro
Ray Bala
MMA
S. Bala
MINTO
Carmel
Dany
J. V.


 Lost with
 29 color
 M. Mahy.
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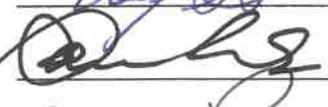
Dated this 20 day of July, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

**LOU #XX Designation of Long Term Coverage (LTC) for Servicepersons and Interior
Cleaners at all CMBC Properties**

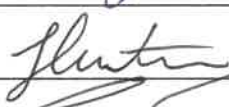
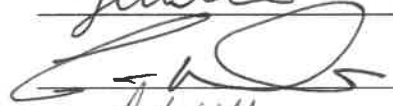
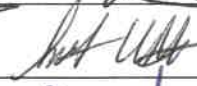
*The Parties agree to add the above LOU, signed on December 11, 2024, to the Collective
Agreement.*

For Coast Mountain Bus Company:

Kenzo Del Rego


For Unifor:





Candace Powell
KZJ²

Dated this 19 day of February, 2026.

LOU #XX

Designation of Long Term Coverage (LTC) for Servicepersons and Interior Cleaners at all CMBC Properties

The intent of this LOU is to provide the flexibility required by the Company to cover short-term and long-term absences while providing more opportunity for Servicepersons and Interior Cleaners to request time off.

Definitions:

LTC: Long-Term Coverage (LTC) Coverage

Coverage for long-term assignments of greater than six-weeks duration, excluding Annual Vacation coverage. This coverage can be at any CMBC property as required.

Rules governing LTC shifts:

1. All LTC shifts will be based at VTC.
2. No existing regular shifts will be converted to LTC shifts.
3. Employees signing LTC shifts will have their own vacation sign-up at VTC. Annual Vacation sheets will be made available after shift changeover and all employees who sign LTC shifts must sign vacation sheets associated with their signed position by no later than March 31.
4. Employees signing an LTC shift may be required to:
 - a. Work at various locations and/or shifts for extended periods of time to perform various duties as required.
 - b. Return to VTC between long-term coverage assignments, or when an assignment has been cancelled.
 - c. Backfill absences or vacancies where those absences or vacancies are determined to be for an extended period of time, greater than six weeks, until the vacancy is filled or the regular incumbent returns from their absence.
 - d. Perform coverage for unexpected increases in workload.
5. Once assigned to a property, the LTC employee will be included in the overtime rotation that exists at that property.
6. When a vacancy is being backfilled by an LTC employee, the vacancy will be posted, as per the collective agreement.
7. A minimum notice of one week will be provided to the LTC employee prior to any movement or assignment takes place. In the case of emergency, or if this notice needs to be shortened, agreement of the Union and LTC employee will be required.
8. The assignment of available LTC employees will be based upon seniority.
9. No LTC employee will be expected to alter their scheduled vacation. If an employee's scheduled vacation renders them unavailable for a significant portion of an assignment, an alternative employee may be used for that assignment.
10. Once an individual has been selected for an assignment, that employee will remain on the assignment for its duration.
11. Management will determine the LTC assignments and the placements will be determined by the designated manager and union rep.

The Parties shall form a joint committee to meet regularly (at least quarterly) to discuss any issues that may have been overlooked, or any contentious situations that may arise during the term of this Letter of Agreement.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Letter of Understanding XX – Pre-Apprentice Program (“the Program”)

The Parties agree to add LOU XX to the Collective Agreement:

RE: Pre-Apprentice Program (“the Program”)

The Parties agree to engage in a trial period of one (1) year, with regards to the process of filling pre-apprentice positions under article M 6.10 of the Collective Agreement.

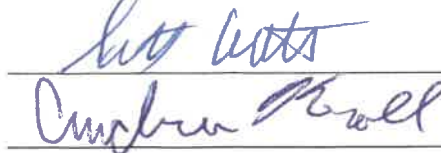
1. In accordance with Article M6.10.2, applicants for a pre-apprenticeship must have successfully completed the relevant accredited Entry Level Trades Training (ELTT) course by the date of the pre-apprentice posting. An official transcript must be submitted with the application. Applicants to the Program will be required to achieve 80% on their ELTT to apply.
2. Applicants for a pre-apprentice position will be selected based on their record of service, attendance and seniority.
3. Pre-apprentices will serve a 90-day probationary period. If for any reason a pre-apprentice is unsuccessful in completing the probationary period, they will be removed from the Program and can exercise their seniority in accordance with Article M 6.10.13.
4. Employees removed from a pre-apprenticeship in accordance with #3 will be allowed to re-apply for a pre-apprentice position at least one (1) year after being removed from the Program.
5. Successful pre-apprentices will be moved into the apprenticeship program as positions become available. This movement will be based on a “first-in-first-out” basis, determined by the Training Manager.
6. Only employees actively working as pre-apprentices at the time of an apprentice posting will be considered for an apprenticeship.

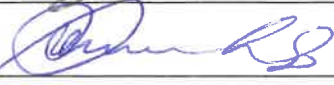
It is understood and agreed that the above procedure is entered into by the Parties to this Agreement on a trial basis for a twelve (12) month period and will be subject to extension thereafter. During the life of this trial period the Parties agree to meet to discuss any issues that arise. Should either Party decide to cancel the Agreement, that Party will provide written thirty (30) days’ notice. If this Agreement is cancelled, this Agreement shall be deemed to be extinguished and rendered null and void.

For Coast Mountain Bus Company:

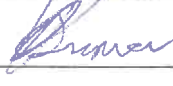


For Unifor:





Dated this 1 day of June, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 3.01 – Spareboard Operator removing ~~their Name and Seniority Number~~
from Work

Themselves or a Senior operator

The Parties agree to amend the language of Rule 3.01 as follows:

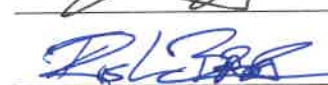
3.01 Spareboard Operator removing their Name and Seniority Number from Work

If a Spareboard Operator rubs their own name and/or seniority number, **or a Senior Operator's name and/or seniority number**, off a piece of work they shall become Last Extra with the exception: if a Union Representative is present to witness the error and corrects the error immediately without infringing on others' Seniority, the Operator shall retain regular Seniority. If the Operator becomes Last Extra, they shall lose the guarantee, on a date that is practicable.

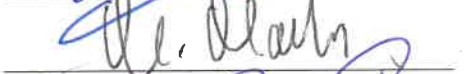
For Coast Mountain Bus Company:

For Unifor:









Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 3.04 – The Depot Supervises the Signing of the Sheets

The Parties agree to amend the language of Rule 3.04 as follows:

3.04 The Depot Supervises the Signing of the Sheets-Work

An Operator may sign any available ~~sheet(s)~~ work.

Adding or Splitting Work:

At anytime during the Day, including during Roll Call and Overtime Roll Call, the Company may split work. An Operator's request to split work may be given consideration, at the Company's discretion. [remove underline]

The Depot can remove an Operator's name and/or Seniority number under the following circumstances:

- (a) When work booked off, is resumed.
- (b) To replace an Operator with a No Day or Standby Operator.
- (c) At both Roll Calls and the Overnight Assignment when on work not rated.
- (d) When an Operator signs a Payroll Overlap.
- (e) When an Operator signs work that violates the Safety Code.
- (f) When an Operator signs multiple Indexes on the Overnight.
- (g) When an Operator signs an Index and requests Standby on the Overnight.

The Depot will announce any work added to the current Day ~~Sheets~~ (including work that is split).

If work is booked off within the Safe Time, the work is announced with a three (3) minute window for Operators to sign. After the expiry of the three (3) minutes, the Operator on the work will assume responsibility for the work.

For Coast Mountain Bus Company:



For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 3.15.1 – Booking Off an Owl (Sick/WSBC) After 14:30

The Parties agree to amend the language of Rule 3.15.1 as follows:

3.15.1 Booking Off an Owl (Sick/WSBC) After 14:30

An Operator who books off an owl (sick/WSBC only) after 14:30 may request at the time of book-off that the depot hold their next day's work.

~~The Depot will place the work on the "After 08:00" sheet and the Operator has until 12:30 to resume for their work on the following day.~~

For Coast Mountain Bus Company:

For Unifor:











Dated this 19 day of FEBRUARY, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.01 – General Rules

The Parties agree to remove the following language from Rule 4.01 and create Rule 4.01.1 as follows:

4.01.1

CMBC will determine the number of Standby Shifts required. *(See Section 7.02 for minimums)*

A Standby Position shall be considered a piece of work and may be:

- (a) **Signed/selected, Requested** or assigned/**rated** on the Overnight Assignment when it is a Day's Work, or
- (b) Signed/**selected** or assigned/**rated** ~~when placed on the Sheet~~ at or before Roll Call.

An Operator may choose a Standby Position that starts at or before 06:00 the next day by:

- (a) Prior to 15:00: Indicate **their preference in the system** ~~request information in the comments column on the Daily Spareboard List;~~ or
- (b) Prior to 12:00: Phoning their Depot and requesting a Standby Position or indicating their preference in the **system comments section on the Daily Spareboard List.**

A preference will be only one of the following:

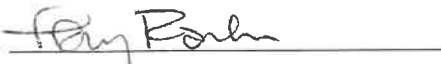
1. "Earliest" or "Standby" – either request indicates a preference for earliest standby.
2. "Latest"
3. One specific time (e.g. "05:00")
4. One specific time or earlier (e.g. "05:00 or earlier")
5. One specific time or later (e.g. "05:00 or later")

Operators who remove or alter their requests for a Standby Position will be deemed to have rubbed themselves off the work and will be made Last Extra.

Operators are not permitted to sign/**select** an Index and request Standby. Operators who do so will be removed from the Index and the Standby request will be cancelled.

The Company is obligated to assign all known work on the Overnight Assignment. If there is no Operator available to assign the full Standby shift to, the Company will split the Standby and include the first half with assignment of the Trippers.

For Coast Mountain Bus Company:

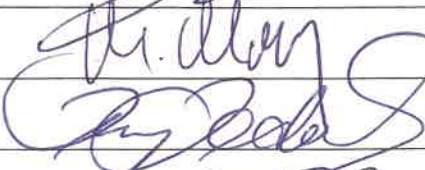
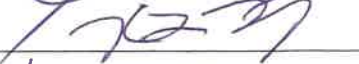


For Unifor:








Dated this 23 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.01 – General Rules

The Parties agree to remove the language from Rule 4.01 and create Rule 4.01.2 as follows:

4.01.2

Should an Operator rate work on the Overnight Assignment which does not allow for an eight hour break on the following day, the Depot will search for the earliest finishing Day's Work that will allow for the break. If a Day's Work is unavailable, then the Depot may assign multiple pieces of work up to a Day's Work.

The only exception to the above is where the order of the Nightside Assignment is in reverse order. In this case, the Depot will not search for a Day's Work but will assign any work that the Operator rates that allows for the break. If there is no work, then the Operator will report for **No Day** Roll Call.

All Charters and Specials will have an approximate finish time on the **appropriate screen Work Sheets**. When hooking-up a Charter or Special to a Tripper, an approximate finish time will be entered on the **appropriate screen Daily Work Sheets**. This is with the understanding that, for example, if a Charter or Special combined with a Tripper has an approximate finish time of three hours and thirty minutes (3:30) and the trip returns sooner to the garage after two hours and thirty minutes (2:30) there is no claim against the Company for the remaining one hour.

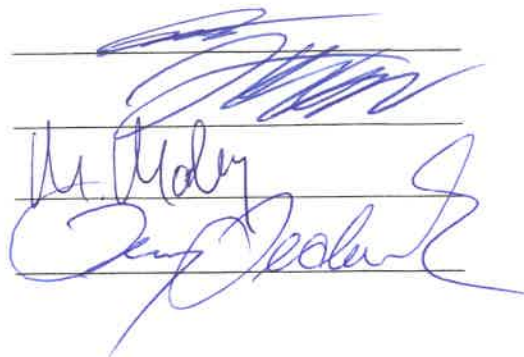
~~Operators may choose their overtime for the following day.~~ **Operators volunteering for AM Overtime can submit their preferences before 15:00 for the next day.** Only one piece of overtime is assigned per Operator during the Overnight Assignment.

~~Spareboard Operators volunteer by placing an "X" and choice of overtime on the Daily Extra List before 15:00 hours of the current day. Signed up Operators volunteer by leaving their Seniority number and choice of overtime on the AM Overtime Board before 15:00 hours of the current day.~~

For Coast Mountain Bus Company:



For Unifor:



Dated this 23 day of April, 2026.



Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.1 – Special Category Run

The Parties agree to amend the language of Rule 4.02.1 as follows:

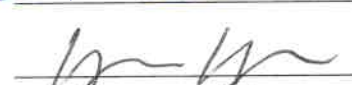
4.02.1 Special Category Run and CWW

At the time that these Runs are placed on the **Overnight, Sheet,** ~~the Paid Time is circled with red pencil to indicate Special Category.~~ **this work will be identifiable.** Operator whose name and Seniority Number that is signed beside the Run at 15:00 is Safe on the Run. Should the Run be unsigned at 15:00, the Depot will split the Runs and include the first half and the second half, if starting prior to Roll Call, with the Tripper assignments.

For Coast Mountain Bus Company:

For Unifor:

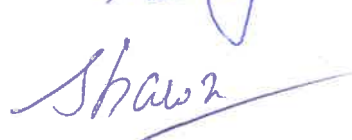












Dated this 6 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.2 – Dayside Assignment

The Parties agree to amend the language of Rule 4.02.2 as follows:

4.02.2 Dayside Assignment

Index/Runs and Specials that finish before 15:01 and Standby Positions that start after 06:00 and finish before 15:01, will be placed on the Dayside Sheet and shall be assigned the earliest finish to the senior Operator.

The Depot will assign the earliest finishing piece to the senior Operator unless the Operator has signed on other work.

Should one or more Dayside work have the same finish time, the work with the latest start will be assigned to the senior Operator. Should more than one Dayside work have the same finish and start time, the work placed **with the lowest index number first on the Sheet** will be assigned to the senior Operator.

For Coast Mountain Bus Company:






For Unifor:






Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.3 – Standby Assignment that Starts at or Before 6:00 AM

The Parties agree to amend the language of Rule 4.02.3 as follows:

4.02.3 Standby Assignment that Starts at or Before 6:00 AM

Standby as a Day's Work will be assigned after the Dayside-Sheet. The earliest finishing positions shall be assigned to the senior Operator unless the Operator has indicated a different preference or has signed/selected other work.

For Coast Mountain Bus Company:

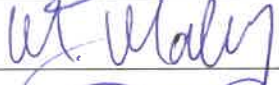






For Unifor:








Dated this 23 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.4 – Nightside Assignment

The Parties agree to amend the language of Rule 4.02.4 as follows:

4.02.4 Nightside Assignment

All Spareboard Operators are entitled to a minimum of eight (8) hours of off-duty time from the finish of an Operator's previous work day to the start of their first assignment on the following day.

Should an Operator rate work on the Overnight Assignment which does not allow for an eight hour break on the following day, the Depot will search for the earliest finishing Day's Work that will allow for the break. If a Day's Work is unavailable, then the Depot may assign multiple pieces of work up to a Day's Work.

The only exception to the above is where the order of the Nightside Assignment is in reverse order. In this case, the Depot will not search for a Day's Work but will assign any work that the Operator rates that allows for the break. If there is no work, then the Operator will report for **No Day** Roll Call.

Index/Runs, Specials and Standby Positions that finish after 15:00, will be placed on the Nightside ~~Sheet~~ and shall be assigned the earliest finish to the senior Operator.

Before the Nightside Assignment occurs, the Depot will count the Operators available and the available Nightside Work to determine the Assignment procedure.

- (a) If there are more Runs than Operators or there is the same number of Operators as work, the Depot will assign the earliest finishing piece to the senior Operator unless the Operator has signed other work. The latest finishes may remain unassigned.

Should one or more Nightside work have the same finish time, the work with the latest start will be assigned to the senior Operator. Should more than one Nightside work have the same finish and start time, the work **with the lowest index number** ~~placed first on the Sheet~~ will be assigned to the senior Operator.

- (b) In the event there are more Operators than Runs, the senior Operators, after Standby may not be assigned a Day's Work.

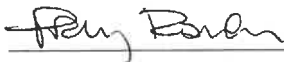
Condition – More Operators than Work (Reverse Order):

The Depot will assign the latest finishing Nightside work to the least senior Operator within the group order for regular assignment, unless the senior Operator is signed on and rates this work.

In the Reverse Order Assignment, a situation may occur where the earliest finishing work is unassigned. Should this occur, the Depot will reassign the Nightside work in straight Seniority order. If an Operator rates non-compliant work, this Operator will not be assigned work at this time and will become a No Day Operator.

Should one or more Nightside work have the same finish time, the work with the latest start will be assigned to the senior Operator. Should more than one Nightside work have the same finish and start time, the work **with the highest index number** ~~placed first on the~~ ~~Sheet~~ will be assigned to the ~~senior~~ **junior** Operator.

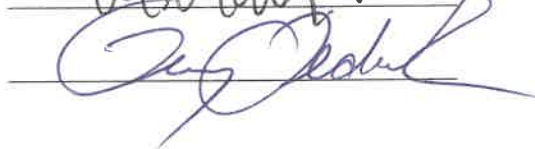
For Coast Mountain Bus Company:






For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.5 – Criteria for Work to be Assigned Overnight to No Day Operators

The Parties agree to amend the language of Rule 4.02.5 as follows:

4.02.5 Criteria for Work to be Assigned Overnight to No Day Operators

All known work less than a Day's Work, that starts prior to the No Day Roll Call will be assigned Overnight to available No Day Operators.

The following work will be assigned Overnight to a No Day Operator:

- (a) Unsigned Special Category Runs **and CWW** that have been split.
- (b) Unassigned Dayside, Nightside Work, and Standby Positions that have been split.
- (c) Unassigned Tripper, Charter, or Special Work.
- (d) Book-offs from the Spareboard Operator Regular Work Assignment that is less than a Day.

For Coast Mountain Bus Company:

For Unifor:

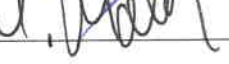












Dated this 21 day of APRIL, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.6 – Assignment of Work Less Than a Day to No Day Operator(s)

The Parties agree to amend the language of Rule 4.02.6 as follows:

4.02.6 Assignment of Work Less Than a Day to No Day Operator(s)

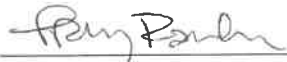
After the completion of the Nightside Work Assignment, the Depot will assign work that is available to No Day Operators. All work less than a Day shall be assigned with the longest piece(s) to the senior Operator, subject to the applicable Passing Work Rule(s). This process is repeated until all work that meets the criteria (*as outlined in 4.02.5 above*) and/or all No Day Operators are assigned. The Company may assign Operators who are without a Day's Work to multiple pieces of work, provided each piece of work starts before **No Day** Roll Call.

Should more than one piece of work have equal paid time, the Depot will assign the work with the earliest finish to the senior Operator.

Should more than one piece of work have equal paid time and the same finish time, the Depot will assign the latest starting work to the senior Operator.

Should more than one piece of work have equal paid time and the same start and finish time, the ~~Depot will assign the work~~ **with the lowest index number will be assigned** ~~that is placed first on the Tripper Sheet to the senior Operator.~~

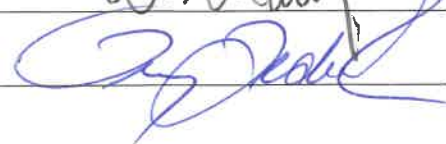
For Coast Mountain Bus Company:






For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.7 – Passing Work

The Parties agree to amend the language of Rule 4.02.7 as follows:

4.02.7 Passing Special Work

An Operator may pass Special Work to a junior Operator in favour of taking regular work, provided the junior Operator is able to complete the work. An Operator will indicate their intent to pass Special work by ~~writing~~ **indicating** 'No Special' on the **Overnight Daily Extra List** in the ~~'Comments' Section of the Spareboard List.~~

For Coast Mountain Bus Company:



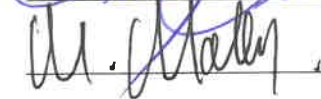




For Unifor:







Dated this 21 day of APRIL, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.8 – No Day Preferences on the Overnight Assignment

The Parties agree to amend the language of Rule 4.02.8 as follows:

4.02.8 No Day Preferences on the Overnight Assignment

Operators may indicate their preferences by ~~printing~~ **selecting** one of the following ~~beside their name on the Daily Spareboard List:~~

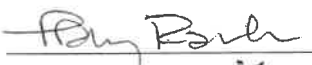
- a) **No Day – One piece before 8:00** “08:00” – The Operator prefers a single piece of work (the longest rated tripper) starting at or before 08:00.
- b) **No Day – All pieces before 13:59** “13:59” – The Operator prefers piece(s) of work finishing at or before 13:59.
- c) **No Day – 19:00** “19:00” – The Operator prefers to pass for shorter work or no assignment.
- d) **No Day – No Specials** “No Special” – The Operator prefers not to work any assignment with an estimated finish. This preference can be indicated with either “08:00” or “13:59”.

08:00 and 19:00 cannot be listed together because they contradict each other.

If there are no junior No Day Operators available to pass to, all preferences will be ignored.

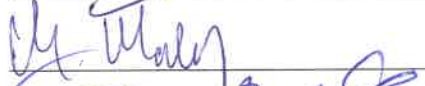
For Coast Mountain Bus Company:

For Unifor:












Dated this 23 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.9 – Charters and Specials Assigned Overnight

The Parties agree to amend the language of Rule 4.02.9 as follows:

4.02.9 Charters and Specials Assigned Overnight

All Charters and Specials will have an approximate finish time on the Daily Work sheets. The Depot will estimate the approximate finish time of the Charter or Special, based upon available information. The estimated finish time shall be used to assign according to seniority and there shall be no claim against the Company should the Charter/Special finish early. This is to ensure that as a general rule, the junior Operator does not get more Paid Time (Overtime) than the senior Operator.

For Coast Mountain Bus Company:



For Unifor:



Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.11 – AM Overtime Assignment – Weekdays and Easter Monday

The Parties agree to amend the language of Rule 4.02.11 as follows:

All known work less than a Day's Work, that qualifies as per the Paid Travel Time Formula, at or before 08:29 will be assigned Overnight as overtime to all Operators.

Paid Travel Time Formula

If the start time of a piece of work, minus the Paid Travel to the work start location, is at or before 08:29, the piece of work will be assigned on the Overnight Assignment.

Example:

Work Starts @ 08:37

Paid Travel Time to Depot from Work Start Location = 15 Minutes

(Start Time and Location of a Piece of Work)	<i>minus</i>	(Amount of Paid Travel Time from Depot to Work Start Location)	
08:37	<i>minus</i>	15 minutes Paid Travel	= 08:22

Based on the above example, the work qualifies as overtime on the Overnight Assignment to any Operator.

If the above criteria are met, the following work will be assigned as overtime on the Overnight Assignment to all Operators:

- (a) Unsigned Special Category Runs **and CWW**; that have been split.
- (b) Unassigned Dayside, Nightside Work, and Standby Positions that have been split.
- (c) Unassigned Tripper, Charter, or Special Work.
- (d) Book-offs from the Spareboard Operator Regular Work Assignment that are less than a Day.

Note: No Operator (Spareboard or Signed-up) will receive an overtime assignment of Standby if their regular work starts before 10:00 am. Should an Operator receive work within the first two hours of their Standby period, and the work constitutes a Day's Work, the Depot will split the work.

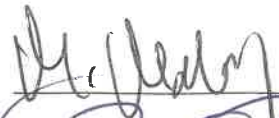
For Coast Mountain Bus Company:




For Unifor:








Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 4.02.12 – AM Overtime Assignment – Weekends and Statutory Holidays

The Parties agree to amend the language of Rule 4.02.12 as follows:

All known work less than a Day's Work, that qualifies as per the Paid Travel Time Formula, prior to the No Day Roll Call will be assigned Overnight as overtime to all Operators.

Paid Travel Time Formula

If the start time of a piece of work, minus the Paid Travel to the work start location, is prior to the No Day Roll Call, the piece of work will be assigned on the Overnight Assignment. Please see example below:

Example:

No Day Roll Call 13:00

Work Starts @ 13:35

Paid Travel Time to Depot from Work Start Location = 45 Minutes

(Start Time and Location of a Piece of Work)	<i>minus</i>	(Amount of Paid Travel Time from Depot to Work Start Location)	
13:35	<i>minus</i>	45 minutes Paid Travel	= 12:50

Based on the above example, the work qualifies as Overtime on the Overnight Assignment to any Operator.

If the above criteria are met, the following work will be assigned as overtime on the Overnight Assignment to all Operators:

- (a) Unsigned Special Category Runs **and CWW**; that have been split.
- (b) Unassigned Dayside, Nightside Work, and Standby Positions that have been split.
- (c) Unassigned Tripper, Charter, or Special Work.
- (d) Book-offs from the Spareboard Operator Regular Work Assignment that are less than a Day.

Note: No Operator (Spareboard or Signed-up) will receive an overtime assignment of Standby if their regular work starts before 10:00 am. Should an Operator receive work within the first two hours of their Standby period, and the work constitutes a Day's Work, the Depot will split the work.

For Coast Mountain Bus Company:



For Unifor:







Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

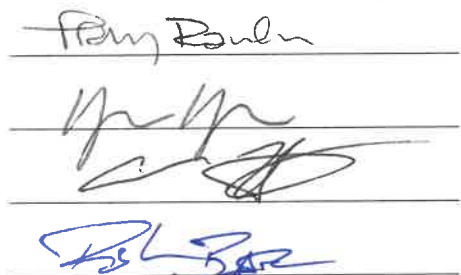
Spareboard Rule 6.01.1 – Supervision of the Daily Work Sheets

The Parties agree to amend the language of Rule 6.01.1 as follows in both the body of the document and the Table of Contents:

6.01.1 Supervision of the Daily Work Sheets

Throughout the day, the Depot will supervise the signing of all Daily Work Sheets.

For Coast Mountain Bus Company:



For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

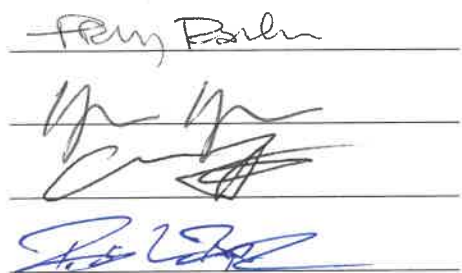
Spareboard Rule 7.01.7 – Announcing Work for No Day Operators

The Parties agree to amend the language of Rule 7.01.7 as follows:

7.01.7 Announcing Work for No Day Operators

The Depot will announce all work that is added or altered ~~on the Sheets~~. If there is no response from No Day Operators, then the Depot will assign the Standby Operator to the work.

For Coast Mountain Bus Company:



For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 7.01.9 – Assigning Work at Safe Time

The Parties agree to amend the language of Rule 7.01.9 as follows:

7.01.9 Assigning Work at Safe Time

A Standby Operator shall not sign for work that starts during the hours of their Standby shift.

Letter of Understanding, Dated: January 17, 1995, in part:

RE: Assignment of Work at Safe Time

1. CMBC shall be entitled to assign a Standby Operator up to three (3) minutes in advance of Safe Time over an Operator with 'a Day's Work'. Once assigned, the Standby Operator shall remain on the work, except in the case of #2 below.
2. During this three (3) minute period, the rights of any other Spareboard Operator without a Day's Work will not be affected. ~~The Depot will record "STBY" with red pencil above the Standby Operator's name on the Work Sheet.~~
3. When CMBC elects to place a Standby Operator on a piece of work within this three (3) minute window, it will be announced at the Depot.

If a dispute should arise with respect to the right to the work between the Standby Operator and the Operator 'with a Day's Work', CMBC's decision shall prevail and the dispute shall be resolved through the grievance procedure.

For Coast Mountain Bus Company:







For Unifor:








Dated this 23 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 7.01.12 – Standby may be Signed or Assigned

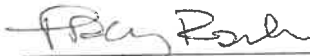
The Parties agree to amend the language of Rule 7.01.12 as follows:

7.01.12 Standby may be Signed or Assigned

A Standby Position shall be considered as a piece of work and may be signed/**selected** or assigned/**rated**:

- At the Overnight Assignment when it is a Day's Work, or
- When ~~placed on the Sheet~~ **added** at or before Roll Call.

For Coast Mountain Bus Company:

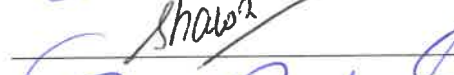






For Unifor:







Dated this 21 day of APRIL, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 7.02 – Minimum Number of Standby Positions Required

The Parties agree to amend the language of Rule 7.02 as follows:

7.02 Minimum Number of Standby Positions Required

The minimum number of Standby Positions (as per the Langley Agreement) that start at or before 08:00 are as follows:

VTC –	Monday to Friday – 5 minimum
	Saturday and Sunday – 2 minimum
BTC –	Monday thru Sunday – 1 minimum
PCTC –	Monday thru Sunday – 1 minimum
STC –	Monday thru Sunday – 1 minimum
HTC –	Monday thru Sunday – 1 minimum
RTC –	Monday thru Sunday – 1 minimum

A Standby assigned on the Overnight Assignment must make up a Day's Work.

As a matter of principle, CMBC will be reasonable in ~~placing~~ **creating** Standby Positions and/or Shifts ~~on the Sheets~~. CMBC will endeavour to put Standby Positions on the Overnight Assignment instead of ~~the~~ **adding them to the** current Day's ~~Sheets~~ whenever practical, so that Spareboard Operators will be in a better position to plan their day. It is understood that this will not prevent CMBC from placing Standby Positions or Shifts ~~on the Sheets~~ on the day that they are to be worked.

It is agreed that the use of Standby Shifts is based on CMBC's perceived need for any given day. It is understood that this may result in variations in the numbers of Standby Shifts among Depots and days of the week.

For Coast Mountain Bus Company:



For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 8.01.4 – Procedures for No Day Operators Who have been Obligated

The Parties agree to amend the language of Rule 8.01.4 as follows:

8.01.4 Procedures for No Day Operators Who Have Been Obligated

- When CMBC elects to place a No Day Operator on a piece of work within this three (3) minute window, it will be announced by the Depot. The ~~Company~~ **Depot** will record 'No Day' ~~with red pencil above~~ **by** the Operator's name ~~on the Work Sheet.~~

The rest of the Rule remains unchanged.

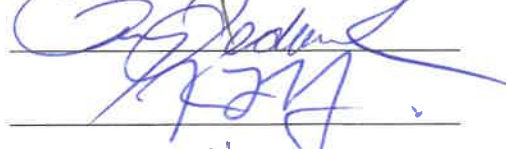
For Coast Mountain Bus Company:






For Unifor:




Dated this 6 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 8.02.1 – Requirement to Attend Roll Call

The Parties agree to amend the language of Rule 8.02.1 as follows:

8.02.1 Requirement to Attend Roll Call

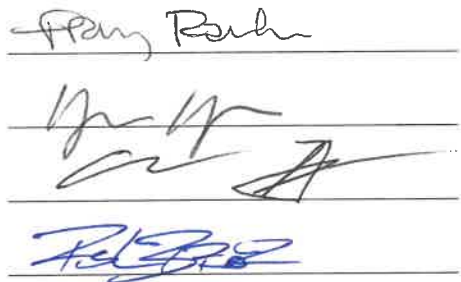
All No Day Operators must attend Roll Call unless they:

- Are currently on work, or
- Have notified the Depot (before Roll Call), **by telephone or by submitting a preference**, they will not attend ~~(this will be indicated on the No Day Board)~~, or
- Are Safe on a Day's Work.

A No Day Operator who is not committed to a Day's Work prior Roll Call may attend or be assigned by the Depot to the longest piece(s) of work that meets their Obligation. If the No Day Operator does not attend Roll Call, they must contact the Depot to be informed of their assignment. A No Day Operator may leave a choice(s) of work (subject to what they rate). If an Operator chooses not to attend Roll Call, they must be able to get to the work assigned or will be a Sleeper.

No Day Operators failing to report at the Roll Call when their name is called, unless they are working at the time or advised the Depot that they will not attend Roll Call, shall rank as Last Extra for the remainder of the Day with no Guarantee.

For Coast Mountain Bus Company:



For Unifor:



Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 8.02.4 – Assignment of Work During Roll Call

The Parties agree to amend the language of Rule 8.02.4 as follows:

8.02.4 Assignment of Work During Roll Call

If the first or last half of an Index requires coverage due to an Operator booking off, this part of an Index may be hooked-up with other work or with part of an Index that is already ~~on the Work Sheet~~ **posted and available**.

The rest of the Rule remains the same.

For Coast Mountain Bus Company:






For Unifor:








Dated this 6 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 8.02.10 – No Day Operators Who Have Not Yet Worked

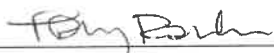
The Parties agree to amend the language of Rule 8.02.10 as follows:

8.02.10 No Day Operators Who Have Not Yet Worked

No Day Operators who report to Roll Call who have not yet worked must sign any Index that is on the Sheet available unless:

- There are sufficient junior No Day Operators available who have not yet worked who are in a legal position to do the work, or
- The Index has already been signed by a No Day Operator who has not yet worked, or
- The No Day Operator signs piece(s) of work that amounts to a Day.
- When an Operator does not attend Roll Call and has not left a preference, the Depot will assign the earliest finishing Index to the senior Operator, subject to Passing Rules.

For Coast Mountain Bus Company:







For Unifor:







Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 9.01.4 – Splitting Work

The Parties agree to amend the language of Rule 9.01.4 as follows:

9.01.4 Splitting Work

The Company may split any work. The relief shall not occur until after the Operator has worked a minimum of two (2) hours and the relief shall occur at an established relief point.

Once a No Day Operator has a Day's Work, the Company may split work, including during Roll Calls.

When a No Day Operator shows a Day, they are not entitled to the thirty (30) minutes of Safe Time on any additional work signed. All reference to Operators being Safe is for Rubbing purposes only.

The Depot may split work at anytime during the Day, including Roll Calls. An Operator's request to split work may be given consideration, at the Company's discretion. If the work is not split as requested and remains uncovered at Safe Time, it will be assigned from the Overtime Volunteer Lists according to Tripper Status.

A running Overtime Status total will be kept for the pay period. Overtime Status will be calculated and frozen on a twice-daily basis: at approximately 08:00 and at approximately 15:00. If an Operator books off or fails to report for overtime that they are Safe on, the appropriate Tripper Status will be applied and remain for the duration of the pay period.

An Operator who has signed a piece of work that is subsequently split will be removed if:

- a) The split work does not match their parameters, or
- b) There are no parameters listed ~~on the appropriate board(s)~~.

All work the Depot splits that is relieved at a terminus will be relieved two (2) minutes prior to the paddle scheduled leave time.

For Coast Mountain Bus Company:



For Unifor:



A handwritten signature in blue ink, appearing to be "J. J. [unclear]", written over a horizontal line.A handwritten signature in blue ink, appearing to be "C. J. [unclear]", written over a horizontal line.

Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 9.04.2 – Overtime Roll Call

The Parties agree to amend the language of Rule 9.04.2 as follows:

9.04.2 Overtime Roll Call

Operators who are present at their turn at Overtime Roll Call must:

1. Sign work;
2. Pass; or
3. Request the Depot put their name and parameters on the Post 14:00 Overtime Roll Call Volunteer List.

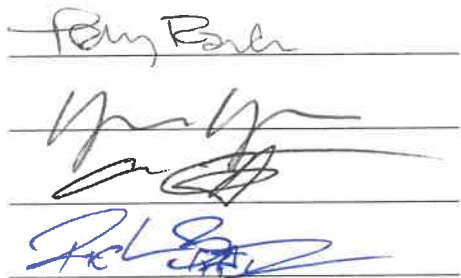
Failure to do one of the above while at the counter will cause the Operator to be removed from the list.

Operators volunteering for overtime that will be assigned at Overtime Roll Call shall ~~leave their name and Seniority number on the Sheets provided at the Depot~~ **put in their request** prior to 14:00. Operators must provide all required information and may indicate preferences ~~on the Volunteer Request Sheets (Spareboard Operators – Blue Board and Signed-up Operators – White Boards)~~ **when requesting Overtime.**

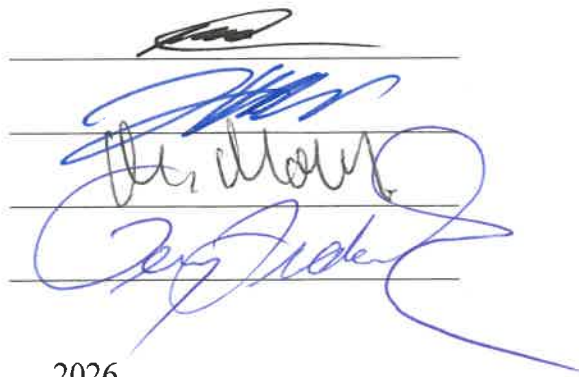
If an Operator has indicated ~~“here”~~ **“Attending Overtime Roll Call”** and has not entered parameters ~~on the above sheets~~, and fails to attend the counter after three (3) pages, the Operator will be disqualified from being assigned any work or being added to any lists at this time.

The Depot will assign work to Operators not present according to ~~parameters set out on the Blue/White Board~~ **their** preferences. Upon completion of an Operator’s turn, they will be Safe on the work unless they have signed an overlap.

For Coast Mountain Bus Company:



For Unifor:



Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 9.06 – Post Overtime Roll Call Volunteer List

The Parties agree to amend the language of Rule 9.06 as follows:

9.06 Post 14:00 Overtime Roll Call Volunteer List

Work booked off after completion of Overtime Roll Call will be assigned by the Depot from the post 14:00 ~~Overtime roll~~ ^PCall list.

For Coast Mountain Bus Company:






For Unifor:






Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 10.02 – Posting a Notice

The Parties agree to amend the language of Rule 10.02 as follows:

10.02 Posting a Notice

The Depot, upon request, will provide the list of work that is available for posting on Notice. The work for Notice must be posted ~~on the next Day's Sheets~~ by 12:00 of the current day, to initiate a three (3) consecutive day posting period, none of which may occur on a Statutory Holiday or day off of the work.

A Spareboard Operator must be on the Spareboard in their own seniority to be eligible to post a Notice, and must indicate a desire to work a Notice Run by requesting the run in person. The Depot then places the Notice on the ~~Dayside of the next day's Overnight~~ **and Notice Sheet** and the Operator shall place their name and seniority number beside the Notice **on the Notice Sheet**. Any Spareboard Operator who wishes to assume the responsibility of the Notice work may remove a junior Operator prior to 12:00 of day three (3) of the posting period. At 12:00 on day three (3) of the posting period, the Run is assigned to the Operator whose name and Seniority number appears beside the Run. The Operator then assumes all the responsibilities of the Notice Run on the following (i.e. next feasible) Monday.

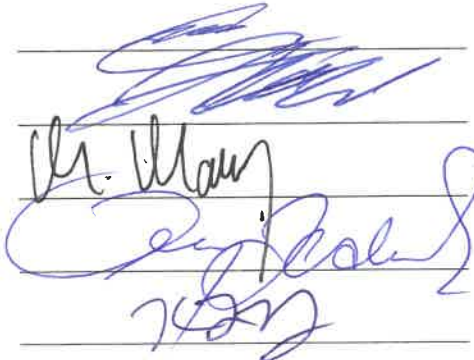
Operators placing work on Notice and the posted work shall remain on the Spareboard during the three (3) day posting period and until the notice work begins on the following (i.e. next feasible) Monday.

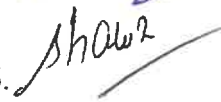
Being on a Notice will not prevent the most Junior Operator from being transferred to another Property.

For Coast Mountain Bus Company:

For Unifor:

Four handwritten signatures in blue ink on four horizontal lines.

Four handwritten signatures in blue ink on four horizontal lines.

Dated this 23 day of April, 2026. 

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 10.09 – Obligation of a Spareboard Operator who has a Run on Notice

The Parties agree to amend the language of Rule 10.09 as follows:

10.09 Obligation of a Spareboard Operator who has a Run on Notice

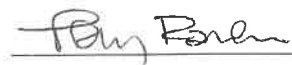
The Spareboard Operator who has a Run on Notice will assume all obligations, days off, and work of the Notice Run, except on a Statutory Holiday should the following occur:

- (a) The Operator must check each week after 14:30 on the last day off of the Notice work to confirm they are still on the Notice.
- (b) If a Notice run is resumed, the Depot will make a reasonable effort to inform the Operator.
- (c) If the Operator whose Run is on Notice is off in the Draw, the Spareboard Operator who has the Run on Notice will revert back to the Statutory Holiday work that they signed at the Sign-up, or
- (d) If the Operator who is on the Notice is off in the Draw, the Notice work for the Statutory Holiday shall be placed on the Spareboard.

See the attached Notice Run and Statutory Holiday Chart to determine the Obligation of a Spareboard Operator who has a Run on Notice.

Notice Run Procedure for a Statutory Holiday		
If the following exists on the Holiday for the Notice Run:	And the Spareboard Operator who has the run on Notice signed for the following at Sign-up time:	The Spareboard Operator who has the run on Notice will do the following:
Index	Index	Works the Notice Run Index. The Spareboard Operator's Index shall be placed on the Overnight Sheets.
Index	Off in the Draw	The Spareboard Operator will take the day off. The Notice Run Index shall be placed on the Overnight Sheets.
Off in the Draw	Index or Spareboard Position	The Spareboard Operator working the Notice will be obligated to the work they chose for the Statutory Holiday at the Sign-Up.
Off in the Draw	Regular Day Off	The Spareboard Operator will take the day off, unless this would result in insufficient work-days within the pay period. In this case, the Operator will work the Spareboard in their own Seniority.
Spareboard Position	Spareboard Position	The Operator who is working the Notice will be on the Spareboard in the position of the absent Operator. The Depot will print 'Notice' beside the original Seniority position of the Operator who is working the Notice.
Regular Day Off	Index or Spareboard Position	The Operator will take the day off. The Depot will place the work on the Overnight Sheet or write 'Notice' in the Spareboard Position.
Spareboard Position	Off in the Draw	The Spareboard Operator will take the day off. The Depot will print 'Draw' beside the Operator's name.
When a Holiday Block Position is on Notice:		
Spareboard Position	Spareboard Position	The Operator who is working the Notice will be on the Spareboard in the position of the absent Operator. The Depot will print 'Notice' beside the original Seniority position of the Operator who is working the Notice.

For Coast Mountain Bus Company:




For Unifor:










Dated this 19 day of February, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 11.01.1 – Operator Left off the Overnight

The Parties agree to amend the language of Rule 11.01.1 as follows:

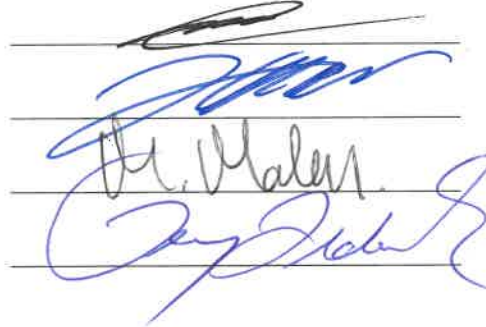
11.01.1 Operator Left off the Overnight Sheet

If an Operator attends the Property between 14:30 and 15:00 and finds they have been left off the Overnight ~~Sheets~~, the Operator will be placed on Standby for the following day for the work they would have signed and/or rated.

For Coast Mountain Bus Company:



For Unifor:



Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 11.01.2 – Work Placed on the Overnight Sheet Twice

The Parties agree to amend the language of Rule 11.01.2 as follows:

11.01.2 Work Placed on the Overnight Sheet Twice

If an Index is listed twice on the next day's ~~Sheet~~ and is signed by two Operators and the error is not noticed prior to 14:30, the senior Operator will have the choice of working the work or being placed on Standby. The Standby shift will be for the length of the Index, less travel.

If the duplicate entry on the next day's ~~Sheet~~ is noticed prior to 14:30, the Index signed by the junior Operator will be resumed.

For Coast Mountain Bus Company:






For Unifor:






Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 11.01.7 – Work that was on the Overnight Sheets in Error that was Signed and Rated by an Operator at 15:00

The Parties agree to amend the language of Rule 11.01.7 as follows:

11.01.7 Work that was on the Overnight Sheets in Error that was Signed and Rated by an Operator at 15:00

The Operator may choose to be placed on Standby for a Straight Shift that will commence at the start time of the error work or for the times of the Split Shift that they signed.

For Coast Mountain Bus Company:






For Unifor:






Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

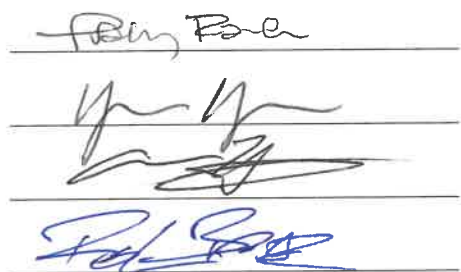
Spareboard Rule 12.04 – No Day Operator Rubs their Name/Seniority Number from the Current Day's Sheets

The Parties agree to amend the language of Rule 12.04 as follows:

12.04 No Day Operator Rubs their Name/Seniority Number from the Current Day's Sheets

If a No Day Rubs their name and seniority number from a piece of work they will become Last Extra behind all other No Days for the remainder of the day and will not be entitled to the Guarantee.

For Coast Mountain Bus Company:



For Unifor:



Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 14.02 – Charters and Special Work

The Parties agree to amend the language of Rule 14.02 as follows:

14.02 Charters and Special Work

All Charters and Specials will have an approximate finish time **on the appropriate screen** ~~on the Work Sheets~~. When hooking-up a Charter or Special to a Tripper, an approximate finish time will be ~~entered on the Daily Work Sheets~~ **displayed on the appropriate screen**. This is with the understanding that, for example, if a Charter or Special combined with a Tripper has an approximate finish time of three hours and thirty minutes (3:30) and the trip returns sooner to the garage (two hours and thirty minutes 2:30 hours) there is no claim against the Company for the remaining one hour.

If the start time of Special work, which is less than a Day's Work, is changed by over an hour (either earlier or later), ~~the Special work must be lined out and re-posted on the Sheet~~, even if the work has been signed, the Special work is then replaced ~~on the Sheet~~ with the new times, **and** the Depot will announce that a Special's time has been changed and is now ~~on the Sheet~~ and available for signing.

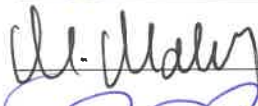
For Coast Mountain Bus Company:

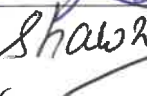





For Unifor:







Dated this 23 day of APRIL, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 14.03 – Operator Safe on Special Work

The Parties agree to amend the language of Rule 14.03 as follows:

14.03 Operator Safe on Special Work

Cancellation of Special Work when the work constitutes less than a Day's Work and an Operator is signed and Safe on the work.

An Operator is entitled to payment when the following criteria apply:

- a) The Special work is Safe to an Operator at the Roll Calls or Overtime Volunteer List.
- b) The cancelled Special work is less than a Day's Work.

Cancellation Pay Entitlement:

- (a) An Operator will not receive pay if the Operator is notified of the cancellation prior to one (1) hour before the Report Time of the work.
- (b) An Operator will receive one (1) hour pay if the work is cancelled within one (1) hour of the Report Time of the work, but the Operator will not be assigned a Tripper Status.
- (c) An Operator will receive two (2) hours pay if the Special or Charter is cancelled at or beyond the Report Time of the work.

An Operator who is entitled to Guarantee will not suffer a loss of Guarantee pay.

An Operator who is left without work due to cancellation of Special Work will be placed on the Post 14:00 Overtime Volunteer List at their request, and in their own Seniority.

For Coast Mountain Bus Company:



For Unifor:



Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 14.05 – Special Work which is a Day's Work

The Parties agree to amend the language of Rule 14.05 as follows:

14.05 Special Work which is a Day's Work

The following applies for Special Shifts that constitute a Day's Work and are signed or assigned. All Special Work that constitutes a Day's Work will ~~be placed on the appropriate Sheets and are~~ **be made available** to be signed or assigned.

- (a) Operators on this Special Work that is cancelled will be placed on Standby for the Paid Time of the cancelled Special, less Travel Time. Standby due to a cancelled Special will be assigned after existing Standby positions have been assigned.

For Coast Mountain Bus Company:






For Unifor:






Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 16.01 – Special Work

The Parties agree to amend the language of Rule 16.01 as follows:

16.01 Special Work

An Operator may pass Special Work to a junior Operator, in favour of taking regular work, provided the junior Operator is able to complete the work. An Operator will indicate their intent to pass Special work **by submitting a preference of 'No Day - No Specials'** ~~writing 'No Special'~~ on the Daily Extra List ~~beside their name on the Spareboard List.~~

For Coast Mountain Bus Company:



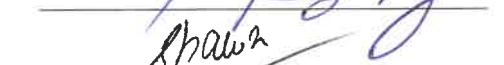





For Unifor:






Dated this 23 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 16.03 – No Day Preferences on the Overnight Assignment

The Parties agree to amend the language of Rule 16.03 as follows:

16.03 No Day Preferences on the Overnight Assignment

Operators may indicate their preferences by ~~printing one of the following beside their name on the Daily Spareboard List~~ by selecting one of the following:

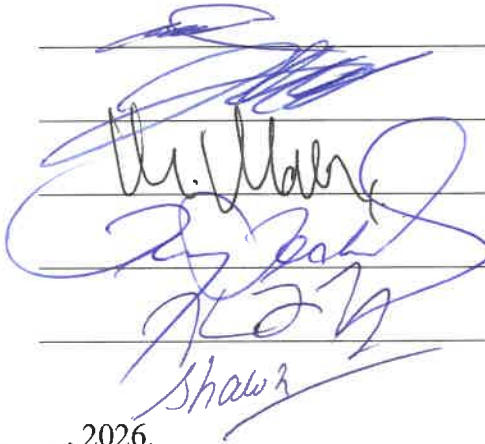
- a) **No Day – One piece before 8:00** ~~“08:00”~~ – The Operator prefers a single piece of work (the longest rated tripper) starting at or before 08:00.
- b) **No Day – All pieces before 13:59** ~~“13:59”~~ – The Operator prefers piece(s) of work finishing at or before 13:59.
- c) **No Day – 19:00** ~~“19:00”~~ – The Operator prefers to pass for shorter work or no assignment.
- d) **No Day – No Specials** ~~“No Special”~~ – The Operator prefers not to work any assignment with an estimated finish. This preference can be indicated with either “08:00” or “13:59”.

If there are no junior No Day Operators available to pass to, all preferences will be ignored.

For Coast Mountain Bus Company:



For Unifor:



Dated this 23 day of April, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

Spareboard Rule 16.08 – Examples of when an Operator is not Permitted to Pass

The Parties agree to amend the language of Rule 16.08 as follows:

16.08 Examples of when an Operator is not Permitted to Pass

- (a) An Operator cannot pass a piece of work to a junior No Day Operator, if the Paid Time of the passed work when added to the time already worked by the junior No Day Operator, equals more than a Day.
- (b) A No Day Operator may not pass work to a Last Extra, or any other Operator not entitled to the Guarantee.
- (c) A No Day Operator who reports to Roll Call cannot pass an Index to a junior No Day Operator who has already worked.
- (d) A No Day Operator who has not yet worked must sign an Index or pieces of work that amount to a Day ~~on the Sheet~~ unless,
 - There are sufficient junior No Day Operators available who have not yet worked and who are in a legal position to do the work or,
 - The Index has been signed by a No Day Operator who has not yet worked.
- (e) the finish time of the work being passed exceeds the Total Elapsed Time (T.E.T.) of all remaining Operators.

For Coast Mountain Bus Company:



For Unifor:



Dated this 4th day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

The Parties agree to the following changes throughout the Collective Agreement:

Replace any gender pronouns with “they”, “them”, “their” or “employee”, as appropriate.

For Coast Mountain Bus Company:




M. Pinto



Shirley S. Dayal


For Unifor:




Cynthia Powell


M. Madry





Dated this 9 day of March, 2026.

Sign-off Document between
Coast Mountain Bus Company Ltd. and Unifor
for the Contract expiring March 31, 2026

The Parties agree to replace any references to "garage" and/or "Operating Centre" with "Transit Centre", as appropriate, throughout Section O.

For Coast Mountain Bus Company:

Rajesh Rego
Anuley S. Dayal
Rohit
1/10/2026
MPinto

For Unifor:

12/7
De. Mary
Scott Math
Hunter

Dated this 28 day of April, 2026.

LETTER OF AGREEMENT

Between

COAST MOUNTAIN BUS COMPANY LTD.

and

UNIFOR, LOCAL 2200

Re: Known Days Off Pilot – SeaBus

The following sets out the continuation of the Known Days Off pilot:

1. Senior Relief Employees will receive a minimum of five (5) known days in each pay period.
2. Junior Relief Employees will receive a minimum of four (4) known days in each pay period.
3. Floater Relief Employees will receive a minimum of three (3) known days in each pay period.
4. Known Days Off can be adjusted by the Employer with 14 days' notice.

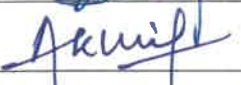
Any concerns related to this pilot should be referred to the SeaBus Advisory Committee (SAC).

This letter of agreement shall automatically expire at the end of the 2026 – 2029 Collective Agreement unless mutually agreed to continue.

Dated this 29th day of April, 2026

FOR THE COMPANY:






FOR THE UNION:






Dated this 29 Day of April, 2026

LETTER OF AGREEMENT
Between
Unifor Locals 111 & 2200
And
Coast Mountain Bus Company

RE: Executive Level Safety Review

The Employer and Union recognize the benefits of a safe and healthy workplace. The Employer and the Union cooperate fully in promoting safe work practices and conditions and the compliance of safety legislation, rules, policies and procedures.

To that end, the Parties agree to meet twice during 2026 for the purpose of discussing:

- CMBC's safety programs;
- Where, when and how accident, incident and safety-related (including near-miss) information is shared with Safety Committee members;
- Access to Safety Management System (SMS) documentation;
- Roles and responsibilities of the Central Safety Committees.

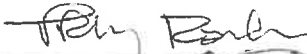
Attendees at these meetings will include one executive member from each of Local 111 and Local 2200 and up to two (2) members from the Unifor Locals (combined), the CMBC Director of Safety, Director of Labour Relations and up to two (2) other senior management members of CMBC. If agreed upon in advance, additional subject matter experts may also be invited.

Dates of the meetings will be agreed upon. If the parties agree that additional meetings are required, they will be scheduled on an as-needed basis.

An Executive Unifor member will forward the Unions' agenda items to the CMBC Director of Safety two weeks in advance of each meeting. CMBC will confirm the meeting and agenda one week in advance of the meeting.

It is understood that solutions to problems may require changes to current processes and procedures, both preventative and corrective, to protect the health and safety of employees and ensure CMBC is compliant with current legislation and Company rules, policies and procedures.

For Coast Mountain Bus Company:

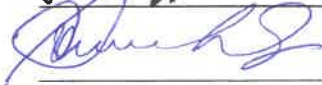





For Unifor:






P. Es//





Dated this 30 day of April, 2026.

LETTER OF AGREEMENT

Between

COAST MOUNTAIN BUS COMPANY (the "Employer")

And

UNIFOR, LOCAL 2200 (the "Union")

(Collectively, the "Parties")

RE: Apprenticeship Program Manual

The Parties agree the Apprenticeship Program Committee will review and finalize the revised Apprenticeship Program Manual, by no later than June 30, 2027.

On this 1 day of May, 2026.

For Coast Mountain Bus Company:









For Unifor Local 2200:









LETTER OF AGREEMENT

Between

COAST MOUNTAIN BUS COMPANY LTD.

and

UNIFOR, LOCAL 2200

Concurrent with LOU #16, the Parties agree that the Maintenance Advisory Committee will discuss the implementation of non-Transit Centre parking facilities for CMBC vehicles.

For Coast Mountain Bus Company:









For Unifor:










Dated this 1 day of June, 2026.



April 8, 2026

Mike McMillan
President, Unifor Local 111

RE: Transit Operator Washrooms

Dear Mike:

Further to our recent discussions, the Company commits that, within 90 days of ratification, the Company will meet with the Unifor 111 Executive and/or designated members of Unifor Local 111 to discuss Transit Operator washrooms.

Representatives from CMBC Operations and CMBC Maintenance departments, including Facilities/Infrastructure, will attend this meeting, where the Union will identify issues with washrooms for Transit Operators.

This meeting may outline issues to be addressed at regular washroom meetings as described in Article 4.00 of the Collective Agreement.

Sincerely,

A handwritten signature in black ink, reading "Shirley S. Dayal". The signature is written in a cursive, flowing style.

Shirley Samujh-Dayal
Director, Operations

Cc: Labour Relations



April 23, 2026

Mike McMillan
President
Unifor Local 111

RE: MyWORK (HASTUS)

Dear Mike:

We acknowledge the importance of the Spareboard Rules in honouring Spareboard Operators' seniority and CMBC is committed to remaining transparent in its application of the Spareboard Rules. To that end, we commit to meeting with Unifor's Spareboard Committee within 90 days of ratification to discuss that transparency and the system currently utilized by the Depots: Hastus.

This discussion may include the provision of reports to provide greater transparency regarding daily Spareboard assignments, which may include:

1. Overnight Volunteers
2. Overnight Work Assigned
3. Day-of Volunteers
4. Day-of Work Assigned

We look forward to our discussions.

Sincerely,

A handwritten signature in black ink, appearing to read "Rishi Brar", is positioned above the printed name.

Rishi Brar
Senior Manager, Operations

Cc: Labour Relations



April 23, 2026

Mike McMillan
President
Unifor Local 111

RE: Assigning Work that is "Safe in Three"

Dear Mike:

Further to the Union's proposal regarding the above, CMBC is prepared to engage in a Trial Procedure that would involve the following:

1. The Depot will make sure the safe time is clear, preventing operators from signing the work at a kiosk;
2. Once the work is displayed on web page screen in the bullpen, the Depot will page the work 'safe in three minutes';
3. The Depot will add the safe time into the system to make it signable by operators.

Please note that, with this process, Operators may see the work on a kiosk or the screen in the bullpen before it is paged.

This Trial is entered into on an experimental basis and is subject to cancellation by either the Employer or the Union upon ninety (90) days' written notice to the other Party.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rishi Brar', is written over a horizontal line.

Rishi Brar
Senior Manager, Operations

Cc: Labour Relations



April 30, 2026

Gavin Davies
National Representative
Unifor

RE: Procedure for Refusal

Dear Gavin:

Further to our recent discussions, the Company commits that, within 90 days of ratification, we will issue a bulletin consistent with Section 3.12 of the *Occupational Health & Safety Regulation*. The bulletin will include information for employees regarding the procedure for refusing unsafe work and will be re-issued on an annual basis.

Please note that the above is in addition to the information normally provided to new employees during the training process.

Sincerely,

A handwritten signature in black ink, appearing to read "Derek Stewart", is written over a light grey circular background.

Derek Stewart
Director
Safety, Environment & Emergency Management

Cc: Labour Relations



unifor
Local**111** | Canada

Local 111 Office
2nd Floor, 326 12th Street
New Westminster, BC V3M 4H6

Tel: 604.519.1110
Fax: 604.519.1113

MIKE MCMILLAN <i>President</i>	HARB KULAR <i>1st Vice President</i>	JASON MCCORMICK <i>2nd Vice President</i>	JASMEEN THIND (JAS) <i>Financial Secretary</i>	JESSIE RANA <i>Recording Secretary</i>	RAY BEATTIE <i>CTS Officer</i>
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13 May 2026

Shirley Samujh-Dayal
CMBC Director, Operations
287 Nelson's Court
New Westminster, BC
V3L 0E7

Dear Shirley,

Further to our discussions during the 2026 round of bargaining, and in reference to your letter of April 08, 2026 (Re: Transit Operator Washrooms)

The Union appreciates your letter. The issues that the Union will be identifying with the Parties at the meeting will include (but not be limited to) menstrual products, paper towels, and methods of making up-to-date washroom location information available to Operators.

Sincerely,

Mike McMillan

Unifor Local 111 President
Cell: 788.980.0132
E-Mail: President@Unifor111.com



26.MAY13.8474



May 13, 2026

Mike McMillan
President, Unifor Local 111

RE: Trades for Pay in Community Transit Service

Dear Mike:

Further to our discussions, the Company is committed to exploring the feasibility of allowing Trades for Pay in Community Transit Service ("CTS"). Barring any unforeseen challenges, Trades for Pay should be available within CTS by December 31, 2026.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Brar", is written over a horizontal line.

Rishi Brar
Senior Manager, Operations

Cc: Labour Relations
Director, Operations



June 4, 2026

Ray Beattie
Community Shuttle Executive Officer,
Unifor 111

RE: Employees Ineligible to Work – Community Transit Service

Dear Ray:

Further to our discussions, should CMBC feel it necessary to not allow a casual CTS employee to work, or where a casual CTS employee is ineligible to work due to an ongoing investigation, and where the employee is following reasonable directives of the Employer, CMBC will endeavour to ensure the employee suffers no loss of pay, in accordance with Article G 7.05 of the Collective Agreement.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Brar", with a long, horizontal flourish extending to the right.

Rishi Brar
Senior Manager, Operations

Cc: Labour Relations
Director, Operations



July 20, 2026

Mike McMillan
President, Unifor Local 111

Scott Walters
President, Unifor Local 2200

RE: Cameras on Buses

Dear Mike and Scott:

During the 2026 round of collective bargaining, Unifor Local 111 and Unifor Local 2200 raised concerns on the use and impact of Artificial Intelligence (AI). These concerns included the use of CCTV, surveillance, data monitoring and AI assisted investigations.

CMBC confirms the bus camera and recording system is incident driven. Real-time monitoring, by a human or an AI-system, is not part of our design specifications or intentions during the term of the April 1, 2026 to March 31, 2030 Collective Agreement. Such a system would require resources and procedures currently beyond our capacity.

As a reminder, information derived from bus camera recordings is used to assist in the investigation of accidents, claims and on-board incidents. Some of these incidents may involve allegations of employee conduct that may warrant discipline and information derived from the recordings is used in the investigations of those incidents. However, this information is also used to exonerate employees, where a public complaint of employee misconduct is received but the information provided through the camera recordings does not support the complaint/allegations. Ultimately, the management representative of the employee involved will make their decision based on all the evidence collected during an investigation.

Sincerely,

A handwritten signature in blue ink that reads "Renzo Del Negro".

Renzo Del Negro
Director, Labour Relations

Cc: Labour Relations
Director, Operations