

MEMORANDUM OF AGREEMENT

ZAYO CANADA INC.

(“the Company”)

- and -

UNIFOR, LOCAL 2000-A

(“the Union”)

WHEREAS the Company and the Union are parties to a collective agreement effective on its face from January 1, 2016 to December 31, 2018 (“the Collective Agreement”);

AND WHEREAS the Union issued Notice to Bargain on or about October 10, 2018;

AND WHEREAS the Company and the Union have engaged in good faith discussions and negotiations concerning amendments to the Collective Agreement;

AND WHEREAS the Company and the Union have agreed to renew the Collective Agreement for a period of one (1) year and a 1% wage increase over the 2018 wage rates;

THEREFORE the Company and the Union hereby agree as follows:

1. The terms and conditions set out in the Collective Agreement effective on its face from January 1, 2016 to December 31, 2018 along with the current effective Job Security Agreement (JSA) and all applicable Letters of Agreement (LOU), shall be renewed in their entirety, save as amended by paragraph 2 below, from January 1, 2019 to December 31, 2019;
2. The January 1, 2018 wage scale set out in Appendix A (Technical Classifications) and Appendix B (Non-Technical Classifications) of the Collective Agreement shall be increased by 1% effective January 1, 2019. Any retroactive pay adjustments shall be made within two (2) pay periods following the conclusion of this Memorandum of Agreement;

3. This Memorandum of Agreement is entered into without prejudice or precedent to any disputes, grievances, arbitrations, proceedings before a court or tribunal, or any other issues between the parties or positions each party may take in respect of such disputes;
4. This Memorandum of Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same instrument.

Dated at _____ this _____ day of January, 2019

For the Company

Print Name: _____

For the Union

Print Name: _____