DEAL Memo

Between:

G.I.T.D, herein referred to as "the Employer"

and

I.A.T.S.E. Local 118, herein after referred to as "the Union"

Whereas:

The Bargaining Committees for both the Employer and the Union have successfully negotiated a collective bargain agreement, both Committees agree that:

- 1. The Collective Bargaining Agreement (CBA) marked Proof 01 Jan 2023 constitutes the final settlement of all outstanding CBA issues between the parties hereto with respect to a first CBA.
- 2. The terms and conditions are subject to ratification by the principles of both parties being both:
 - a. the G.I.T.D. Board of Directors and
 - b. those workers covered by this CBA who are either members of the original bargaining unit or are members of the current "community of interest" as defined by the BCLRB.
- 3. Both committees agree to recommend ratification of the terms and conditions of this CBA to their respective principles.

In Witness Whereof,

Both parties have executed this Deal Memo by affixing their authorized bargaining representatives' signatures hereto this 2nd day of January, 2023.

On Behalf of the Employer

On Behalf of the Union

Jen Thomas

Josef Chung

