

## MEMORANDUM OF AGREEMENT

The bargaining representatives of the Pacific National Exhibition and the bargaining representatives of the IATSE, Local 118 unanimously agree, without reservation, to recommend to their respective principals for their ratification the following terms and conditions for a renewal of the collective agreement that expired December 31, 2020. All of the terms and conditions of the expired collective agreement shall continue in force and effect in the renewal collective agreement, save and except as hereinafter amended.

1. Effective date of union ratification, article 3 shall be amended as follows:

3.1 This Agreement shall remain in force and effect from January 1, ~~2017~~ **2021** up to and including December 31, ~~2020~~ **2022** and from year to year thereafter.

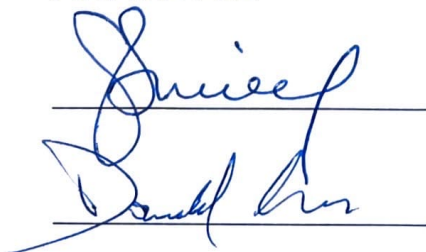
3.2 The above notwithstanding, either party may terminate this agreement effective 11:59 pm on December 31, ~~2020~~ **2022** or effective 11:59 pm on the 31<sup>st</sup> day of December each year thereafter, provided it gives at least four (4) months written notice of such termination to the other party. When the agreement is not terminated pursuant to this section, it shall remain in force and effect until at least the end of December of the following year, when it may be subject to termination under this section.

2. The wage schedule set out in Schedule A will be amended as follows:

Effective January 1, 2021	3.00%
Effective January 1, 2022	2.00%

Agreed in the City of Vancouver, BC this 14<sup>th</sup> day of March 2023:

**FOR THE PNE**



**FOR THE UNION**

