

**MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**HASTINGS ENTERTAINMENT INC.**

**(hereinafter referred to as the "Employer")**

**PARTY OF THE FIRST PART**

**AND:**

**MoveUP, CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES, LOCAL 378**

**(hereinafter referred to as the "Union")**

**PARTY OF THE SECOND PART**

By signature(s) of their duly authorized representative(s) hereinafter affixed, the Employer and the Union ("the Parties") do hereby expressly and mutually agree as follows:

WHEREAS:

- A. The Collective agreement expires on December 31, 2020;
- B. On March 16, 2020, the Employer ceased operations as a result of a government mandated suspension of operations; and
- C. The Employer has requested the Union agree to a one-year roll over of the Collective Agreement.

THE PARTIES NOW AGREE AS FOLLOWS:

1. A commitment from the parties to discuss a pilot project for scheduling and seniority will commence upon reopening from the government mandated suspension of operations;
2. Should the discussions result in an agreement to implement a variation of the pilot project, it will take affect at an agreed to time; for a period of to be determined by the parties and during the course of the one-year roll over and,
3. In the event the pilot project is implemented, it will be reviewed and discussed by the parties upon commencement of collective bargaining.

The parties agree to extend the Collective Agreement until December 31, 2021.

Signed at Vancouver B.C. this 19<sup>th</sup> day of November, 2020.

**For the Union**

*Kacey Quinn*

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**For the Employer**

*M. Smith*

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