

COLLECTIVE AGREEMENT

BETWEEN

UBER RASIER CANADA INC.

(Hereinafter referred to as "the Company" or "Uber")

AND

UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1518

(Hereinafter referred to as "the Union")

April 28, 2026 to April 27, 2030

Ratified by member vote: April 28, 2026



TABLE OF CONTENTS

Article	Title	Page
1.	Definitions and Preamble	1
2.	Union Recognition and Rights	3
3.	Company Rights	5
4.	No Other Agreement	6
5.	Law of British Columbia	6
6.	Conflict with Laws	6
7.	Policies and Procedures	6
8.	Anti-Union Discrimination Prohibited	7
9.	Anti-Harassment, Discrimination and Violence	7
10.	Hours of Operations	8
11.	Suspension Waitlisting and Deactivation	8
12.	Ratings and Dispute Resolution	8
13.	Recognition of Past Practice	8
14.	Fare Information	9
15.	Compensation/Fees	9
16.	Member Information	11
17.	Joint Labour Management Committee	11
18.	Occupational Health and Safety	12
19.	Grievance Procedure and Dispute Resolution	13
20.	Arbitration Procedure	14
21.	Union Dues and Membership Information	15
22.	Driver Wellness Fund	15
23.	Strikes and Lockouts	16
24.	Duration of Agreement	16
	Appendix – Driver Addendum	17
	Letter of Understanding #1 – Joint Advocacy	18

ARTICLE 1 – DEFINITIONS AND PREAMBLE

1.01 Definitions:

- | | | |
|----|---|---|
| 1. | Bargaining Unit: | Drivers, working within Passenger Transportation Board TNS Region 2, except Uber Eats Drivers |
| 2. | British Columbia Labour Relations Board (“BCLRB”) | The Board adjudicates disputes that arise under the Labour Relations Code (BC LRC), which can include issues related to collective bargaining and union activities. It provides services such as certifications, labour standards and practices, mediation and arbitration. |
| 3. | British Columbia Labour Relations Code (the “Code” or “BCLRC”) | The British Columbia (BC) Labour Code, officially the Labour Relations Code, is the provincial legislation that governs the relationship between employers, employees, and trade unions within BC, establishing the rights and responsibilities of each party. It sets out procedures for union certification, collective bargaining, and dispute resolution, and covers topics such as unfair labour practices, strikes and lockouts, essential services, and picketing. |
| 4. | Business Days | Shall mean Monday thru Friday excluding any BC or Federal Statutory Holidays. Where the Collective Agreement uses the undefined term “day(s)” it shall mean calendar days. |
| 5. | Company | Company is defined as “Uber Rastier Canada, Inc.” |
| 6. | Certification | Composed of dependent contractors, Drivers, working within Passenger Transportation Board TNS Region 2, except Uber Eats Drivers. |
| 7. | Driver | Dependent Contractor Driver contracted with Company and certified as part of the Bargaining Unit. |
| 8. | Fleet Worker | Workers who are employees or contractors of external companies who utilize the Uber Platform in managing their business to provide transportation services as set out further in Article 3.04. |

- 9. Grievance:** A grievance is any difference, complaint, or dispute between the Company, the Union, or any Driver regarding the interpretation, application, administration, or alleged violation of the Collective Agreement, Community Guidelines, or any matter concerning the terms and conditions of work, rights, or obligations of the parties.
- 10. Grievance -Individual:** An individual grievance is a complaint initiated by a Driver, with or through the Union, alleging a difference, dispute, or violation concerning the interpretation, application, administration, or enforcement of the Collective Agreement as it applies to that individual Driver.
- 11. Grievance –Group:** A group grievance is a complaint raised by two or more Drivers, with or through the Union, who allege the same difference, dispute, or violation concerning the interpretation, application, administration, or enforcement of the Collective Agreement as it applies to that group of Drivers.
- 12. Grievance –Policy:** A policy grievance is a complaint initiated by the Union or the Company, without reference to a specific individual, concerning the interpretation, application, administration, or alleged violation of the Collective Agreement that affects the bargaining unit or the parties as a whole.
- 13. Passenger Transportation Board TNS Region 2 (“TNS R2”):** Referenced as “TNS R2”. This region includes the City of Victoria, Saanich, Esquimalt, Oak Bay, Colwood, Langford, View Royal, Metchosin, Sooke, Central Saanich and North Saanich, Sidney and Highlands, or as may be amended in the future.
- 14. Period One:** When a Driver is signed into the Platform and is ready to receive pick-up requests.
- 15. Period Two:** The time from accepting the pick-up request to the pickup of the Rider(s).
- 16. Period Three:** The time from when the Rider(s) is in the car to the destination.

- 17. Rider:** A person who requests a ride on the Uber App and/or a guest passenger(s) of the person who requested a ride on the Uber App.
- 18. Uber Platform:** The online or mobile applications, comprised of hardware and software underlying the consumer and driver applications, as provided by Uber, which include the design, product and product features, pricing, mapping, and algorithms.
- 19. Union Representative:** An employee of the UFCW National or UFCW Local 1518.

1.02 Preamble

This Collective Agreement (the "Collective Agreement" or "Agreement") is entered into between Uber Rastier Canada, Inc. ("the Company") and the United Food and Commercial Workers Union Local 1518 ("the Union") covering all dependent contractors Driver(s) working within Passenger Transportation Board TNS Region 2, except Uber Eats Drivers.

The purpose of this Agreement is to maintain harmonious relations between the Company, the Union, and the Bargaining Unit Drivers; to establish fair and reasonable working conditions; to promote the mutual interests of the parties; and to provide a procedure for a prompt and equitable dispute resolution.

The parties recognize their mutual responsibility to work together to provide quality rideshare service to the community while affirming the rights of app-based Drivers to openness, fair treatment, and due process while maintaining the independent nature of online platform work.

ARTICLE 2 – UNION RECOGNITION AND RIGHTS

- 2.01** The Company recognizes the Union as the exclusive bargaining agent for all dependent contractor Drivers working within Passenger Transportation Board TNS Region 2, except Uber Eats Drivers.
- 2.02** This Agreement covers all Drivers who use the Uber Platform to provide rideshare services. The flexible nature of work shall remain intact. Drivers shall retain full autonomy over when and how much they choose to work.
- 2.03** The Company and the Union agree that when the Union can establish majority support through signed membership cards of the Drivers, except Uber Eats drivers, within a BC Passenger Transportation region, including demonstrated support in significant

communities, this Collective Agreement will apply to all dependent contractor drivers, except Uber Eats drivers, in that BC Passenger Transportation region and Article 2.01 of the Collective Agreement will be amended to reflect the expanded scope of the bargaining unit.

The Parties will meet to negotiate any minor changes required to the Collective Agreement to capture the new group of drivers and the implementation of the Collective Agreement terms. If the Parties have not agreed on required changes to the Collective Agreement, the existing Collective Agreement will apply to the new group within 60 days of the Union establishing majority support. Either party may use the grievance procedure to resolve all outstanding issues.

2.04 The Union agrees to supply each Bargaining Unit Driver with a copy of the Collective Agreement.

2.05 The Union may appoint or elect Shop Steward(s) to support the Union with ensuring that issues that come to their attention are directed to the grievance procedure (Article 19) or the Driver in-app dispute process or other duties as required by the Union. A Shop Steward is a Union member trained by the Union who supports Drivers in understanding their rights under the Collective Agreement and helps resolve work issues early which include but are not limited to:

- a) Verify that Drivers raising concerns are members of the Union's Bargaining Unit and subject to the Collective Agreement.
- b) Generally, investigate, enforce and administer provisions of this Agreement, by working with Drivers, the Union Representative and the Company.
- c) Support Drivers in reviewing and understanding their earnings statement and that they are being paid accurately including but not limited to:
 - i) Trip earnings and top-ups
 - ii) Promotions and incentives
 - iii) Deductions, fees, and adjustments
 - iv) Retroactive payments or corrections
- d) Represent, and where possible resolve complaints of, the Drivers by engaging in early discussions and clarification of issues before they escalate to a formal Grievance with the Union Representatives.
- e) Assist Drivers in gathering relevant information and documentation relating to the concerns and having them provide copies to the Company and the Union Representative.

- f) Where possible the Shop Steward will assist Drivers to file their initial written in-app dispute issue(s).

The Union recognizes that, due to the unique nature of online platform work, certain matters may involve sensitive, confidential, or competitively sensitive information. In such circumstances, the Union may, at its sole discretion, assign a Union Representative in place of a Shop Steward.

2.06 TRAINING, ORIENTATION, AND UNION ACCESS

- a) All new Drivers shall be provided with a 30-minute orientation by the Union, which includes:
 - i) Union rights and representation
 - ii) Health and safety obligations
 - iii) Overview of the Collective Agreement
- b) Union Representatives shall have access to:
 - i) Available contact information for Drivers including current emails and phone numbers. The Union will communicate directly with Drivers via those avenues.
 - ii) Company onboarding materials.

ARTICLE 3 – COMPANY RIGHTS

- 3.01** The Union recognizes the exclusive right of the Company to operate and manage its business and the Uber Platform, including without limitation that the Company shall retain exclusive control and sole discretion over the Uber Platform, third-party contract terms, and business operations and areas of service, except to the extent agreed to and modified by the terms of this Agreement.
- 3.02** The Company will not discriminate or retaliate against any Driver for advocating for their rights under this Agreement, filing a complaint or Grievance, or for participating in legal Union activities.
- 3.03** The Union recognizes and acknowledges that the Bargaining Unit only includes Drivers contracted with Company, and this Agreement and the Union's representation rights thereunder do not apply to Uber's other entities or operations.
- 3.04** Fleet Service Providers. The Union acknowledges the right of the Company to contract with third-party transportation providers in certain circumstances where those companies

may utilize Fleet Workers. These circumstances include, but are not limited to, the following: (a) high capacity vehicles (exceeding 10 passenger capacity); (b) boat, ferry or other non-road transportation; or (c) road-based transportation where there is a business justification to use a fleet model (i.e. where the vehicle or product type is not sufficiently available in market (e.g. wheelchair accessible vehicles), or where the product would require more control over Drivers such that it is inconsistent with the flexibility of online platform work. The Company will consult with the Union as to the business rationale of such contracts.

ARTICLE 4 – NO OTHER AGREEMENT

With the exception of the Driver Platform Access Agreement and applicable addenda, no Drivers covered by this Agreement shall make a written or oral agreement with the Company or its representatives that conflicts with the terms of this Agreement without the written consent of the Union.

ARTICLE 5 – LAWS OF BRITISH COLUMBIA

This Agreement is made and entered into in the Province of British Columbia and in all respects the laws of British Columbia will apply.

ARTICLE 6 – CONFLICT WITH LAWS

- 6.01** If any law is enacted that exceeds the terms and conditions of this Collective Agreement, the Law shall prevail.
- 6.02** The Parties shall meet and discuss any Legislative change that both (a) negatively impacts the Drivers and (b) presents a conflict with the terms and conditions of this Agreement in order to resolve any consequences the Legislation may have.
- 6.03** If no resolution is reached within 30 calendar days as to a Legislative change which is subject to Article 6.02), a grievance may be filed.

ARTICLE 7 – POLICIES AND PROCEDURES

The Company agrees to provide the Union with written notice of all Driver policy and procedures that relate to matters governed by this Agreement. The Company shall not issue any Driver policy or procedure that is inconsistent with the terms and conditions of this Agreement without prior

consultation with the Union. It is further recognized that the implementation of Driver policies or procedures without notice or that conflict with this Agreement may be subject to the grievance procedure outlined in Article 19.

ARTICLE 8 – ANTI-UNION DISCRIMINATION PROHIBITED

The Company shall not discriminate against, intimidate or deactivate any Driver for reason of membership in the Union, Union activity, or for exercising the rights in this Agreement or in legislation.

ARTICLE 9 – ANTI-HARASSMENT, DISCRIMINATION AND VIOLENCE

- 9.01** The Parties are committed to a work environment which is free from harassment, discrimination, and violence. This includes any behaviour prohibited by the BC Occupational Health and Safety Act and its regulations, and the BC Human Rights Code, such as discrimination based on race, colour, ancestry, place of origin, religion, political belief, marital or family status, disability, sex (including pregnancy and breastfeeding), sexual orientation, gender identity or expression, and age or any other protected ground covered under the regulations or Code as may be amended from time to time ("Prohibited Behaviour"). Prohibited Behaviour may occur online in communications via the Uber Platform or in interactions during online Platform work.
- 9.02** Reporting: Anyone who experiences or witnesses harassment, discrimination, or violence may report it immediately to the Company or a Union Representative. The Union can assist with reporting if requested by a Driver.
- 9.03** Investigating and Action: The Company will investigate complaints promptly and confidentially. Appropriate action, up to and including immediate suspension or deactivation from the Platform, will be taken against anyone found to have violated the Community Guidelines. For Parties to this Agreement, this Article and the grievance procedure will apply to any actions taken.
- 9.04** Communication: The Union acknowledges that the Company utilizes Platform Community Guidelines to address these items for all parties on the Platform, including Riders and Drivers.
- 9.05** SERVICE ANIMALS
1. Drivers will comply with Uber's Service Animal and Assistive Devices Policy (Canada).
 2. The Union will provide an annual reminder to Drivers of their obligations under

the statute and the Service Animal and Assistive Devices Policy (Canada). Such a reminder shall include information respecting the documentation requirements and applicable process for members of groups protected under human rights legislation, where accommodating a service animal would constitute an undue hardship, as well as the process for addressing matters involving a service animal handler. It may also highlight the Union's role in collecting driver documentation.

ARTICLE 10 – HOURS OF OPERATION

The Platform is made available on an as-is basis, normally twenty-four (24) hours per day, seven (7) days per week. The Parties acknowledge that provision of the Platform is not guaranteed and may be disrupted from time to time for reasons including government directives, technical issues like network or service outages, or other events, and those disruptions would not be subject to the grievance procedure.

ARTICLE 11 – SUSPENSION, WAITLISTING, AND DEACTIVATION

11.01 The Company shall not suspend, waitlist, or deactivate any Driver without just cause or written notice as required in the applicable BC Employment Standards provisions and as further set out in the Driver addendum. Where the written notice is required, it will be provided in a manner that ensures Drivers have a fair opportunity to review the concerns, prepare their response, and seek assistance or representation from the Union.

11.02 Drivers have the right to appeal suspension, waitlisting, or deactivation through the grievance procedure as outlined in Article 19.

ARTICLE 12 – RATINGS DISPUTE PROCEDURE

Drivers may access Article 19 - Grievance procedure where star ratings have contributed to or resulted in a temporary or permanent loss of access to the Platform or where a change in star ratings has resulted in a denial or reduction in Driver perks.

ARTICLE 13 – RECOGNITION OF PAST PRACTICE

13.01 Purpose

This Article acknowledges that as of the date of ratification, certain practices, procedures, and understandings may develop over time between the Company, the Drivers, and the Union.

These practices are recognized to provide clarity and consistency in their application, without modifying the express terms of the Collective Agreement, or reducing any benefit not explicitly stated, which shall be deemed to continue for the duration of the Collective Agreement.

13.02 Application

To the extent a Driver/Union, can demonstrate reliance on a past practice, those will be considered when interpreting the Collective Agreement or resolving disputes.

ARTICLE 14 – FARE INFORMATION

14.01 For each completed trip within the Uber Platform, the Company shall provide the Driver with a clear, itemized breakdown that includes:

- a) Total Gross Earnings
- b) Full fare charged to the Rider
- c) Breakdown of Government Taxes, Insurance, Airport fees, etc.
- d) Any additional fees or deductions
- e) Uber Service Fee

ARTICLE 15 – COMPENSATION/FEES

15.01 Drivers will earn a minimum of \$21.43 per hour, reconciled bi-weekly for top-up as required in the applicable BC Employment Standards provisions. This amount will increase to \$21.90 on June 1, 2026. Additional yearly increases will be made as required by the BC Employment Standards provisions, such increases being tied to the province's Consumer Price Index and calculated at 120% of the regular minimum wage for engaged time.

15.02 The Company will provide Wage Statements to Drivers which include the following:

- a) the Company's name and address;
- b) the total number of hours of engaged time in the pay period;
- c) the total number of kilometres travelled during engaged time in the pay period;
- d) the total number of all online work earnings paid or payable for the pay period;
- e) any shortfall amount paid or payable for the pay period;
- f) the rate per kilometre applicable to the Driver, and
- g) the total of all distance expense allowances paid or payable for the pay period;
- h) the total amount of gratuities paid by customers by means of the applicable online Platform for Platform work assignments during the pay period;
- i) the amount of each deduction from online work earnings for the pay period and an explanation for each deduction

15.03 Kilometre Allowance

Drivers shall be paid at the rate of \$0.45 per kilometre travelled during engaged time-as required in the applicable BC Employment Standards provisions.

15.04 Fees.

- a) Wait Fees: The Waiting Fee rates set out below will replace the Waiting Fee rate in the Wait Fee, Cancellation Fee Table of the BC Driver Addendum for Drivers. All other parameters for the Waiting Fee remain as set out in the Driver Addendum.

Year One: \$0.35 (+surge)

Year Two: \$0.37 (+surge)

Year Three: \$0.39 (+ surge)

Year Four: \$0.41 (+ surge)

- b) Out of Region Surcharge: For each trip commencing in the Victoria region and ending outside of that operating region, a Driver will receive the additional rider surcharge fee listed below for the entire trip (the “Out-of-Region Surcharge”).

Year One: \$0.35

Year Two: \$0.37

Year Three: \$0.39

Year Four: \$0.41

- c) Cancellation Fees: The Cancellation Fee Rates are set out below will replace the Cancellation Fee Rate in the Wait Fee, Cancellation Fee Table of the BC Driver Addendum for Drivers. All other parameters for the Cancellation Fee remain as set out in the Driver Addendum.

Year One: \$4.65

Year Two: \$4.88

Year Three: \$5.12

Year Four: \$5.38

- d) All years listed in 15.04 run from the date of ratification of the Collective Agreement.

15.05 Ratification Bonus:

The Company will pay to each Bargaining Unit Driver who has completed at least 50 Rideshare trips (excluding courier trips) within PTB Region 2 from July 1, 2025, to the date of ratification of this agreement, a one-time bonus payment of two hundred and fifty dollars (\$250).

15.06 Quarterly Engagement Incentive:

In PTB Region 2, the Company will provide each Driver a payment as set out below based on meeting the trip thresholds and a quarterly cancellation rate of four percent (4%) or lower. The cancellation rate will include driver-induced cancellations (whether cancelled in app or via Driver behaviour that triggers a cancellation in app) and will exclude Rider

cancellations (except where induced by Drivers), cancellations for safety, Rider no-shows and fraudulent ride requests from subsequently deactivated accounts. The Company will verify Driver eligibility for the Quarterly Engagement Incentive by verifying the postal codes listed on their Driver's license are those within PTB Region 2. The Trip Threshold is determined by trips starting in Region 2 completed by the Driver.

Trip Threshold	Year 1	Year 2	Year 3	Year 4
751+	\$600	\$612	\$624	\$636
501-750	\$425	\$434	\$442	\$451
251-500	\$250	\$255	\$260	\$265
150-250	\$75	\$77	\$79	\$81

ARTICLE 16 – MEMBER INFORMATION

To the extent the Driver has provided this information to the Company, the Company shall provide the Union with a report of the name, physical address, email address, and phone number of each new Driver who has completed a trip in TNS Region 2. Company will provide the information by no later than the 15th day of the month following the month of collection.

The Company agrees to provide the Union with the names and contact information of the person(s) who deal with Labour Relations and Dispute Resolution within British Columbia.

The Company will provide the Union with policies and communications to Drivers on topics that the Union has representational rights on under the terms of this Agreement.

ARTICLE 17– JOINT LABOUR MANAGEMENT COMMITTEE

17.01 There shall be a Joint Committee consisting of up to four (4) representatives appointed by the Union and up to four (4) representatives of the Company.

17.02 The purpose of the Joint Committee is to review matters of mutual interest arising from the application of this Agreement and to foster communications and co-operation between the Parties with respect to matters applicable to Drivers. The Committee shall not have the power to deal with any matters which are properly the subject of a Grievance.

17.03 The Committee shall have Co-Chairpersons appointed by the respective Parties. Each Co-Chairperson will alternately be responsible for convening and chairing meetings of the Committee. Meetings will normally be conducted virtually.

- 17.04** The Joint Committee may meet with the agreement of the Co-Chairpersons whenever the need arises, but at least three times a year.
- 17.05** The Parties are committed to respect the concerns of either Party and endeavour to resolve concerns in a mutually beneficial manner.
- 17.06** The Parties recognize that due to competition concerns, there may be agenda items that require a portion of the meetings to be conducted in camera, with only Company and Union Representatives permitted. The Company will provide advance notice of in camera sessions to the Union.
- 17.07** The Company will consider data requests related to Committee business in good faith and will communicate to the Union the rationale for any rejection or redaction of information requested.
- 17.08** Driver representatives will be compensated with a standard payment rate for time spent in attending Joint Committee meetings or other functions related to Committee activities as designated and approved by the Committee.

ARTICLE 18 – OCCUPATIONAL HEALTH AND SAFETY

- 18.01** The Parties agree to maintain a Joint Occupational Health and Safety Committee (the "JOHSC"). The JOHSC shall function in accordance with the Workers Compensation Act, OHS Regulations and other applicable regulations.
- 18.02** Joint Occupational Health and Safety Committee (the "JOHSC")
- a) Up to (4) members of the Bargaining Unit shall be elected or appointed by the Union to the JOHSC. The Company shall notify the Union of the equivalent number of Company-appointed delegates.
 - b) The JOHSC shall meet on a regular basis, once (1X) per month, to review safety standards.
 - c) The Committee shall have Co-Chairpersons appointed by the respective Parties. Each Co-Chairperson will alternately be responsible for convening and chairing meetings of the Committee. Meetings will normally be conducted virtually.
 - d) The minutes of the JOHSC will be provided to the Union.
- 18.03** The Parties will ensure that all JOHSC members complete the provincially-mandated training for committee members and safety representatives. Such training courses/materials will be paid for by the Company.

- 18.04** Driver representatives on the JOHSC will be compensated with a standard payment rate agreed to between the parties for time spent attending JOHSC meetings, mandatory trainings or other functions related to Committee activities as designated and approved by the Committee.
- 18.05** The Company, the Union and each Driver have a shared responsibility for ensuring that safe conditions prevail within the workplace, to take appropriate and effective measures, both preventive and corrective, to protect the health and safety of Drivers. This will include, but is not limited to, the Company providing the Union with the details of the Company's Health & Safety Program and all minutes for Health and Safety Meetings. The JOHSC will be provided with incident reporting in the aggregate for health and safety incidents reported to the Company during the prior month period. The Union may request more detailed incident reports in good faith and the Company will communicate to the Union the rationale for any rejection or redaction of information requested.

ARTICLE 19 – GRIEVANCE PROCEDURE AND DISPUTE RESOLUTION

- 19.01** No Driver covered by this Agreement shall have their account deactivated or suspended without just cause and reasonable cause or appropriate notice.
- 19.02** Drivers maintain their ability to address all account-related disputes and deactivations through in-app support channels, including the in-app Review Center for deactivations. Once a decision has been reached in the in-app Review Center or ten (10) Business Days have elapsed from when an account related issue has been raised with support, the Driver can file under the grievance procedure.
- 19.03** A Grievance shall mean a difference arising between the parties covered by this Agreement which concerns the interpretation, application, administration, or alleged violation of the provisions of this Agreement. A Grievance may be either Individual, Group, or Policy as defined in Article 1 of this Agreement.
- 19.04** Individual Grievance
An individual grievance is any issue concerning an individual Driver such as an account-related issue, a temporary loss of access or a permanent loss of access to the Platform. An Individual Grievance must be raised via the UFCW Grievance Form within ten (10) Business Days of the Driver receiving the result from the Company via the in-app channels in Article 19.02. Individual Grievances that have not utilized the in-app support channels will be redirected to that format prior to the Grievance being advanced.
- 19.05** Group Grievance
A group dispute is one which affects more than one Driver with respect to whom the

issues and the facts are substantially the same. Group Grievances must be filed within ten (10) Business Days from the date the Drivers or Union first became aware of the concern giving rise to the dispute.

19.06 Policy Grievance

Any dispute arising directly between the Union and Company, relating to the interpretation, application or alleged violation of the Agreement may be presented by either party as a Policy Grievance. A Policy Grievance must be filed within ten (10) Business Days from the date the Union or Company first became aware of the concern giving rise to the dispute.

19.07 Grievance Procedure

Step 1

At this stage, an Individual Grievance or Group Grievance can be submitted which details the contents of the grievance, the provision of the Collective Agreement alleged to be breached, and the remedy requested. The responding party agrees to provide an initial response in writing to the case within ten (10) Business Days, except in circumstances where more information is required from the Union and any extension of the timeframe will be as agreed to between the Parties. This response will include both a decision and written reasons/rationale underlying the decision.

Step 2

If no settlement is reached at Step 1, the Union or Company may submit the Individual Grievance or Group Grievance to Step 2. The Union or Company may submit a Policy Grievance directly to Step 2. A discussion between the parties will occur within fourteen (14) Business Days of the notification. The Parties agree to share more information about the issue at question and work towards a satisfactory resolution. If not settled in the grievance meeting, the responding Party will provide a Step 2 written response with reasons for the decision.

Step 3

Failing settlement at Step 2, the Grievance may be submitted to arbitration within thirty (30) calendar days of receipt of the Step 2 written decision in accordance with Article 20 - Arbitration.

Time limits for all steps are directory and may only be extended by mutual agreement in writing between the Parties.

ARTICLE 20 – ARBITRATION PROCEDURE

20.01 No matter may be submitted to arbitration which has not been carried through the defined steps of the Grievance Procedure in Article 19. The Union agrees that if a Driver is subject to criminal or regulatory investigation, any Grievance will be held in abeyance and not submitted to arbitration until those processes have been completed.

- 20.02** The Parties agree that in cases where an Arbitrator determines that a Driver's deactivation is for the failure to comply with serious regulatory requirements or regulator direction, or for serious safety violations, sexual or physical assault, the Arbitrator will be limited to upholding the deactivation or awarding compensation in lieu of reinstatement.
- 20.03** Each of the Parties shall bear the expenses of the representative appointed on its behalf and the Parties shall jointly bear the expenses and fees of the Arbitrator.
- 20.04** Any and all time limits referred to under the Grievance and Arbitration Procedures may, at any time, be extended by written agreement between the Company and the Union.
- 20.05** The decision of the Arbitrator shall be final and binding on the Company, the Union and the Driver(s) affected. The Arbitrator shall not add to, delete from, or amend the provisions of this Agreement, but may fashion such remedies as are fair and appropriate in the circumstances, consistent with this Agreement and applicable law.

ARTICLE 21 – UNION DUES AND MEMBERSHIP INFORMATION

21.01 Union Dues Deduction and Remittance

- a) Deduction of Dues - In accordance with Section 6(f) of the BCLRC, the Company shall deduct Union dues, initiation fees, and assessments, as determined by the Union, from the gross earnings of all dependent contractors in the Bargaining Unit, excluding those exempt under Section 17 of the Code.
- b) Remittance - Company will remit Union dues by no later than the 15th day of the month following the month of collection.
- c) Union Information - With each remittance, the Company shall provide a list of Bargaining Unit members, from whom dues have been deducted, including names, and amounts deducted.

ARTICLE 22 – DRIVER WELLNESS FUND

In PTB Region 2, a Driver Wellness Fund will be established to provide periodic funding to Drivers who qualify. The fund, and any qualification criteria, will be developed and administered by the Union, with representation from the Company on any fund oversight board. The Company will provide ongoing financial contributions, at a rate of \$0.10 per trip, for all Drivers, beginning in the second year of this agreement to be paid quarterly in arrears.

ARTICLE 23 – STRIKES AND LOCKOUTS

There shall be no strike or lockout as defined in the BCLRC and accompanying regulations during the life of this Collective Agreement.

ARTICLE 24 – DURATION OF AGREEMENT

24.01 This Agreement shall be binding and remain in full force for the period of four (4) years from the date of ratification.

24.02 Notice to Bargain

Either Party may provide notice to commence bargaining in accordance with Section 46 of the BCLRC.

24.03 Agreement to Continue in Force

Both Parties agree to fully comply with the terms of this Agreement throughout the period of collective bargaining and until a new or revised agreement is signed. This compliance shall be without prejudice to the positions of either Party regarding the new or revised agreement.

Notwithstanding the foregoing, either Party reserves the right to exercise a legal strike or legal lockout, as applicable.

24.04 Exclusion of Operation

The Parties hereto agree to exclude the operation of Section 50(2) and 50(3) of the BCLRC or any other subsequent equivalent legislative provisions.

Signed this 19th day of May, 2026.

Michael van Hemmen

Michael van Hemmen, General Manager
Signed on behalf of Uber Rasier Canada
Inc.

Patrick Johnson

Patrick Johnson, President
Signed on behalf of United Food and
Commercial Workers, Local 1518

APPENDIX A – BC Driver Addendum

BC Driver Addendum as of March 4, 2026, is found at <https://tb-static.uber.com/prod/consents/e9c4f373-68c1-4376-ad8b-89af780dfd96/8ee1a29e-5190-4385-9daa-b5c358c5edcd.pdf>, as may be amended from time to time.

Letter of Understanding #1 – Joint Advocacy

Re: Joint Advocacy

The Parties recognize that there are certain issues impacting Drivers that require changes from various levels of government and/or third-party organizations. The Parties recognize that by jointly advocating in areas of mutual interest they can work to improve the conditions for Drivers.

Accordingly, the Parties agree to jointly advocate to all levels of governments, as well as relevant third-party organizations such as Airports, Ports, and Ferry Terminals.

The Parties will determine advocacy priorities on an ad-hoc basis.

This Letter of Understanding shall remain in effect for the duration of the Collective Agreement unless otherwise extended by mutual agreement of the Parties.

Signed this 19th day of May, 2026.



Michael van Hemmen, General Manager
Signed on behalf of Uber Rasier Canada
Inc.



Patrick Johnson, President
Signed on behalf of United Food and
Commercial Workers, Local 1518

INDEX

A

Advocacy.....	12
Agreement to Continue in Force.....	9
Anti-Harassment.....	9
Anti-Union Discrimination Prohibited	9
Application.....	1
Arbitration Procedure	8

B

Bargaining Unit	2
BC Driver Addendum.....	11
British Columbia Labour Relations Board	2
British Columbia Labour Relations Code	2
Business Days	2

C

Cancellation Fees.....	2
Certification	2
Communication	9
Company.....	2
Company Rights	7
Compensation	1
Conflict with Laws.....	8

D

Deactivation.....	11
Deduction of Dues	8
Definitions	2
Definitions and Preamble.....	2
Discrimination	9
Driver	2
Driver Wellness Fund	9
Duration of Agreement.....	9

E

Exclusion of Operation	9
------------------------------	---

F

Fare Information.....	1
Fees.....	1
Fleet Service Providers	8
Fleet Worker	2

G

Grievance.....	3
Grievance - Group	3
Grievance - Individual.....	3
Grievance - Policy	3
Grievance Procedure	7
Grievance Procedure	5
Group Grievance.....	7

H

Health and Safety Committee	4
Hours of Operation	11

I

Individual Grievance	6
Investigating and Action	9

J

Joint Advocacy	12
Joint Labour Management Committee	3

K

Kilometre Allowance.....	2
--------------------------	---

L

Laws of British Columbia.....	8
-------------------------------	---

M

Member Information	3
Membership Information	8

N

No Other Agreement	8
Notice to Bargain	9

O

Occupational Health and Safety	4
Orientation	7
Out of Region Surcharge	2

P

Passenger Transportation Board TNS Region 2	3
Period One	3
Period Three	4
Period Two	3
Policies and Procedures	9
Policy Grievance	7
Preamble	4
Purpose	1

Q

Quarterly Engagement Incentive	3
--------------------------------------	---

R

Ratification Bonus	2
--------------------------	---

Ratings Dispute Procedure	11
Recognition of Past Practice	1
Remittance	8
Reporting	9
Rider	4

S

Service Animals	11
Strikes and Lockouts	9
Suspension	11

T

Training	7
----------------	---

U

Uber Platform	4
Union Access	7
Union Dues	8
Union Information	8
Union Recognition and Rights	4
Union Representative	4

V

Violence	9
----------------	---

W

Wait Fees	2
Waitlisting	11