

**AGREEMENT**

THIS AGREEMENT (the "Agreement") dated as of the 13th of February, 2010.

BETWEEN:

**HERTZ CANADA LIMITED**, having an address at 3846  
McDonald Road S Richmond, BC V7B 1L8

(the "Employer")

AND:

**CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES  
UNION, LOCAL 378.**, having an address at 2<sup>nd</sup> floor 4595  
Canada Way, Burnaby BC V5G 1J9

( the "Union")

WHEREAS the parties in consideration of the promises and mutual covenants contained in this Agreement and other good and valuable consideration (the receipt and sufficiency of which is hereby acknowledged by each of the parties), agree as follows:

1. The parties agree that pursuant to the order of Mr. Justice Pearlman dated February 13, 2010, the motion dated February 13, 2010 in Supreme Court Action number S-101086 be adjourned generally to be brought on by either party on 48 hours notice, unless short leave is granted by the Court.
2. This Agreement is with prejudice.
3. This Agreement does not preclude any application to the Court in any future proceedings by either party.
4. The Union shall be entitled to lawfully picket at the Employer's locations.
5. The Union agrees that any picketers involved in picketing at the Employer's YVR Vancouver International Airport locations (with addresses at 3880 Grant McConachie Way Vancouver, BC ("McConachie Location") and 3846 McDonald Road Richmond, BC ("McDonald Location") (collectively the "Airport Locations")) shall not block ingress or egress at the Airport Locations. In particular, if a vehicle approaches the Union's picket line, all picketers will conclude walking in the direction they were headed when the vehicle approached, at a normal pace, and will then allow the vehicle to pass before continuing on with their picketing.

6. The Employer will instruct its security guards to cease and desist from escorting any vehicles or customers into or out of the Employer's Airport Locations unless the Employer determines that there is a particular incident requiring the attendance of a security guard.
7. If there are picketers at the Airport Locations other than employees of the Employer or employees of the Union such additional picketers will be limited to a reasonable number.

The foregoing reflects the Union's understanding of the arrangements and is agreed to:

**Canadian Office and Professional Employees Union, Local 378**

By: \_\_\_\_\_

Date: \_\_\_\_\_

The foregoing reflects the Employer's understanding of the arrangements and is agreed to:

**Hertz Canada Limited**

By: \_\_\_\_\_  
*[Handwritten Signature]*

Date: \_\_\_\_\_  
*2/13/10*