

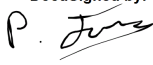
## MEMORANDUM OF AGREEMENT


*Between*  
*B.C. General Employees' Union*  
*And*  
*Victoria Cool Aid Society*  
*represented by the*  
*Community Social Services Employers' Association (CSSEA)*

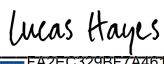
### RE: Superior Benefits


1. Pay in Lieu of Benefits – in lieu of sick leave, health benefits and RRSP benefits, casual workers will receive an additional 40¢ per hour from the date of signing of this agreement.
2. Sick Leave Pay-Out – upon termination, employees will receive payment equal to ½ of their unused sick leave credits.

#### SIGNED ON BEHALF OF THE UNION:


DocuSigned by:  
  
ECA6DB403B11449...  
Peter Janz  
Local 301 Recording Secretary and Steward

Signed by:  
  
CE1ACC457004411...  
Rhett Palas  
Steward


DocuSigned by:  
  
FAZEC329BF7A461...  
Lucas Hayes  
Steward

Signed by:  
  
28C29006F4454CA...  
Kathleen Mann  
Staff Representative

#### SIGNED ON BEHALF OF THE EMPLOYER:

Signed by:  
  
8C79AF9FC1D648F...  
Elin Bjarnason  
CEO

Signed by:  
  
00ACD955FFCA489...  
Gurmit Gill  
Human Resources Manager

Signed by:  
  
D62644A87073414...  
Fred Cummings  
HR/LR Consultant, CSSEA

December 17, 2024

*Dated*