

**MEMORANDUM OF AGREEMENT**

**Between**

**B.C. General Employees' Union (BCGEU) (the "Union")**

**And**

**Kootenay Family Place (the "Employer")**

**Re: Addendum to Local Issues Agreement –United Way Anti-Racism Grant**

The Union and the Employer agree that the Employer may implement the following special project, the United Way Anti-Racism Grant, including terms and conditions of employment as specified below:

1. Such employees shall be considered casual employees under the collective agreement. Rates of pay shall be as specified below. All applicable terms and conditions of the collective agreement shall apply, including 10.6% pay in lieu of paid holidays and scheduled vacation, and union membership as a condition of employment.
2. There will be one special project employee who will be employed in the position of Program Coordinator. The rate of pay shall be Grid 12 of the CSS collective agreement.
3. In the event the Employer makes substantive changes to the duties or responsibilities of the position, the wage rate above shall be subject to renegotiation.
4. The duration of such position shall be no more than nine weeks. The employee shall work three shifts per week of seven hours per shift.
5. Such employee shall be supernumerary, and their hiring must not result in the layoff of existing bargaining unit employees or a reduction in their work. Any regular employees on layoff must be recalled to the available work prior to a special project or summer student employee being hired.

This Memorandum is to be considered part of the local issues agreement between the parties, except that it shall expire upon conclusion of the special project.

FOR THE UNION

DocuSigned by:  
*Sarah Maglio*  
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Sarah Maglio  
Staff Representative

August 21, 2025

FOR THE EMPLOYER

DocuSigned by:  
*Gent Harrison*  
E4E8A1BF435C462...  
Gent Harrison  
Executive Director

August 21, 2025