

Memorandum of Agreement

Between

Thompson Community Services Inc. (Employer)

20And

BC Government and Services Employees' Union (Union)

Re: Voluntary Recognition

The Employer and the Union agree that all employees, except those excluded by the Labour Relations Code (for greater certainty the confidential administrative position is excluded) at the following worksites:

1. 205, 575 main Street,
Penticton, BC V2A 5B1
2. 1631 Earlston Avenue,
Victoria, BC V8P 2Z6

Will be bound by all of the terms of the current Community Living Collective Agreement between the Community Social Services Employers Association (CSSEA) and the Community Social Services Bargaining Association (CSSBA) and as modified or renegotiated from time to time.

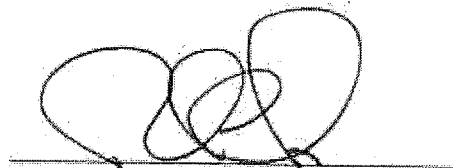
The non-monetary provisions will come into effect on October 1, 2018 for the Penticton worksite and on December 1, 2018 for the Victoria worksite. On a strictly without prejudice and precedent basis, the monetary provisions will also come into effect on the above dates.

Dated this 5th day of November, 2018 at Vancouver, BC.



BCGEU

B. Camilleri
Coordinator, Negotiations



Thompson Community Services Inc.