

MEMORANDUM OF AGREEMENT

BETWEEN:

Pacific Coast Community Resources Inc (PCCRI) (the "Employer")

AND:

BC General Employees' Union (the "Union")

RE: **VOLUNTARY RECOGNITION**

WHEREAS:

- A. The B.C. General Employees' Union (the "BCGEU") and PCCRI (the "Employer") are parties to the Community Social Services Community Living collective agreement with a term of April 1, 2022 to March 31, 2025 (the "**Collective Agreement**");
- B. The Union is certified by the British Columbia Labour Relations Board (the "**Board**") to represent the employees of the Employer (the "**Certification**");

NOW THE PARTIES AGREE AS FOLLOWS:

1. The Employer voluntarily recognizes the BCGEU as the bargaining agent for employees at Apple Home from 1686 Bernard Ave, Kelowna, BC, V1Y 6S1, except those excluded by the *Labour Relations Code*, RSBC 1996, c. 244 (the "*Code*") or by mutual agreement of the parties pursuant to the Collective Agreement.
2. The Employer agrees to be bound by and immediately apply all monetary and non-monetary terms of the Collective Agreement.
3. The parties will address any transition issues associated with applying the Collective Agreement by December 1, 2022, or by a different date mutually agreed upon by the parties.

Dated: December 20, 2023



Darla Holmwood
BCGEU Staff Representative



Tatiana Navarro
Employer Representative