

Memorandum of Agreement

between

THE CANADIAN UNION OF PUBLIC EMPLOYEES
and its Local 5209
(herein called the "Union")

and

YMCA YWCA of
The National Capital Region
(herein called the "Employer")

Subject: wage adjustment for 3 employees following the ratification of the first collective agreement dated - March 2017 to June 30, 2020

- *Jane Philpott - Monthly Supportive Housing Program*
- *Mercedes Alarcon - TRY Supportive Housing for Women*
- *Veronique Lafleche - Second Stage Housing Program for Youth*

Whereas; the parties started negotiations for a first collective agreement in July 2014,

Whereas; the parties finished negotiations and the collective agreement was Ratified in March 2017,

Whereas; after Ratification, 3 employees were affected by the Part time definition and this caused to have a wage reduction under the new wage grid,

Whereas; It took 3 years to negotiate the Collective Agreement; it was never the intent of the parties to reduce the wages of any employees once the collective agreement was ratified,

Therefore; the parties agree to maintain the 3 affected Part-Time employees at the Full-Time wage rate with all benefits agreed to at the time of hiring.

This agreement is made without prejudice.

Signed in Ottawa on April 27, 2017

Employer



Union

