

**MEMORANDUM OF AGREEMENT
BETWEEN**

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 5209 (THE "UNION")

AND

YMCA-YWCA OF THE NATIONAL CAPITAL REGION (THE "EMPLOYER")

AND

KAYLEE MCKINLEY (THE "EMPLOYEE")

Whereas the Employee was hired by the Employer on May 21, 2020, as a part-time Bilingual Housing Support Worker on the Sunday Evening shift, and then received another Letter of Offer as a casual Housing Support Worker on January 30, 2021;

Whereas the Employee was terminated on June 29 2021 based on Article 14.11 d) of the Collective Agreement due to being unavailable to work over 5 months; and

Whereas it comes to the Employer's attention through the grievance and internal investigation process that the Employee had made herself available but the shift(s) were given to someone with more seniority;

Whereas the Parties agree to resolve the grievance;

Therefore, without prejudice to the respective positions of the parties and without precedent to any future and/or similar matters between them, the parties agree to the following:

1. The Employer shall reinstate the grievor immediately to her previous position as Casual Part-Time Housing Support Worker.
2. The Employee will have access to all her rights related to this role under the current Collective Agreement and People and Culture policies, including the seniority.
3. The Employer will retract any legal communication provided to agencies of the Federal Government, including Service Canada.
4. The parties understand that this Agreement is not a guarantee of employment and that the Employee may be terminated for attendance or performance problems, role violations or other reasons, notwithstanding his compliance with this Agreement.

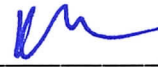
Signed this August 16, 2021 (electronic signatures having the same force and effect as ink signatures).



For the Union



For the Employer



For the Employee