

Letter of Agreement

Between

Alma Mater Society (the Employer)

AND

Movement of United Professionals
MoveUP (the Union)

RE: Canada Emergency Wage Subsidy (CEWS)

Catering and Conferences Employees

Agreement has been reached between the parties with respect to hours of work for the Catering and Conference Department.

The COVID-19 pandemic and the Order have had a profound impact on the Catering and Conference Department and this impact will continue for the foreseeable future, business has been substantially altered, due to the Orders of Government to limit the size of events that can be offered to businesses that would utilize the Catering facilities offered by the AMS.

The Federal Government has introduced the Canada Emergency Wage Subsidy (“CEWS”) to assist employees to remain on an employer’s payroll, and to assist an employer with the costs associated with keeping employees on payroll, whether employees are actively at work or only partially at work, rather than have Employees laid off.

NOW THEREFORE, all parties agree as follows:

1. All employees from the Catering and Conference department will be given a reduction in hours of work rather than layoff. All Employees will receive the CEWS payment.
2. The Employer will post two-week schedules, employees will be required to work three days a week to cover operations. Employees will bid on the available shifts in seniority order.
3. The Employer will continue to contribute on the employee’s behalf for all benefits as per article 21 of the Collective Agreement.
4. To assist employees to receive full pay the affected employees will have the option of utilizing their accrued vacation to top up their pay from the CEWS; once vacation accrual is exhausted employees can utilize any banked flex time and personal leave days. Employees must work with their Manager to advise on how and when they want to utilize these banks for top up.

5. The parties agree that other than a reduction of hours the collective agreement remains in full force.
6. The parties agree that if a layoff is necessary at any time during this agreement, the Employer will provide proper notice as per Article 20 of the Collective Agreement.
7. The parties agree that severance pay under Article 32.03 d severance pay will be based on a normal year's salary and not calculated on this reduction in hours.
8. The parties agree that this agreement is reached is on a without prejudice basis. The parties further agree to review and amend this agreement if the CEWS program is amended. CEWS is set to end on December 31, 2020. The parties agree to meet at least a week ahead of the termination of the CEWS.

Dated at Vancouver, BC this 28th day of August, 2020



Kelly Quinn
Union Representative
MoveUP



Praneet Sandhu
Senior Human Resources Manager
Alma Mater Society