

MEMORANDUM OF AGREEMENT

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 4318

("the Union")

AND

THE BANFF CENTRE

("the Employer")

WHEREAS the World Health Organization has declared COVID-19 a global pandemic and a public health emergency has been declared under the Alberta *Public Health Act*;

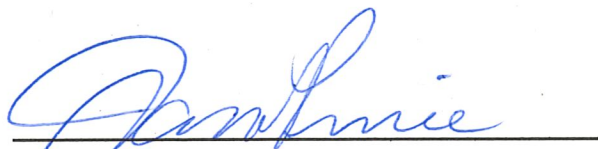
AND WHEREAS the Alberta Labour and Immigration Minister issued Order 2020-43 on September 12, 2020 amending section 63.1(2) of the Code by extending temporary layoff to December 31, 2020;

THEREFORE the Parties agree as follows:

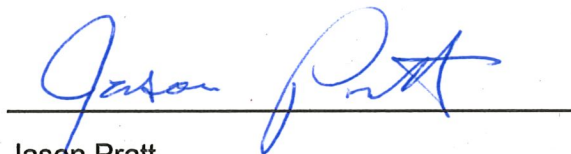
1. Notwithstanding article 11 (Short-Term Layoff and Recall) of the Collective Agreement, the parties agree to extend temporary layoff period to December 31, 2020.
2. The parties agree to review and negotiate any changes should the Minister of Labour and Immigration make amendments to order 2020-43.
3. Any disagreement arisen out of this Memorandum of Agreement shall be subject to the grievance process as per Collective Agreement.
4. This Memorandum of Agreement is made on a without prejudice basis and without precedent to any other matter that may arise in the future between the Employer and the Union.
5. This Memorandum of Agreement will remain in effect up to and including December 31, 2020. The parties agree that this Letter of Understanding may be renewed upon mutual

agreement, with or without amendments subject to the *Employment Standards Code* and Employment Standards Regulations.

Agreed to this 17 day of SEPTEMBER, 2020.



Janice Price
President & CEO
The Banff Centre



Jason Pratt
President
CUPE 4318