

Bargaining Protocol Agreement – 2021 - 2022
Between
School District 22 Vernon (SD22)
And
Vernon Teachers' Association (VTA)

This Protocol Agreement establishes a process for the VTA and SD22 to bargain collectively. Each bargaining team has the delegated authority to bargain "Local Matters" which, pursuant to the *Public Education Labour Relations Act*, have been designated by the BCTF and BCPSEA and are set out in LOU#1, Appendix 2 of the Collective Agreement. Bargaining Committees have the authority to sign a memorandum of agreement, which is subject only to final ratification by their respective principals.

1. Each Bargaining Team will declare a Lead Negotiator & Spokesperson as it deems appropriate. The negotiator may call upon a member of her/his Bargaining Team or resource person to speak. In accordance with Article A.8.6 the costs of teachers on call for teachers given release time with pay under this Article shall be shared equally by the Board and the Association.
2. Each party shall designate a person to act as a contact person for all issues that may arise from time to time regarding meetings, locations, communications and any other matters relating to this process. For the management team, this shall be Malcolm Reid and for the VTA, this shall be Billie Jo Beaudoin.
3. Where it is the intention of either party to have a resource person present during a bargaining session, where practicable, a minimum of 2 working days notice of the name of the resource person will be given and the general topic to be addressed. Leaves for resource persons will be accessed under Article A.22 and will not be unreasonably denied. Resource persons may enter and exit as required.
4. Observers will be permitted to attend, so long as there are no more than 3 per party at any given bargaining session. Where VTA members require a leave to act as observers, Leaves of Absence will be submitted as per Article A.22. Each party will inform the other party, one working day in advance, of the name and number of observers who will be attending. Observers will not be allowed to speak during bargaining sessions. Observers must enter and exit during natural breaks.
5. It is agreed that all members of the bargaining teams, as well as resource persons and observers, respect the sensitive nature of information provided and discussed during the bargaining sessions.
6. The initial list of proposals shall be a list of all articles and issues for which each team intends to table language. In subsequent sessions, each team will table the specific language on the articles in their list. Either party may bring forward proposals and counter-proposals

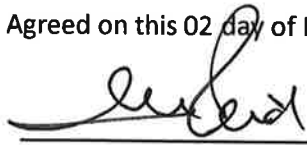
related to the original proposal. New items that currently fall within LOU 1 Appendix 2 of the Collective Agreement may be introduced by mutual consent of the parties. Articles signed off may be revisited only by mutual consent.

7. Both parties will identify changes to Existing Collective Agreement language in their proposals, referencing the current article number and title. Additions will be identified with a bolded font and deletions will be identified with a strikethrough font.
8. All agreements will be in writing and each party will initial and date each Article or clause at the time at which agreement has been reached. Each signed off proposal shall form part of the final negotiated package that is referred for ratification.
9. The VTA will present its proposals on pink coloured paper. SD22 will present its proposals on yellow coloured paper. All signed off proposals will be on white paper. In addition, where practical, the parties will provide a copy of all proposals in electronic format.
10. All documents and proposals presented by either party shall be numbered in sequential order. Union documents and proposals shall be identified by "U", followed by the applicable number. Employer documents and proposals shall be identified by "E" followed by the applicable number. All proposals will be clearly dated and if necessary, have the time noted. Each party will be responsible for providing sufficient copies for both bargaining teams. Signed documents will be identified by "S" followed by the applicable number.
11. Either party may cancel a scheduled meeting and will make every reasonable effort to give 48 hours advance cancellation notice.
12. Both parties are free to caucus at any time. If it becomes evident that a caucus meeting will exceed 30 minutes, the party will inform the other as soon as possible and advise the anticipated time to reconvene.
13. At the conclusion of each session, as a final item of business, an agenda will be agreed upon for the next session, including confirmation of the meeting location. Agenda items may be added in the interim only by mutual consent.
14. Each party will provide its own personal technology. Technology may be allowed for reference or for taking notes, but they will not be used for on-line communications at the bargaining table. Photocopiers, printers and projectors will be made available to each party that is not meeting in their own office location.
15. Each bargaining team will maintain its own notes. No audio or video recording devices will be used by either party.
16. Cell phones and other electronic communication devices will not be used as communication devices during bargaining meetings.
17. The location of bargaining may be at either the SBO or the VTA offices as agreed upon by the

parties. Each location will include the provision of caucus rooms. The costs of jointly catered meals and coffee service shall be paid for by the host of the bargaining session, unless agreed otherwise.

- 18. Each party agrees to comply with the applicable OH&S protocols in place at the location where bargaining occurs.
- 19. Each party will inform its constituents in the manner it considers to be appropriate.
- 20. Each party will inform the other party in advance of public communications. Each party will provide the other party with a copy of any media release at the time of the submission.
- 21. If in-person negotiations are precluded or limited due to a Provincial Health Order or any other reason, and if negotiations must continue in virtual meetings, then bargaining will cease until a virtual meeting can be held to negotiate the terms and procedures for future bargaining meetings. These agreed upon terms will modify this protocol agreement before bargaining continues.
- 22. In the event that one of the bargaining team members becomes sick or if an absence is unavoidable, a replacement will be able to join at the next scheduled negotiation date. Each party will inform the other of the name of the replacement in advance of the meeting.

Agreed on this 02 day of November, 2021.



SD22
Malcolm Reid


VTA

Billie Jo Beaudoin

SD 22 AND VTA AGREED UPON LANGUAGE

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PREAMBLE

The parties have entered into this Agreement **on the traditional and ancestral territory of the syilx (Okanagan) people** with the understanding that ~~they~~ **the parties** recognize and share the following goals:

~~The provision of high quality of education for the students of the District;~~

Supporting educational success for all students;

Honoring diversity and supporting the process of reconciliation;

Ensuring safe and healthy environments;

Supporting respectful ~~harmonious~~ relations among trustees, administrative staff and ~~teachers employees~~;

Resolving ~~Resolution~~ of matters of mutual concern through joint discussion; and

The efficient operation of schools.

SIGNED at VERNON, British Columbia this 7th day of December, 2021.

FOR THE BOARD





FOR THE UNION





SD 22 AND VTA AGREED UPON LANGUAGE


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ARTICLE E.23 Principal/Vice Principal Selection

1. In cases of a Principal or Vice Principal vacancies **for continuing positions, excluding intra-district transfers** ~~resulting from a retirement or resignation at a designated school,~~ representatives as chosen by the teaching staff of ~~that school~~ **the worksite** will be included in the consultations regarding ~~school~~ needs **of the worksite**.
2. The short-listing committee for ~~school-based~~ Principal or Vice Principal positions shall include a representative of the Association.

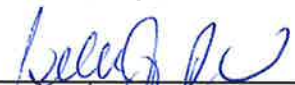
SIGNED at VERNON, British Columbia this 7th day of December, 2021.


FOR THE BOARD





FOR THE UNION





**Bargaining Protocol Agreement - 2021-22
Between School District 22 Vernon (SD22)
And Vernon Teachers' Association (VTA)**

Virtual Meeting Process

As per #21 in the Bargaining Protocol Agreement signed November 2, 2021 the Parties agree to the following additional procedures when Virtual Meetings are required:

1. That the Zoom platform will be used to host the meetings with each party alternating as host. The Zoom link will be provided to each party's contact person no later than 24 hours before the meeting. No video, audio or chat from the zoom meetings will be recorded nor saved. The parties will caucus through their own virtual meeting links.
2. Documents will be provided via email to the contact person. Contact person will be responsible to forward to their team. File names will be used according to #10 in the bargaining protocol signed on November 2, 2021.
3. Agreed upon documents will be considered signed upon receipt of email confirmation, with an attached pdf document between each party's signing authorities. Agreed upon documents that will modify the collective agreement will be signed, in person, upon conclusion of the memorandum of agreement.
4. During the virtual meeting, all cameras must be on and each member of the team must be in a private and confidential space. If a member is unable to be in such a space, headphones must be worn.
5. Parties recognize that the execution of virtual meetings will require modifications to #14 and #16 of the bargaining protocol signed on November 2, 2021.
 - a. Each member of the bargaining team will ensure that they have the technology required at their location.
 - b. Electronic devices shall be used for communication within the bargaining team for bargaining purposes only and in case connectivity or technological difficulties arise.
 - c. If there are connectivity issues, teams will caucus until the issue is resolved.
6. Both parties agree to re-open this Virtual Meeting protocol agreement if either party identifies opportunities or challenges with the process.
7. The parties agree to return to the original in-person protocol agreement, signed on November 2, 2021, as soon as possible.

Agreed on this day, the 6th of January 2022.

SD22

VTA

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ARTICLE C.24 LAYOFF, RECALL, AND SEVERANCE

In the matter of the accumulation and retention of Seniority, the parties agree as follows:

1. Principle of Security

a. The Board and the Association agree that increased seniority as an employee of the Board entitles employees to a commensurate increase in security of employment.

2. Layoff and Recall

a. When for educational, budgetary, or other reasons the Board determines that it is necessary to reduce the total number of employees on continuing contracts, the employees to be retained on the staff of the District shall be those who have the greatest seniority, provided that they possess the necessary qualifications for the positions available.

b. The Board shall give each employee it intends to lay off thirty (30) days notice in writing, such notice to be effective at the end of a school term or semester. Employees to be laid off at any time other than at the end of a term or semester will be given sixty (60) days notice of layoff. The Board shall concurrently forward a copy of such notice to the Association. In all cases, this notice will contain the reason for the termination. A list of retained teaching positions will be updated and available for all employees at the spring layoff meeting.

c. If the Board retains an employee who is below the most recent lay-off line, based on their qualifications and seniority, the employee may apply for any posting during the post and fill process and be considered pursuant to E.21.4.g and C.24.3.i.

3. Right of Recall

a. When a position on the staff of the District becomes available, the Board shall recall the employee who has the most seniority among those laid off, provided that the employee possesses the necessary qualifications for the available position. If that employee declines recall, the Board shall recall the employee with the next greatest seniority and the necessary qualifications, and this process shall be repeated until the position is filled. All positions shall be filled in this

manner while there are laid off employees who have recall rights.

b. It shall be the responsibility of each employee to keep the Board informed of changes of name, address, phone numbers, qualifications, and experience.

c. The Board shall make reasonable attempts by phone and email to communicate with employees on recall regarding available positions prior to an offer being made. All offers shall be finalized in writing, and shall be sufficient when given by their School District email, personal delivery, or letter mailed through Canada Post and addressed to the party receiving such offers at the address they have provided to the Board in writing. Such offers shall be effective as of the date of such personal delivery or email or on the third day following the date of such mailing.

d. An employee who is recalled pursuant to Article C.24.3.a shall inform the Board whether or not the recall is accepted within forty-eight (48) hours of the effective date of recall notice.

e. The Board shall allow ten (10) days, if necessary, from an acceptance of recall under Article C.24.3.c for the employee to commence duties, provided that where the employee is required to give a longer period of notice to another employer, such longer period may be allowed.

f. An employee's right to recall is lost if:

- i. The employee elects to receive severance pay within thirty (30) months of the layoff; or
- ii. The employee refuses to accept two (2) positions for which they possess the necessary qualifications; or
- iii. Three (3) years have elapsed from the date of layoff; or,
- iv. The employee has accepted a continuing contract of employment in another school district.

g. An employee on a continuing contract of employment who accepts a position less than their owed FTE shall continue to have the right of recall to their owed FTE and shall be offered a suitable position at that FTE, in order of seniority, as soon as a suitable position becomes available. There shall be no limitations on this right to recall up to September 15th. After this time, the right to recall to their owed FTE may be exercised where it is educationally sound and administratively feasible. Only where it is educationally sound and administratively feasible, will an employee be permitted to exchange a current block(s) with another as a result of a posting.

h. Part-time employees who have been laid off will be eligible for recall only to a part-time position which does not exceed their owed FTE, unless there are no appropriate part-time positions available.

i. Notwithstanding C.24.3.h above, one third of the employees ~~on the recall list~~ **below the most recent lay-off line** with the most seniority who were hired as a part-time employees may elect to be offered a position that exceeds their previous FTE by up to 0.2.

j. Should the situation arise that a part-time employee be able to select only a position at greater FTE than their owed FTE for the current recall process, then the available position may be declined and this will not be considered a refusal under Article C.24.3.f.ii.

k. Article C.24.3.f.ii does not apply if at the time of such offers the employee would be entitled to maternity leave or is taking, or has registered in, a minimum of fifteen (15) credits at an accredited post secondary institution, where one full semester course equals three (3) credits.

4. An employee who retains their rights of recall pursuant to Article C.24.3 shall be entitled, if otherwise eligible, to maintain participation in all benefits provided by this Agreement by payment of the full cost of premiums for such benefit plans to the Board.

5. Payments for desired benefit coverage will be in full and in advance covering periods of two (2) months. Benefit coverage premium payments must be received at least ten (10) days in advance of expiry otherwise coverage will be cancelled. It will be the responsibility of the employee to ensure that the costs of benefit coverage are not in arrears.

6. The Board reserves the right to exempt from layoff, those employees in Positions of Special Responsibility, as long as such employees remain in their assigned positions.

7. An employee recalled pursuant to Article C.24 shall be entitled to all sick leave credit accumulated at the date of lay off.

8. Severance Pay

a. An employee on continuing contract of employment who has one (1) or more years of continuous employment and who is laid off may elect to receive severance pay at any time before their right to recall, pursuant to Article C.24.3.f, is lost.

b. Severance pay shall be calculated at the rate of 5% of one (1) year's salary for each year of service to a maximum of one (1) year's salary.

i. Salary on which severance pay is calculated shall be based on the employee's salary at the time of their layoff.

c. An employee who receives severance pay and who is subsequently rehired by the Board shall retain any severance payment and in such case the calculation of years of service for seniority shall commence with the date of rehiring.

9. Retraining Leave

a. An employee who is laid off shall be entitled to receive a leave of absence to obtain training in a grade level or subject area where there is a greater likelihood of demand within the district, based on consultation with the Director of Instruction for Human Resources.

b. In the event that the employee elects to take a leave of absence for such purpose, the Board shall amend the effective date of the lay-off notice to coincide with the beginning of the school term which next follows the expiry of the period of leave, or of any extension thereof.

c. An employee shall be entitled to a leave of absence for one (1) year, or less where mutually agreed. The request for retraining leave must be made within two (2) months of the date of layoff. An extension of the leave may be arranged by mutual agreement between the employee and the Board.

d. Employees returning from retraining leave shall provide the Board with documentation from the educational institution or training facility verifying their enrollment in an approved program, as per C.24.9.a, and confirmation of completion of the said program.

e. Should an employee's circumstances change while on retraining leave, they shall notify the Director of Instruction for Human Resources in a timely manner.

f. Where an employee is unable to complete the approved program, the employee, the Director of Instruction for Human Resources and the Association shall in consultation, determine the amended effective date of the layoff.

SIGNED at VERNON, British Columbia this 1st day of February, 2022.

FOR THE BOARD



FOR THE UNION



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E.21 POSTING AND FILLING VACANT POSITIONS

1. *Definitions*

For the purposes of the collective agreement, the terms employment status, appointment, position, assignment, vacancy, and posting are defined as below.

- a. ***EMPLOYMENT STATUS** – Employment status is considered to be the nature of the employment relationship between an employee and the district. Employees are considered to be on continuing contracts of employment, temporary contracts of employment or they are working as teachers teaching on call.*
- b. ***APPOINTMENT** - An appointment is considered to be the full time equivalent (FTE) or specified part time employment offered to an employee by the school district.*
- c. ***POSITION** - The school or district program at which an employee works as directed by the district through the Human Resources department with general assignment to program(s) and level(s).*
- d. ***ASSIGNMENT** - The duties, classes, courses, grade levels assigned to an employee as part of the timetable as determined by the principal or director in consultation with the employee.*
- e. ***VACANCY** - An existing or newly created position which is reasonably known to be more than twenty (20) teaching days in duration and the Board intends to fill.*
- f. ***POSTING** – the official written notification to request applicants to fill a vacancy.*

2. *Posting Requirements*

- a. *Every posting shall contain:*

- i. *a description of the employment status, appointment and vacant position;*
 - ii. *start date and, if known, end date;*
 - iii. *qualifications expected of successful candidates;*
 - iv. *closing date and time for receipt of applications;*
 - v. *name of employer representative to be contacted for further information.*
- b. *Postings and application forms shall not include reference to extracurricular activities and programs.*

3. Posting Vacancies

- a. All posting shall be posted for a minimum period of two (2) full week days, excluding statutory holidays, prior to closing. Postings shall be available on the district's website, on an employment website, and at the Board Office, and shall be sent electronically to the V.T.A. office and president.
- b. When identified prior to the first ten (10) teaching days of school in September, the following vacancies shall be posted as continuing positions:
 - i. Vacancies that arise because of the creation of a new position that is reasonably expected to extend beyond the current school year;
 - ii. Vacancies that arise from an existing continuing position to which the previous incumbent will not be returning;
- c. All other vacancies will be posted as temporary positions, but not to extend beyond June 30 of the school year to which the vacancy applies.
- d. After September 15th, vacancies in secondary schools will be posted as single blocks. Only where it is educationally sound and administratively feasible, will an employee be permitted to exchange a current block(s) with another.

4. Filling Vacancies

The Board shall fill vacancies, other than those for positions of special responsibility, with employees who have the necessary qualifications and/or experience to perform the duties of the vacant positions in the following order of priority:

- a. by seniority, employees returning from a leave of absence and employees transferred on the Initiative of the Board, pursuant to Article E.24.2; such transfers

- and returns from leaves would be equal to their owed FTE;
- b. employees requesting an Employee Initiated Transfer pursuant to Article E.24.3; such transfers would be equal to their owed FTE;
 - c. *by seniority, employees who are above the most recent layoff line and who have a continuing contract of employment but who do not have a continuing position; such placements would be equal to their owed FTE;*
 - d. employees requesting a transfer who have remained in the same school five (5) or more years provided they apply for the desired position on the employment website by the posting deadline and are above the most recent layoff line;
 - e. part time employees with continuing contracts of employment who have taught within the school district for a period of five (5) years and who are above the most recent layoff line may apply for any posting, regardless of the FTE level of the posted position, and will be considered in the same manner as full time continuing contract employees under Article E.21.4.d;
 - f. employees with a continuing contract of employment and who are above the most recent layoff line, provided they apply for the position on the employment website by the posting deadline;
 - g. ***by seniority, employees on the recall list pursuant to Article C.24; and employees who are both below the layoff line and in positions which are retained.***
 - i. ***Employees who are retained may apply for any postings and will be considered, provided that they possess the necessary qualifications, for the positions available and in accordance with Article C.24.3.i.***
 - h. *temporary contract employees who have relinquished their continuing contract status in accordance with Article C20.3 provided they apply for the desired position on the employment website by the posting deadline;*
 - i. *individuals applying for employment.*
5. *An employee who has a continuing contract of employment, who is above the most recent layoff line, and is in a temporary position that concludes before the end of the school year will be placed on the TTOC list. The employee's placement on the TTOC list will be considered to be similar to an employee on recall who has not yet been recalled for work.*
6. If a vacancy is posted during the school year and the successful applicant is currently employed in a position which is in conflict with the schedule of the position to be

filled, the successful applicant shall commence the position at a time mutually agreed upon by the teacher and the District. The timing will consider what is educationally sound and administratively feasible, and will be no later than the next natural break or term/semester end.

7. Part-Time Employees

- a. After September 15th, the FTE of a part-time employee may be increased within their current work site/situation by a maximum of 0.4 annualized FTE per school year. The Association shall be notified of all such increases.
- b. Before any vacancies are filled through application of Article E.21.7.b, they must first be offered to an employee on the recall list pursuant to Article C.24 so long as the recall employee has the necessary qualifications and/or experience and the employee's current work schedule would permit.

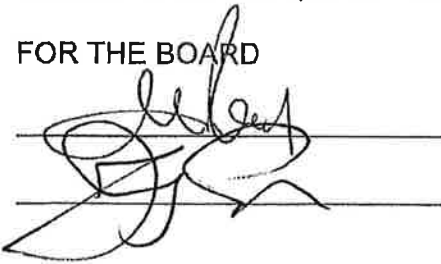
8. Annualized FTE

The FTE value of all appointments will be calculated on an annual basis.

- a. *Continuing contract employees transferring to a continuing contract position in E.21.4.d, e, or f will assume the FTE of their new position.*
- b. *Part-time continuing contract employees who are awarded additional positions at a higher FTE will have the increased FTE included in the calculation of their new owed FTE.*

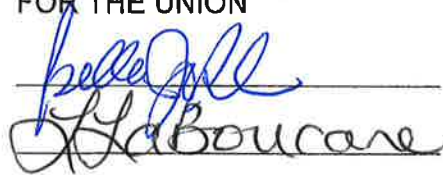
SIGNED at VERNON, British Columbia this 1st day of February, 2022.

FOR THE BOARD



A handwritten signature in black ink, appearing to be 'J. Smith', written over two horizontal lines.

FOR THE UNION



A handwritten signature in blue ink, appearing to be 'H. Labourcare', written over two horizontal lines.

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ARTICLE D.27 STAFF MEETINGS

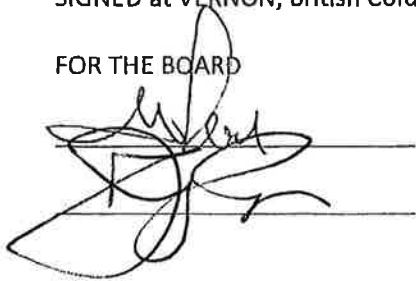
For the purposes of this article, a staff meeting is considered to be a meeting called by the Principal or Vice Principal, outside of regular instructional hours, whereby ~~teaching staff~~ **employees** are required to attend, unless excused by the Principal or Vice Principal. Regularly scheduled Primary and Intermediate team meetings are also defined as staff meetings.

1. The ~~Principal or Vice Principal~~ shall give at least seven (7) days notice of a regular staff meeting. Where seven (7) days advance notice is not given, ~~teachers~~ **employees** shall make reasonable efforts to attend the meeting.
2. An agenda of items shall be given to ~~teachers~~ **employees** two (2) school days prior to any regular staff meeting. In the interests of efficient use of time, consideration should be given to the sharing of information by means other than staff meetings.
3. ~~Teachers~~ **Employees** shall have the right to place items on the agenda.
4. Written minutes of staff meetings shall be kept and copies shall be provided to all staff.
5. Staff meetings shall be held only on school days as defined by the school year calendar.
6. Staff meetings shall not be scheduled to commence more than one half (1/2) hour prior to the beginning of classes nor shall they last longer than one (1) hour and forty-five (45) minutes after the dismissal of the students.
7. Attendance at staff meetings which extend beyond the time frames set out in Article D.27.6 is not required.
8. ~~Teachers~~ **Employees** shall attend a maximum of **eighteen (18)** staff meetings per school calendar year, except:

- a. In the case of an emergency in which there is a risk to staff and/or students; or
 - b. where an issue arises which the Staff Committee agrees merits an additional staff meeting.
9. ~~Teachers~~ **Employees** shall not be required to attend staff meetings during recess and/or breaks, or during the ~~noon~~ lunch intermission, and on professional development days, except in the case of 8-a above.
10. ~~Teachers~~ **Employees** working less than 0.5 FTE shall attend staff meetings proportional to their FTE; the meetings requiring attendance will be determined by the Principal in consultation with the teacher.
11. ~~Teachers~~ **Employees** assigned to more than one site shall schedule their staff meeting attendance in consultation with the ~~p~~Principals involved.
12. ~~Teachers~~ **Employees** who have not been in attendance at a staff meeting shall be responsible for apprising themselves of the staff meeting agenda and the subsequent minutes of the staff meeting.

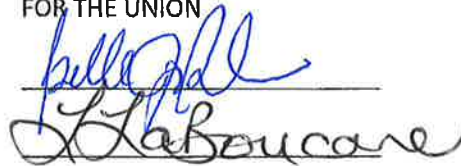
SIGNED at VERNON, British Columbia this 23rd day of February, 2022.

FOR THE BOARD



A handwritten signature in black ink, appearing to be 'J. Smith', written over two horizontal lines.

FOR THE UNION



A handwritten signature in blue ink, appearing to be 'L. Laboucane', written over two horizontal lines.

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ARTICLE D.29 – HEALTH & SAFETY

- 1. ~~Employees shall be required to work only in facilities that are clean and safe. The~~ **Employer shall be responsible to assign and maintain clean working facilities with appropriate lighting, heating, ventilation, and other physical conditions which are safe and are consistent with the requirements of the Workers’ Compensation Act and Occupational Health and Safety Regulations.**
- 2. **The employer will comply with all Occupational Health and Safety Regulations and Workers Compensation Act requirements in the workplace.**
- ~~3~~ 3. Specific problems which could endanger the health and safety of employees, or which adversely affect the learning environment, must be referred to the ~~school-site-based~~ Health and Safety Committee. The Board shall take measures to eliminate such problems when the ~~school site-based~~ Health and Safety Committee so recommends.
- ~~3~~ 4. Whenever an employee observes what appears to be an unsafe or harmful condition or act, they will bring that observation to the attention of the principal or site supervisor. The principal or site supervisor receiving the report shall investigate the reported unsafe condition ~~and or~~ act, in compliance with Occupational Health & Safety Regulations, and shall ensure that any necessary corrective action is taken without delay.
- 4-5. The Board shall pay any cost not covered by M.S.P. for needed and required hearing and medical examinations for employees working in higher risk areas. Higher risk areas are those such as labs, shops, gymnasiums, ~~art and music~~ **fine arts and applied skills rooms spaces.**
- ~~5~~ 6. The Board shall pay an allowance per annum to an employee who agrees to be designated by the principal or site supervisor as an ~~industrial~~ **occupational** first aid attendant and who holds a valid ~~industrial~~ **occupational** first aid certificate. The allowance shall be ~~increased~~ as follows:

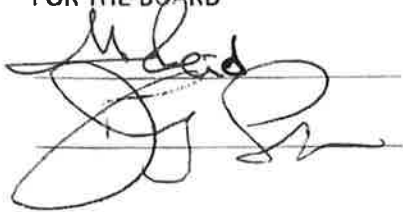
Effective July 1, 2019	\$ 558.81
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Effective July 1, 2020	\$ 569.98
Effective July 1, 2021	\$ 581.38

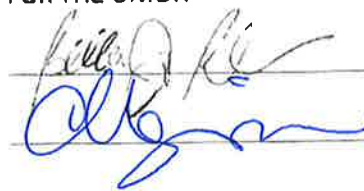
6 7. The employee shall be reimbursed for the cost of the **occupational first aid** course fees, subject to successful completion of the course. It is the responsibility of the employee to apply for this reimbursement and provide proof of qualification.

SIGNED at VERNON, British Columbia this 8 day of June, 2022.

FOR THE BOARD

Handwritten signature in black ink, appearing to be 'M. Deard', written over two horizontal lines.

FOR THE UNION

Handwritten signature in blue ink, appearing to be 'Bill O'Brien', written over two horizontal lines.