

Letter of Understanding: Transition of Compensation Structure for Community Advisors

Notwithstanding Article XX (Community Advisor Standardized Room Rate), Article XX (Method of Payment), and Schedule B (Community Advisor Stipend), the parties agree that, to enable transition from the current compensation structure to the new structure, the following will apply to the Community Advisor role:

- The current compensation structure will remain in place until April 30, 2026. For clarity, during this period no stipend will be paid and no fees for Community Advisor Standardized Room Rate will be collected. Employees assigned as Senior Community Advisors will continue to be paid at their current hourly rate until April 30, 2026.
- Each Community Advisor who is actively employed as of **February 13, 2026, and who remains actively employed as of April 11, 2026**, will receive a one-time lump sum payment in the amount of \$1206.00, subject to normal statutory deductions and remittances, on the April 17, 2026, regular pay date. **Any such Employee whose employment ends after February 13, 2026, and before April 11, 2026, will receive one-half (1/2) the amount.**
- Each Community Advisor who has been assigned additional duties as a Senior Community Advisor **and who is actively employed as of February 13, 2026, and who remains actively employed as of April 11, 2026**, will receive an *additional* one-time lump sum payment in the amount of \$250.00, subject to normal statutory deductions and remittances, on the April 17, 2026, regular pay date. Senior Community Advisors will stop receiving an hourly pay rate on April 30, 2026. **Any such Employee whose employment ends after February 13, 2026, and before April 11, 2026, will receive one-half (1/2) the amount.**

This Letter of Understanding is in place up to and including April 30, 2026, and then expires and all provisions of the collective agreement apply effective May 1, 2026.