

LETTER OF UNDERSTANDING

BETWEEN

THE COMPASS GROUP

and

ASTER JOINT LIMITED PARTNERSHIP (AGECARE WALDEN HEIGHTS)

and

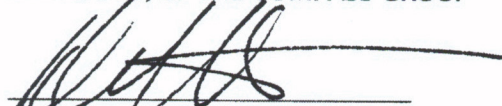
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)

Re: Contracting in Hospitality Services from Aster Joint Limited Partnership (Walden Heights)

WHEREAS Aster Joint Venture Limited Partnership (AgeCare Walden Heights) has made the decision to contract out hospitality services at AgeCare Walden Heights to The Compass Group the following shall apply:

1. AgeCare has advised AUPE representatives there is no intent to undermine their standing or representational rights with respect to the members of the General Support Services bargaining unit.
2. The Compass Group is aware that the hospitality services at Walden Heights is a unionized workforce.
3. The Compass Group recognizes the current collective agreement between AUPE and Agecare expired June 1, 2020 and the parties are currently in the process of bargaining a renewal of the expired collective agreement.
4. The Compass Group will recognize AUPE's representational rights and have accepted the terms of the current collective agreement between AUPE and AgeCare Walden Heights General Support Services.
5. The Compass Group recognizes and accepts and will maintain all current members benefits, wages, FTE's, schedules, sick leave, seniority, vacation accrual of the employees in the General Support Services group as outlined in the current collective agreement.
6. Once the General Support Services employees have been transitioned to The Compass Group, AUPE and The Compass Group will submit a joint successorship application to the Alberta Labour Relations Board for the certificate to be issued recognizing the new employer, The Compass Group and AUPE representing a group of employees employed in the General Support Services at AgeCare Walden Heights.

ON BEHALF OF THE COMPASS GROUP



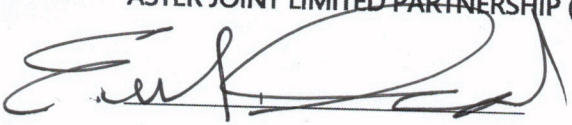
David Seymour

VP Labour Relations, Compass Group Canada

April 21, 2023

DATE

ASTER JOINT LIMITED PARTNERSHIP (AGECARE WALDEN HEIGHTS)

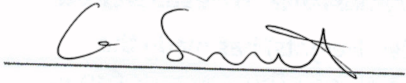


May 2/23

DATE

DATE

ON BEHALF OF THE ALBERTA UNION OF PROVINCIAL EMPLOYEES



May 8, 2023

DATE

DATE