

April 22, 2020

VIA Email

Dear Colleagues,

RE: Cost of Living Allowance (COLA)

To ensure all employees receive notification, this letter is a follow up to the all employee townhall held on April 22, 2020 and the attempts to contact employees on leave via telephone.

Over several months, there has been ongoing discussions with the College Executive and the Government trying to secure the grant for the 2020/2021 fiscal year. The College has not received official notification either confirming or denying the availability of the COLA Grant.

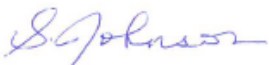
On Thursday April 16, 2020, two budget scenarios were presented to the Board of Governors by College Executive, one with COLA and one without COLA. Because we have not received confirmation of the COLA Grant for the 2020/2021 fiscal year, we developed budget scenarios based on the information that COLA will not be available for College employees after a 60 day notice period.

The College cannot risk making these payments in the absence of a grant agreement, as the College does not have the financial capacity to self-fund COLA to employees. Therefore, we are hereby providing notice that if confirmation of a grant agreement for fiscal 2020/21 is not received, COLA will not be payable and will not be included in your bi-monthly pay after June 20, 2020. This equates to a maximum amount for an eligible fulltime employee of \$1,040 per month. If confirmation of a COLA grant for the 2020/2021 fiscal year is received after June 20, 2020 the payment will be made retroactively to this date.

We are very aware of the impact this will have on you and your families, as well as the challenges we will face with employee retention and hiring. We have contacted our Employee Family Assistance Program provider and encourage you to use these services should you require support. Homewood Health can be reached at 1-800-663-1142 or Homewood.ca. Keyano College leadership will also be available to all employees should they require assistance.

Please contact the Human Resources department, at payroll@keyano.ca, if you have any questions concerning this matter.

Sincerely,



Suzie Johnson
Executive Director Human Resources

cc: Personnel File