

MEMORANDUM OF AGREEMENT

Between:

The INTER-CULTURAL ASSOCIATION OF GREATER VICTORIA

And:

THE BC GENERAL EMPLOYEES UNION

RE: Wage Increases

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The parties agree as follows:

- 1. The employees at the Inter-Cultural Association of Greater Victoria (ICA) will receive “Living Wage” increases for the 2023, 2024 and 2025 years, as outlined in Appendix A of this memorandum of agreement.
- 2. During the term of this collective agreement, additional living wage increases will be provided as follows:

	Previously Negotiated	Proposed Increase	Combined Increase
September 25, 2023	2%	5%	7%
April 1, 2024	2%	0%	2%
April 1, 2025	2%	3.5%	5.5%

- 3. Employees working within grid 1 & 2 of the collective agreement, currently being paid below Victoria’s “Living Wage” rate, will be granted wage adjustments so that the living wage rate comprises the minimum wage for the positions.

**APPENDIX A**  
**Rate of Pay**

Effective the date of signing, the following wages have been amended for September 25, 2023 – March 31, 2026, as agreed to by the parties.

Effective September 25, 2023 (7% increase)					
Grid Level	Classification	Step 1 0-2000 hrs	Step 2 2001-4000 hrs	Step 3 4001-6000 hrs	Step 4 > 6001 hrs
1	Childcare Worker	24.29	26.66	27.83	30.40
2	Administration	24.29	26.66	27.83	30.40
3	Settlement/ Employment/ Facilitator/RAP	25.66	27.92	29.22	31.70
4	Coordinators	32.29	33.16	34.03	36.14
5	LINC Instructor	32.14	33.52	35.19	36.84
6	Head Language Instructor	33.33	34.72	36.39	38.04

Effective April 1, 2024 (2% Increase)					
Grid Level	Classification	Step 1 0-2000 hrs	Step 2 2001-4000 hrs	Step 3 4001-6000 hrs	Step 4 > 6001 hrs
1	Childcare Worker	24.78	27.19	28.38	31.01
2	Administration	24.78	27.19	28.38	31.01
3	Settlement/ Employment/ Facilitator/RAP	26.17	28.48	29.81	32.34
4	Coordinators	32.94	33.83	34.71	36.86
5	LINC Instructor	32.78	34.19	35.90	37.58
6	Head Language Instructor	34.00	35.41	37.12	38.80

Effective April 1, 2025 (5.5% increase)					
Grid Level	Classification	Step 1 0-2000 hrs	Step 2 2001-4000 hrs	Step 3 4001-6000 hrs	Step 4 > 6001 hrs
1	Childcare Worker	26.14	28.69	29.94	32.71
2	Administration	26.14	28.69	29.94	32.71
3	Settlement/ Employment/ Facilitator/RAP	27.61	30.04	31.45	34.12
4	Coordinators	34.75	35.69	36.62	38.89
5	LINC Instructor	34.58	36.07	37.87	39.65
6	Head Language Instructor	35.87	37.36	39.16	40.94

Agreed on October 4, 2023.

DocuSigned by:

*Shelly D'Mello*

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Shelly D'Mello,  
Chief Executive Officer, ICA

DocuSigned by:

*Kathleen Mann*

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Kathleen Mann,  
Staff Representative, BCGEU