



Re: Agreement to amended terms and conditions with Ocean Pacific Hotels Ltd., dba Pan Pacific Hotel Vancouver (the "Hotel")

As you are aware, our business is facing unprecedented and ongoing challenges due to the unforeseen impact of COVID-19. As you are a valued employee, we wish to keep you in the organization and maintain your employment in these difficult times, despite not having the same volume of work as we previously had. Accordingly, we propose to change your terms and conditions of employment to that of a casual employee, in consideration of the terms set out below:

1. Your duties will be variable, and you agree to perform any duties reasonably assigned by the Hotel that are within your skills and capability.
2. Your rate of pay will be \$24.40. You will also continue to accrue your vacation pay as per your Employment Agreement.
3. Your hours of work and schedule will be variable based entirely on the needs of the Hotel. You will be contacted as and when work is available, with reasonable advance notice, but the Hotel is under no obligation to provide shifts and you are under no obligation to accept any offered shifts if not convenient.
4. Notwithstanding that casual employees are not normally eligible for benefits, the Hotel is pleased to offer you continued eligibility for benefits coverage, subject to and in accordance with the terms and conditions of the applicable plans and policies and the continued approval of our carrier.
5. In consideration for agreeing to the new terms of employment as set out in this letter of agreement, you will receive a payment of \$250.00 after the Hotel receives a signed copy of this agreement.
6. Your new terms and conditions of employment as a casual employee will commence effective: July 19, 2020.

300-999 Canada Place, Vancouver, British Columbia, Canada V6C 3B5
Tel: 604.662.8111 Fax: 604.685.8690
Website: www.panpacificvancouver.com

- 7. Your employment as a casual employee may be terminated by providing only the minimum entitlement (if any) required by applicable employment standards legislation.
- 8. As business resumes, the Hotel will consider qualified casual employees before any other applicants for any suitable full or part-time positions.

To confirm your agreement to the changed terms and conditions of employment in this letter, please sign, date, complete and return this letter where indicated below to Eyal Dattel, by hand or e-mail at eyal.dattel@panpacificvancouver.com before 9:00 a.m. on July 14, 2020.

This is an important document which may affect your legal rights; please let us know if you have any questions and ensure that if you sign it, that you have done so voluntarily after having had sufficient time to consider it and obtain independent legal advice if you wish to do so.

We appreciate your patience and consideration during this challenging period. Please contact me at 604-891-2868 if you have any questions or concerns. We ask that you provide us with your response by no later than July 14, 2020 after which this offer will expire

Yours truly,

Pan Pacific Hotel Vancouver



Eyal Dattel
Director, Human Capital & Development

I have carefully read, fully understand and voluntarily agree to the changed terms and conditions of employment as set out above, having had adequate opportunity to consider this offer and obtain independent legal advice or ask any questions that I might have.

_____	Signature
_____	Personal Phone Number
_____	Date
_____	Contact Address