

**MEMORANDUM OF AGREEMENT**

**Between**

**A.S.T.C. Science World Society**

(the “Employer”)

**And**

**Canadian Union of Public Employees, Local 1004**

(the “Union”)

(Together called the “Parties”)

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By the signatures of the undersigned bargaining committee representatives, the Employer and Union agree to recommend this Memorandum of Agreement, to their respective principals for ratification. This Memorandum of Agreement, once ratified, shall constitute their Collective Agreement commencing March 1, 2026 and expiring February 28, 2029 (“New Collective Agreement”).

**1. Previous Conditions**

All of the terms of the 2024-2026 Collective Agreement continue except as specifically varied below.

**2. Term of the Collective Agreement**

The term of the New Collective Agreement shall be from March 1, 2026 up to February 28, 2029, both dates inclusive.

**3. Wage Increases**

The Employer and the Union agree that the New Collective Agreement shall reflect wage adjustments as follows:

Effective March 1, 2026, all hourly rates of pay which were in effect on February 28, 2026 shall be increased by three and a half percent (3.5%). The new hourly rates shall be rounded to the nearest whole cent.

Effective March 1, 2027, all hourly rates of pay which were in effect on February 28, 2027 shall be increased by three and one quarter percent (3.25%). The new hourly rates shall be rounded to the nearest whole cent.

Effective March 1, 2028, all hourly rates of pay which were in effect on February 28, 2028 shall be increased by three and one quarter percent (3.25%). The new hourly rates shall be rounded to the nearest whole cent.

Retroactive payments arising from the first increase will be made as soon as possible following the date of ratification of this Memorandum of Agreement.

4. **Article 2**

Article 2.01(f) shall be amended as follows:

2.01 Definitions

...

f) "Permanent Full-time Employee" is an Employee who is employed in an established position with a regular work schedule of forty (40) ~~or more~~ hours of work per week for an indefinite period of time.

5. **Article 3**

Article 3.10 shall be amended as follows:

3.10 Employee Contact Information

The Employer will provide to the Union a list of all the Employees on a quarterly basis. The list will include each person's name, **employee number**, job title/classification, home mailing address, home/cell phone number, work e-mail, and, if available, personal e-mail. The list will also indicate the Employee's employment status, and if the Employee is on a leave of absence, the nature of the leave.

6. **Article 7**

Article 7.02 shall be amended as follows:

7.02 First Aid Training and First Aid Attendant Premium

Employees who have been designated by the Employer, and who have agreed to serve, as First Aid Attendants, will be provided leave with pay to attend training courses required by the Workers Compensation Board to maintain a valid ~~First Aid Level 1 or 2 Certificate~~ **Basic or Intermediate First Aid** certificate as required. The Employer will pay for the course fees and required course materials. Employees with an ~~Level 2~~ **Intermediate Certificate** who are designated by the Employer as a First Aid Attendant will be paid a premium of \$1.00 per hour, less applicable statutory withholdings and deductions, for time worked during the designation period. Employees with a ~~Level 1~~ **Basic Certificate** who are designated by the Employer as a First Aid Attendant will be paid a premium of \$0.50 per hour, less applicable statutory withholdings and deductions, for time worked during the designation period.

7. **Article 8**

Articles 8.01(c) and 8.03 (two greens on 8.01) shall be amended as follows:

8.01 Hours of Work

c) It is understood that Employees may also occasionally be expected to work additional weekly and daily hours, additional days of work, and additional hours falling outside of when their hours are normally scheduled for various position-related work as otherwise set out in paragraphs (a) and (b) above (e.g. Twilight Tuesdays). Any additional hours of work assigned to an Employee will be subject to overtime rates listed in 9.02 if applicable. Employees who perform the following positions will also have the following variations to the normal hours of work otherwise set out in paragraphs (a) and (b) above:

7:00am-5:30pm  
Building Engineering  
Workshop

8:00am-6:00pm  
Sales (Facility Rentals)

8:30am-9:00pm  
Experiential Learning (FSL)

9:00am-6:00pm  
Science Store

4:00pm-1:00am  
Sales (Event Staffing)

**9:30am-6:00pm**  
**Super Science Club**

**d) Subject to operational requirements, Employees may make a request in writing to their direct manager to adjust the start and end time of their scheduled shift as long as the shift time still falls within the hours of work outlined in this Article. Such requests shall not be unreasonably denied by the Employer.**

### **8.03 Rest Break**

**One fifteen (15) minute paid rest break shall be scheduled for each Employee into their workday when they are scheduled to work more than six (6) consecutive hours in their shift. The Employer will schedule the rest break based on its operational needs. Subject to Employer approval, Employees may combine the break and the meal period under Article 8.02. Employees will ensure that they manage their rest break appropriately so that they are working when the break ends.**

~~8.03~~ **8.04** Notice of Schedule and Changes to Normal Hours of Work

...

## **8. Article 9**

Article 9.04 shall be amended as follows:

### 9.04 Standby Pay

For the purposes of this Collective Agreement, “standby” means a period of time where the Employer has directed an Employee to be immediately available to be called into work at a moment’s notice and the Employee is immediately available for work.

~~Standby pay for Employees, excluding the Lobby Experience Team, Birthday Party Host, will be an additional \$100 (one hundred dollars) per pay period where the Employee is on standby.~~

~~Employees working in the Lobby Experience team, as a Birthday Party Host can be required to be on standby for a one hour period and those so required will be paid their regular straight time pay for that one hour.~~

**Standby pay is an additional \$100 (one hundred dollars) per pay period unless the Employer designates an Employee to be on standby for a specific shift for a one-hour period (e.g. a Birthday Party Host or Lobby Experience team member) and those designated Employees will be paid their regular straight time pay for that one hour.**

## **9. Article 10**

Article 10.03 shall be amended as follows:

### 10.03 Benefit Coverage for Permanent Full-time and Temporary Full-time Employees

The premium costs associated with benefit coverage will be shared as between the Employer and the eligible Employee, with the Employer being responsible to pay eighty percent (80%) of the premium cost and the eligible Employee being responsible to pay twenty percent (20%) of the premium cost of the following benefit plans for all eligible

Employees and their dependants -

For Permanent Full-time Employees:

- a) Employer Health Tax/Medical Services Plan (if applicable)
- b) Group Life Insurance at one (1x) times an Employee's annual earnings to a maximum of \$100,000. **Coverage reduces by 50% at age 65; termination age 70. Dependent Life Insurance - \$10,000 spouse and \$5,000 per child**
- c) Prescription Drug Plan – 90%. **Termination age 70 or earlier retirement**
- d) Dental Benefits Plan. **Termination age 70 or earlier retirement**
  - a. Basic (80%) & major restorative services (50%) (combined \$2000-**\$2,500/per calendar year**)
  - b. Orthodontics (dependent children) – 50% (\$1500/year-**lifetime**)
- e) Vision Care: Up to \$350 per person in **a two (2) calendar year period** ~~any twenty-four (24) consecutive months (or~~ **one (1) calendar year** ~~twelve (12) consecutive months for dependent children)~~ for prescription contact lenses or eyeglasses. An additional \$110 per person in any twelve (12) consecutive months for eye examinations.
- f) Hearing Aids, including repairs: Up to \$500 per person **in a 60 month period** ~~per five (5) benefit years.~~
  - a. Cochlear implants: Up to \$8000 per unit(s)
- g) Health Spending Account - ~~\$350~~ **\$425** per twelve (12) consecutive months. **Current year unused credits can be carried forward one (1) year to a** ~~, with ability to carry-over twelve (12) months to the next calendar year to a maximum of \$700~~ **\$800** (prorated when eligible: Jan-June - \$350 **\$425**; July-Dec \$175 **\$212.50**)
- h) Short Term Disability (STD) plan (~~per plan booklet~~) **67% of weekly basic earnings, rounded to the next highest \$1, if not already a multiple of \$1, to the current Employment Insurance (EI) maximum. Maximum benefit period of 17 weeks.**
- i) Long Term Disability (LTD) plan (~~per plan booklet~~) **66.67% of the first \$2,625 of monthly basic earnings, plus 50% of the remainder, rounded to the next higher \$1, if not already a multiple of \$1, to a maximum of \$7,500.**
- j) Medical aids and supplies provided by medical suppliers: per current benefit booklet
- k) Orthotics: \$300 per person per twenty-four (24) consecutive months (or twelve (12) consecutive months for dependent children) if they are prescribed by **a physician, podiatrist, chiropractor, physiotherapist or nurse practitioner** ~~an orthopaedic surgeon, podiatrist, or chiropractist.~~
- l) Orthopaedic shoes: \$500 per person (or \$300 per dependent child) per twelve (12) consecutive months **if they are prescribed by a physician, podiatrist, chiropractor, or nurse practitioner.**
- m) Out-of-province medical coverage. **Emergency 100%, non-emergency same as in-province.**
- n) Semi-Private Hospital **coverage - 100% semi-private room in a hospital or extended care unit of a hospital.** ~~Or equivalent: \$165 per day (acute care); 100% (extended care)~~

- o) Practitioner services – 90%
  - i. Acupuncturist – \$500
  - ii. Chiropractor (and one (1) chiropractic x-ray combined) – \$500
  - iii. Massage therapist **Practitioner** - \$500
  - iv. Naturopath - \$500
  - v. Physiotherapist - \$500
  - vi. Podiatrist/chiropractist (**combined**) - \$500
  - vii. Psychologist/clinic counsellor/registered social worker/**online cognitive behavioural therapy (combined)** - \$500
  - viii. Speech language pathologist - \$500
  - ix. Private-duty care by a registered nurse for a person with an acute condition in the person's home - \$10,000 per calendar year or \$25,000 per lifetime, whichever occurs first.

For Temporary Full-time Employees:

- a) Employer Health Tax/Medical Services Plan (if applicable)
- b) Group Life Insurance – \$20,000. **Coverage reduces by 50% at age 65; termination age 70. Dependent Life Insurance - \$10,000 spouse and \$5,000 per child**
- c) Prescription Drug Plan – 80%. **Termination age 70 or earlier retirement**
- d) Dental Benefits Plan. **Termination age 70 or earlier retirement**
  - a. Basic services– 80% (\$750/**calendar** year)
- e) Hearing Aids, including repairs: Up to \$500 per person **in a 60 month period** per five (5) benefit years.
- f) Health Spending Account - \$350 per twelve (12) consecutive months. **Current year unused credits can be carried forward one (1) year to a** , with ability to carry over ~~twelve (12) months to the next calendar year to a~~ maximum of \$700 (prorated when eligible: Jan-June - \$350; July-Dec \$175)
- g) Medical aid~~se~~ and supplies provided by medical suppliers: per current benefit booklet – **80% coverage**
- h) Orthotics: \$300 per person per twenty-four (24) consecutive months (or twelve (12) consecutive months for dependent children) if they are prescribed by **a physician, podiatrist, chiropractor, physiotherapist or nurse practitioner** ~~an orthopaedic surgeon, podiatrist, or chiropractist.~~
- i) Orthopaedic shoes: \$500 per person (or \$300 per dependent child) per twelve (12) consecutive months **if they are prescribed by a physician, podiatrist, chiropractor, or nurse practitioner.**
- j) Out-of-province medical coverage. **Emergency 100%, 80% non-emergency same as in-province**
- k) Semi-Private Hospital **semi-private accommodation in a hospital or the extended care unit of a hospital** ~~coverage or equivalent: \$165 per day (acute care); 100% (extended care)~~
- l) Practitioner services – 90%
  - i. Acupuncturist – \$300

- ii. Chiropractor (and one (1) chiropractic x-ray combined) – \$300
- iii. Massage therapist **Practitioner** - \$300
- iv. Naturopath - \$300
- v. Physiotherapist - \$300
- vi. Podiatrist/chiropractist – **(combined)** \$300
- vii. Psychologist/clinic counsellor/registered social worker – **(combined)** \$300
- viii. Speech language pathologist - \$300
- ix. Private-duty care by a registered nurse for a person with an acute condition in the person's home, **limited to a maximum of** – \$10,000 per calendar year or \$25,000 per lifetime, whichever occurs first.

## 10. **Article 12**

Articles 12.04 and 12.05 shall be amended as follows:

### 12.04 Proof of Illness or Injury

Following ~~three (3)~~ **five (5)** consecutive days of illness and/or injury, an Employee who reports to be absent from work for medical reasons may be required to provide a doctor's certificate, certifying that the Employee was unable to carry out their duties due to illness or injury, when reasonably required by the Employer. The Employer will reimburse the Employee for the cost of the doctor's certificate when the Employer requires it from the Employee.

Nothing in this Article is intended to take away from or otherwise restrict the medical inquiries that the Employer may need to make at any time as part of the workplace accommodation process or to confirm an Employee's fitness for work or to confirm the legitimacy of an absence for medical reasons where reasonable grounds exist for the Employer to do so, **subject to compliance with the *Employment Standards Act of British Columbia***.

### 12.05 Notification to Employer

An Employee who is unable to report for duty on their scheduled shift for medical reasons will notify the Employer of this fact at least two (2) hours in advance of the commencement of their scheduled shift for which sick leave is being claimed; provided that this requirement will be waived by the Employer where the Employee was unable to give such notice for medical reasons in which case the Employee will be expected to provide as much advance notice as possible. If an Employee is aware of their need to take a sick leave exceeding three (3) shifts (e.g., for a surgical or medical procedure) then the Employee is expected to notify the Employer at the earliest opportunity and must provide the Employer with a medical note substantiating the leave, **in compliance with Article 12.04 and the *Employment Standards Act of British Columbia***.

11. **Article 13**

Article 13.02 shall be amended as follows:

13.02 Carry-Over of Vacation

Employees will be allowed to carry forward up to ten (10) days of unused vacation time into the next calendar year to be used ~~prior to March 31 of~~ in that calendar year ~~unless otherwise approved following the Employee's request to the Employer.~~ **Vacation requests to use carry-over vacation must be submitted by no later than February 28 of the calendar year in which it is to be taken.** Employees may request to carry over more vacation days for special circumstances and such requests will not be unreasonably denied by the Employer.

12. **Article 14**

Articles 14.02(b), 14.03(b) and 14.04 shall be amended as follows:

14.02 Payment for Statutory Holidays

...

b) Permanent Part-time, Temporary Part-time, Casual, and Co-op Employees

Permanent Part-time, Temporary Part-time, Casual, and Co-op Employees who meet the eligibility requirements for statutory holiday pay under the *Employment Standards Act* of British Columbia will receive the statutory holiday pay ~~entitlements~~ **entitlements** specified in (a) above. No statutory holiday pay will be provided unless these requirements are met.

14.03 Statutory Holidays for Days Off

...

b) Permanent Part-time, Temporary Part-time, Casual, and Co-op Employees

Permanent Part-time, Temporary Part-time, Casual, and Co-op Employees who meet the eligibility requirements for statutory holiday pay under the *Employment Standards Act* of British Columbia will receive the statutory holiday pay ~~entitlements~~ **entitlements** specified in (a) above. No statutory holiday pay will be provided unless these requirements are met.

14.04 Statutory Holidays **or Science World Holidays** During Vacation or Paid Leave

If a statutory holiday **or a Science World Holiday (for eligible Employees)** falls or is observed during an Employee's vacation period the Employee will not be required to use a vacation day for the paid holiday. If a statutory holiday **or Science World Holiday (for eligible Employees)** falls or is observed during an Employee's authorized paid leave period, that day shall count as a statutory holiday **or Science World Holiday** and not as a day of leave.

13. **Article 15**

Article 15.04 shall be amended as follows:

15.04 Unpaid Education Leave of Absence

The Parties recognize that Employees may wish to enhance or advance their level of education in their chosen or aspiring profession. Accordingly, Employees may request a leave absence without pay for educational reasons subject to the approval with the Employer acting reasonably. Requests must be made to the Employer in writing.

During the approved education leave of absence, the Employee's seniority will continue to accrue as if they continued working their regular schedule of work for the Employer. Unless otherwise required by the *Employment Standards Act* of British Columbia, no other benefit of any kind or leave entitlement under the Collective Agreement will apply or accrue during the education leave of absence.

Subject to the terms of the applicable benefit plans, the Employee may elect to continue participating **in benefits during the approved education leave as follows:**

- **Up to the first 90 days of the leave for disability benefits**
- **Up to the first 180 days of the leave for Group Life insurance benefits**
- **For the duration of the leave for extended health and dental benefits to the leave maximum of 12 months**

**Employees who elect to continue benefits during their approved education leave are responsible for the full cost of the premium (i.e. including the Employer's share).**

~~those plans for their education leave but will be responsible for the full cost of the premium (i.e. including the Employer's share).~~ **Benefit participation beyond these time periods are not permitted under the plans.**

**If an employee who is covered for disability benefits during the unpaid education leave of absence and becomes disabled, benefits will be payable on the later date of the employee's scheduled return to work date or the end of the disability benefit elimination period.** Unless otherwise agreed to by the Employer, education leave approved under this Article must not exceed twelve (12) months.

This Article only applies to Permanent Employees who have completed at least twelve (12) calendar months of work for the Employer.

14. **Article 16**

Articles 16.05 and 16.06 shall be amended as follows:

16.05 Safety Boots Reimbursement

The Employer will provide safety boots reimbursement of up to two hundred (\$200) dollars every two (2) years to all Employees required to wear CSA approved safety footwear to perform their job duties for the Employer. **The Employer will provide replacement safety boots to Employees to the frequency needed to protect the health and safety of the Employees and will, at minimum, assess the quality of the boots every two years.**

**16.06 Employer Business Costs**

**Employees will not be expected to incur the business costs of the Employer. In the unlikely event that Employees incur business costs of the Employer, then the Employer will reimburse the Employee for the business costs that the Employee incurred at the earliest opportunity. Unless not reasonably possible in the circumstances, all Employees are expected to purchase items through the Employer's Purchasing Coordinator.**

15. **Letter of Agreement #1**

The following Letter of Agreement will be added to the Collective Agreement:

**Letter of Agreement #1 – Employer Business Costs for the On the Road Team**

**The Parties recognize that, despite best efforts, there may be unexpected material expenses that the On the Road Team incur that constitute the business costs of the Employer. To minimize the effect of this on employees, the Employer is looking at whether the following is possible:**

- **A corporate credit card that employees will have access to through the Manager, Outreach when material expenses that are not otherwise resolved through petty cash are incurred by employees**
- **Adjusting the advancement percentage of the per diem payment paid to employees on the On the Road Team**
- **Prepaid gas cards and Visa cards for use on items that cannot be purchased through the Purchasing Coordinator**
- **Other options identified by the Labour Management Committee**

**This list is not exhaustive since other options may be identified.**

16. **Article 17**

Articles 17.02 and 17.08 shall be amended as follows:

17.02 Job Postings **and Vacancy Management**

- a) When a vacancy occurs that the Employer wishes to fill or a new position is created within the bargaining unit, the Employer will post the position on the internal intranet and externally within fourteen (14) calendar days of the vacancy or new position being created. If the Employer chooses not to fill a vacant position, the Employer will notify the Union with the rationale **including the operational needs and workload management.**
- b) Job postings shall include the following:
  - a) Nature of the position
  - b) Required ~~qualifications~~ **qualifications**, including knowledge, work experience, education, and skills
  - c) Wage or salary rate or range
  - d) Shifts (if applicable)
  - e) Anticipated length (if temporary assignment)
  - f) Closing date

17.08 Reclassifications

When the Union **or the Employer** believes that the duties and/or levels of responsibilities of a position covered by the Collective Agreement have changed significantly and are in need of a reclassification **under Schedule "A" – Classifications and Wages**, they shall have the right to initiate a reclassification discussion ~~with the Employer~~ by notifying the ~~Employer~~ **other** in writing of the reclassification need, including the reasons they believe the position has significantly changed. The **Parties** ~~Employer and the Union~~ will meet to discuss whether there have been any significant changes to the position **within 20 calendar days of the request or at an alternative time mutually agreed to between the Parties.**

**Between the time that the request is made and the time that the discussion between the Parties takes place, a representative of the Employer and a representative of the Union will interview the incumbent Employee to discuss the job duties and responsibilities they regularly perform. The Employee will also be asked to complete a questionnaire regarding job duties and responsibilities that they regularly perform and the time typically allotted to each duty or responsibility.**

~~The Employer~~ **Both Parties will review the information gathered from the Employee interview and the questionnaire and any other material that the Parties exchange with each other relevant to the request** will review the material from the Union **prior to their discussion taking place.**

**Within 30 calendar days of the discussion taking place, the Employer will** and render a decision on the Union's request for reclassification, which will be subject to the grievance procedure.

Any changes to the rate of pay for any position covered by the Collective Agreement shall be done by mutual agreement between the Employer and the Union or as determined by an arbitrator in the case of a grievance proceeding.

## 17. **Article 18**

Articles 18.01 and 18.04(c) shall be amended as follows:

### 18.01 Seniority Defined

Seniority is defined as the total number of straight time hours **paid** worked with the Employer in the bargaining unit **unless otherwise defined in this Collective Agreement.**

**The parties agree that seniority will continue to accrue during the following leaves only:**

- **Short-term disability and Long-term disability leaves (Article 10.03(h) and (i))**
- **Personal Wellness Days (Article 10.10)**
- **Paid Sick Leave (Article 12.02)**
- **Vacation Time (Article 13)**
- **Jury Duty and Court Attendance (Article 15.03)**
- **Union Leave for Union Duties (Article 15.05)**
- **Unpaid Education Leave of Absence (Article 15.04)**
- **Workers' compensation leave with WorkSafeBC**
- **Maternity leave (Article 15.01)**
- **Parental Leave (Article 15.01)**
- **Bereavement Leave (for paid leave days taken) (Article 15.02)**
- **Statutory Holidays (paid and banked days) (Article 14.02)**
- **Indigenous Cultural Leave (for paid leave days taken) (Article 15.07)**

**This list is exhaustive.**

Seniority will be a factor that is considered by the Employer in determining preference or priority for promotion, transfer, demotion, layoff, recall, access to preferred shifts, vacations, and other such working conditions as set out in other provisions of this Collective Agreement. Seniority will operate on a bargaining-unit-wide basis.

18.04 Loss of Seniority and Termination of Employment

An Employee will only lose their seniority and have their employment with the Employer terminated under the Collective Agreement in the event:

- ...
- c) They are on layoff and they do not **respond to the** return to work **notification** within seven (7) calendar days after being notified **that they will return to work** of a recall to work, unless they have reasonable grounds to excuse their **lack of response** absences.
- ...

18. **Article 20**

Article 20.04(b) shall be amended as follows:

20.04 Grievance Procedure

...

b) Step 2

If the grievance is not resolved at Step 1, the Union may escalate the grievance in writing to the ~~Vice-President of Human Resources~~ **Chief People & Development Officer** within fourteen (14) calendar days of receipt of the Step 1 response. The ~~Vice-President of Human Resources~~ **Chief People & Development Officer** or their delegate will meet with the Union to discuss the grievance and possible resolutions of the grievance within seven (7) calendar days of receipt of the grievance at Step 2. The ~~Vice-President of Human Resources~~ **Chief People & Development Officer** or their delegate will render their decision in writing in response to the grievance within fourteen (14) calendar days following the meeting. If no response is provided within the timelines, the grievance may be forwarded to the next step.

...

19. **Article 21**

Article 21.02(a) shall be amended as follows:

21.02 Disciplinary Representation

- (a) An Employee who is called to a meeting by the Employer for the purpose of receiving discipline (including dismissal) will be advised of the purpose of the meeting in advance and will have the right to request the presence of a Shop Steward at that meeting (and in the event the Employee is a Shop Steward, the right to request another Shop Steward, CUPE Local 1004 Business Agent, or CUPE National Representative). **Meeting notifications under this Article will be done by e-mail (work or personal as applicable) or by letter if e-mail is not reasonably possible.**

20. **Article 26**

A new Article 26 shall be added as follows:

**26.01 Excessive Workload**

**Excessive workloads are of concern to Employees, the Employer and the Union. The Parties also recognize that workloads will fluctuate based on operational needs and that certain times may be busier than others.**

**Employees who feel their workload is unreasonably excessive are encouraged to discuss their concerns with their direct manager. Employees participating in those discussions may elect to have a Steward present for the discussions and managers participating in those discussions may also elect to have their manager or an HR team member present. Unresolved workload concerns can be raised at Labour Management Committee Meetings.**

**Employees who raise concerns under this Article respectfully and in good faith will not be subject to discipline for having raised the concerns.**

21. **Schedule "A" Classification and Wages**

A notation as notation\*\* replacing any existing notation\*\* will be added as follows:

**\*\* Placement and step progression on this wage grid is based solely on an employee's actual straight time hours worked in the position**

Agreed to this 17th day of April 2026.

FOR THE EMPLOYER:



Brian Radburn (Apr 17, 2026 11:31:39 PDT)



Taryn Mackie (Apr 17, 2026 12:13:39 PDT)

FOR THE UNION:



Sarah McDonald (Apr 17, 2026 11:22:59 PDT)