

EOE

Letter of Understanding
Between
International Union of Operating Engineers
- And
Vancouver Board of Education

Whereas the VBE has adopted a local school calendar for the 2018 – 2019 school year it is agreed that:

1. Operations employees will work additional time each day as follows:
 - employees that work 7.5 hours per day - 9 minutes per day
 - employees that work 8 hours per day - 10 minutes per day
2. Steady Part-Time Custodians' additional time will be calculated as follows:
 $1.46 \text{ minutes/hr} \times \text{total hours worked/day} = \text{additional minutes}$.
Additional minutes will be added to the location with the higher FTE, if applicable.
3. The extra time worked per day will not be considered overtime nor will be paid out as straight time.
4. The extra time worked will be considered as extra time and will be banked to establish "earned time off" (ETO).
5. Work sections will not change, however additional relevant duties to that section may be assigned during the extra time.
6. The ETO will be used as earned days off with pay on March 25, 26, 27, 28, and 29, 2019, as exceptions noted.
7. Employees who work at Britannia, Strathcona and Thunderbird Community Centre will treat the ETO in the same manner as statutory holidays, but scheduling ETO days will not result in overtime costs.
8. There may be exceptions at various sites such as: Education Centre, Maintenance Workshop and locations that have childcare/daycare operating. As well there may be exceptions in certain emergent circumstances. The use or flexibility of use of ETO days is to be determined by mutual agreement between Operations and the employee.
9. The Union and the Board will meet to discuss if necessary.

10. All ETO is to be used by 2019 June 30. Any exceptions must be requested in writing to Employee Services to seek approval from Associate Superintendent – Employee Services or designate.
11. The ETO described above will be exclusive of any other provisions of the Collective Agreement.
12. The ability to accumulate ETO will have no impact on members' Municipal Pension Plan, Employment Insurance entitlement, vacation and all other benefits, sick leave entitlements or gratuity plans.
13. This Letter of Understanding does not apply to on-call employees.
14. This Letter of Understanding will expire on 2019 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 17th day of May, 2018.

On behalf of the Union:

Jan Deano
Jim Christ

On behalf of the Vancouver Board of Education:

J. W. [Signature]
[Signature]