

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 2019 – 2020 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 23, 24, 25, 26, and 27, 2020, 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 2020 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 2020 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 8th day of May, 2019.

On behalf of the Union:

Juan DelRivo
Juan DelRivo

On behalf of the Vancouver Board of Education:

J. Waples Holwill
J. Waples Holwill

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Whereas the VBE has adopted a local school calendar for the 2019-2020 school year it is agreed that:

1. Cafeteria Workers will work additional time each day as follows:
 - employees that work 4 hours per day - 6 minutes per day
 - employees that work 5 hours per day - 8 minutes per day
 - employees that work 5.5 hours per day - 9 minutes per day
 - employees that work 6 hours per day - 9 minutes per day
 - employees that work 6.5 hours per day - 10 minutes per day
 - employees that work 7 hours per day - 11 minutes per day
2. Permanent Food Service Worker will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by 2020 June 30, at the Principal's discretion and by mutual agreement with the employee.
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. The ETO will be used as earned days off with pay on March 23, 24, 25, 26, and 27, 2020
6. The ETO described above will be exclusive of any other provisions of the Collective Agreement.
7. 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.
8. This Letter of Understanding does not apply to on-call employees.
9. This Letter of Understanding will expire on 2020 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 8th day of May 2019.

On behalf of the Union:

Juan DeVill
J. Christ

On behalf of the Vancouver Board of Education:

J. Worsley/Hill
S. Anderson

EOE

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Whereas the VBE has adopted a local school calendar for the 2019-2020 school year it is agreed that:

1. Supervision Aides will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by 2020 June 30, at the Principal's discretion and by mutual agreement with the employee. In the event the Principal and Supervision Aide do not reach mutual agreement by September 28, 2019, Supervision Aides shall work four (4) minutes per day or twenty (20) minutes per week commencing September 30, 2019.
2. The extra time worked per day will not be considered overtime nor will be paid out as straight time.
3. The extra time worked will be considered as extra time and will be banked to establish "earned time off" (ETO).
4. The ETO will be used as earned days off with pay on March 23, 24, 25, 26, and 27, 2020.
5. The ETO described above will be exclusive of any other provisions of the Collective Agreement.
6. 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.
7. This Letter of Understanding does not apply to on-call employees.
8. This Letter of Understanding will expire on 2020 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 8th day of May, 2019

On behalf of the Union:

Jim DeViva
Jim Christ

On behalf of the Vancouver Board of Education:

J. W. H. H. H. H. H.
S. H. H. H. H.