

EOE

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

Whereas the Vancouver Board of Education (VBE) has adopted a local school calendar for the 2022-2023 school year it is agreed that:

1. Operations employees will work additional time each day as follows:
 - 12-month employees that work 7.5 hours per day – **9 minutes per day**
 - 12-month employees that work 8 hours per day – **10 minutes per day**
2. Steady Part-Time Custodians' additional time will be calculated as follows:
 $1.46 \text{ minutes/hour} \times \text{total hours worked/day} = \text{additional minutes}$
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 20, 21, 22, 23, and 24, 2023, as exceptions noted.
7. Employees who resign, retire or otherwise end their employment with the Board prior to the dates listed in #6 above are entitled to five (5) days of ETO (and pro-rated hours/day for Steady Part-Time Custodians). These dates shall be determined by mutual agreement between Employee Services and the employee prior to the end of employment.
8. Notwithstanding #7 above, Employees who start working for the Board after the period described in #6 above shall not be entitled to ETO for that school year and will therefore not be required to work additional minutes for that school year.
9. 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.
10. 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.

11. The Union and the Board will meet to discuss if necessary.
12. All ETO is to be used by 2023 June 30. Any exceptions must be requested in writing to Employee Services to seek approval from the Associate Superintendent – Employee Services or designate.
13. The ETO described above will be exclusive of any other provisions of the Collective Agreement. ETO days will be paid at the current rate of pay.
14. 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.
15. This Letter of Understanding does not apply to on-call employees.
16. This Letter of Understanding will expire on 2023 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

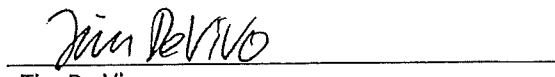
Signed this 12th Day of April 2022

For the Employer
Vancouver Board of Education



Stacey Alexander
Acting Director – Labour Relations

For the Union
IUOE



Tim De Vivo
Business Manager, IUOE