

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. Supervision Aides will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by 2023 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 30, 2022, Supervision Aides shall work four (4) minutes per day or twenty (20) minutes per week commencing September 30, 2022.
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 20, 21, 22, 23, and 24, 2023.
5. Employees who resign, retire or otherwise end their employment with the Board prior to the dates listed in #4 above are entitled to five (5) days of ETO. These dates shall be determined by mutual agreement between Employee Services and the employee prior to the end of employment.
6. Notwithstanding #5 above, Employees who start working for the Board after the period described in #4 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.
7. 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.
8. 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.
9. This Letter of Understanding does not apply to on-call employees.
10. 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