

EOE

Letter of Understanding

BETWEEN

**International Union of Operating Engineers**

AND

Board of Education School District No. 39 (Vancouver)

Whereas the VBE has adopted a local school calendar for the 2025-2026 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. 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, 2026.
6. 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.
7. Employees who resign, retire or otherwise end their employment with the Board prior to the dates listed in #5 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.
8. Notwithstanding #7 above, Employees who start working for the Board after the period described in #5 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. 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.
10. This Letter of Understanding does not apply to on-call employees.
11. This Letter of Understanding will expire on June 30, 2026 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 22<sup>nd</sup> day of May 2025.

On behalf of the Union:

Jim Devivo

Jim Christ

On behalf of the Vancouver Board of Education:

Kristin

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