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LETTER OF UNDERSTANDING
Christmas Leave 2022

Between:

City Hall Child Care Society

(the "Employer")

and

B.C. General Employees' Union

(the "Union")

(Collectively, the "Parties")

Preamble

The Parties have been engaged in negotiations of a renewed Collective Agreement. While the Employer awaits updated information from an outside party to provide the Union in order to reach a tentative agreement, the Parties have agreed it is in the best interests of both parties to reach a temporary agreement for the 2022 Holiday season in respect to a Centre closure.

Therefore, the Parties agree that:

1. The parties recognize the importance of employees to have time off with their families during the Christmas week.
2. During the Christmas week, December 25th to December 31st, the centre will be closed.
3. Three vacation days will be scheduled on December 28th, 29th and 30th to cover the closure.
4. If no 2022 vacation time is available, employees will exhaust all 2022 leaves including those described under Clauses 15.7 and 17.4, first.
5. If necessary, only then will employees be able to use time from their 2023 vacation allotment to cover the closure.
6. This agreement shall expire upon ratification of the new Collective Agreement, as the parties will negotiate changes to the language under Clause 19.7 as part of a tentative agreement.

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Brittney Janecki
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Brittney Janecki

For the Union

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Michael Saevitzon
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Michael Saevitzon

For the Employer

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December 5, 2022	December 5, 2022
Date	Date