

LETTER OF UNDERSTANDING # 42

Between

THE BOARD OF EDUCATION

SCHOOL DISTRICT NO. 20 (KOOTENAY-COLUMBIA)

And

CANADIAN UNION OF PUBLIC EMPLOYEES Local 1285

RE: Employment Year for Twelve Month Employees

This Letter of Understanding is being agreed to on a without prejudice basis. The Parties agree to the following:

Effective immediately, This Letter of Understanding amends Article 12.12 as follows for the term of this Letter of Understanding.

12.12 Unused Vacation

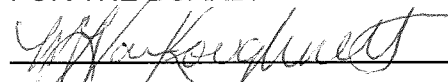
- (a) The maximum number of unused vacation days for an employment year that may be carried forward to the next employment year is ten (10). The employment year is defined as January 1 to December 31.
- (b) An employee who presently has accumulated unused vacation days in excess of ten (10) days must reduce the excess by taking additional vacation time or the employee will be paid out on the last pay period of December of each year. The maximum number of excess days that must be taken or paid out is five (5) days per year.

Additionally, the parties agree that the above amendment will not affect an employee's vacation anniversary / entitlement (Articles 12.01 and 12.03). This amendment is solely a change in year end date.

This Letter of Understanding is in effect from the date of signing until December 31, 2017 and may be renewed by both parties upon mutual agreement.

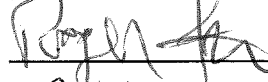
Signed this 8th day of June, 2016.

FOR THE BOARD:



Natalie Verigin

FOR THE UNION:



D. Uryk
