

LETTER OF UNDERSTANDING # 44

Between

THE BOARD OF EDUCATION

SCHOOL DISTRICT NO. 20 (KOOTENAY-COLUMBIA)

And

CANADIAN UNION OF PUBLIC EMPLOYEES Local 1285

**RE: Overtime Custodial Work**

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

When the Director of Operations deems that overtime work is required, this work will be called out in the following seniority order:

1. Custodians holding positions in the building that requires the extra work
2. Regular custodians
3. Temporary custodians
4. Casual custodians

NOTE: Extra custodial work during common vacation periods is not considered overtime custodial work.

**RE: Extra Custodial Work during Common Vacation Periods**

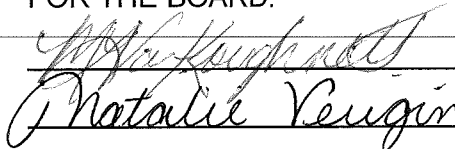
If the Director of Operations deems that custodial work is required during common vacation periods this work will be referred to as "extra custodial work". The length of the extra custodial work called out is defined by the length of the job as determined by the Director of Operations. Custodians will be called out in the following seniority order:

1. Regular custodians
2. Temporary custodians
3. Casual custodians

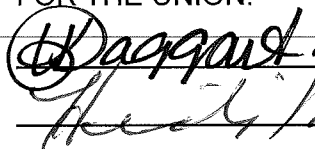
This Letter of Understanding is in effect from the date of signing until June 30, 2019 and may be renewed by both parties upon mutual agreement.

Signed this 19 day of June, 2017.

FOR THE BOARD:

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR THE UNION:

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

LETTER OF UNDERSTANDING # 45

Between

THE BOARD OF EDUCATION

SCHOOL DISTRICT NO. 20 (KOOTENAY-COLUMBIA)

And

CANADIAN UNION OF PUBLIC EMPLOYEES Local 1285

RE: Hours of Work – Trades, Mechanics, Groundsmen

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

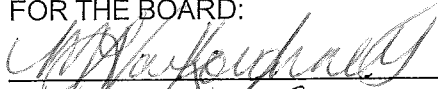
This Letter of Understanding amends Schedule B – Hours of Work as follows for the term of this Letter of Understanding.

- 1) Trades and Grounds will work between the hours of 6:00am – 3:30pm during the months of September – June for the 17-18 school year and the 18-19 school year.
- 2) Mechanics will work between the hours of 6:00am – 4:30pm during the months of September – June for 17-18 school year and the 18-19 school year.
- 3) All Maintenance (Trades, Mechanics, Grounds) will work a four-day week for the summer of 2017 and the summer of 2018. This schedule will be set by the Director of Operations.
- 4) The four-day week will consist of four (4) 10-hour work days from Monday to Thursday (and a ½ hour unpaid lunch). Employees will not work on Friday.
- 5) The hours of work for the four-day week are 6:00am to 4:30pm.
- 6) Any emergency callouts on Fridays will be banked at straight time with the banked time to be taken the following week. There is no intention to pay any overtime or to accrue banked time by the end of summer as a result of the four-day week.
- 7) For the week of August 7 – 11, 2017 and August 6 – 10, 2018, the Monday will be off due to the statutory holiday and employees will work Tuesday to Friday at 8 hours each day (and a ½ hour unpaid lunch).
- 8) All Maintenance staff will return to working an 8 hour day – 5 days per week on August 28, 2017 and August 27, 2018 to start the school year.
- 9) Any employee who is absent from work due to illness will be deducted the scheduled hours of work for that day from their sick bank.
- 10) Any employee who is absent from work due to bereavement of a family member, as per Article 7.06.a, will be paid for eight (8) hours.
- 11) Any payroll questions or issues will be emailed to payroll and will be addressed in September 2017 and September 2018 in consideration of other staff being on holidays.

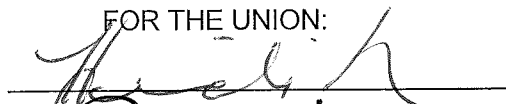
This Letter of Understanding is in effect from the date of signing until June 30, 2019 and may be renewed by both parties upon mutual agreement.

Signed this 19<sup>th</sup> day of June, 2017.

FOR THE BOARD:

  
\_\_\_\_\_  
Natalie Verigin

FOR THE UNION:

  
\_\_\_\_\_  
Doug