



Letter of Understanding

BETWEEN
THE CORPORATION OF THE CITY OF VERNON
(the "Corporation")
AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 626
VERNON CIVIC EMPLOYEES' UNION
(the "Union")

RE: Bereavement & Compassionate Leave – Employment Insurance Premium Reduction Program

WHEREAS the City of Vernon has enrolled in the Employment Insurance Reduction Program (the "Program");

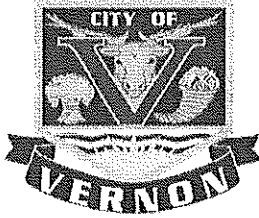
AND WHEREAS the City of Vernon has allotted 5/12 of the savings from the Program to the Union;

AND WHEREAS the Union has agreed to contribute 1/12 of its allotted savings to establish an EI Rebate Bank (the "Bank") to assist in the payment of Bereavement/Compassionate Leave; NOW THEREFORE the Parties agree to the following terms and conditions related to the Bank:

1. Given that:
 - a. the Program requires 12 days of personal sick leave to be retained for the sole purpose of sick leave; and
 - b. employees accrue 18 days of personal sick leave;

the Parties agree that up to six days of an employees' sick leave bank may be used for the payment of bereavement and/or compassionate leave taken pursuant to Articles 17.09 or 18.07.

2. If an employee has retained an amount of personal sick leave that meets or exceeds the amount of bereavement leave to which he/she is entitled (as per the collective agreement), then any cumulative amount of leave taken beyond six days shall be paid through the Bank.
3. In the event that the employee does not have sufficient personal sick leave to cover the entire bereavement/compassionate leave, then he or she may use remaining sick leave for bereavement leave but shall not be entitled to additional payment through the Bank. That is, the Bank shall not be used to supplement sick leave banks. In these



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circumstances, any bereavement leave taken beyond the existing sick leave shall be unpaid.

4. The following examples demonstrate how the above-noted conditions will apply in relation to the Bank:

In any calendar year	Bereavement or Compassionate Leave days taken	Days in Employee's Personal Sick Leave Bank	Days paid from the Employee's Personal Sick Bank	Days paid from the EI Rebate Bank (<i>in excess of 6 days</i>)
a) First occurrence	5	4	4	0
b) First occurrence	5	0	0	0
c) First occurrence	10	100	6	4
d) More than one occurrence	5	100	5	
	5	95	1	4
	.5 (1/2 day)	90	0	.5

a) For example, an employee that requires 5 days bereavement leave and has a personal sick bank of 4 days only, will receive payment for a maximum of 4 days. (*Ineligible for Bank*)

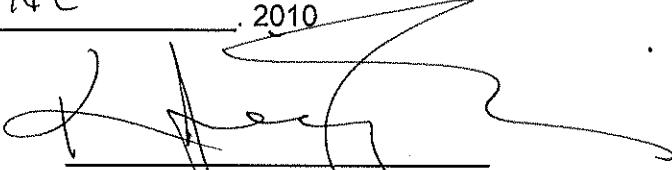
b) If an employee has no personal sick days banked, the leave will be unpaid. (*Article 17.09*)(*Ineligible for Bank*)

c) In the case of the death of a spouse or child, employees shall be granted 10 days bereavement leave. Provided the employee has a minimum of 10 sick days banked they will be paid 6 days from their personal sick bank and 4 days from the Bank.

d) Employees that have more than one death in their family during a calendar year will be paid for the first leave of 5 days from their personal sick bank; for the second leave, the first day will be paid from their personal sick bank, the remaining 4 days will be paid from the Bank. Any subsequent bereavement leave will be paid directly from the Bank, provided the employee has sufficient personal sick bank days as defined above.

Dated this 24th day of JUNE, 2010


 On behalf of the City of Vernon


 On behalf of CUPE, Local 626
 Vernon Civic Employees' Union