

LETTER OF UNDERSTANDING

between

The West Vancouver Memorial Library Board
(Hereinafter known as the "Employer")

and the

WEST VANCOUVER MUNICIPAL EMPLOYEES' ASSOCIATION
(Hereinafter known as the "WVMEA")

Re: Statutory Holiday Pay During Holiday Break Facility Closures

This letter of understanding confirms the mutually agreed interpretation of Article 12.02(c) of the Library Board collective agreement, and determines how it will be applied going forward.

The parties agree to apply the following meaning of Article 12.02(c) which is agreed to be as stated below:

- (a) any day on which the Employer closes a workplace ("Closure Day") is not a working day, or an employee's scheduled working day; and
- (b) in the event that an employee performs work during a Closure Day, it will be considered a working day, or scheduled working day, for that employee only.

This Letter of Understanding does not apply to employees who receive twelve percent (12%) of regular earnings in lieu of all benefits, or employees who are otherwise not entitled to statutory holiday pay.

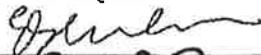
This Letter of Understanding is effective June 1, 2022 and will not be applied retroactively.


This Letter of Understanding resolves the grievance filed by the Association on April 15, 2022.

This Letter of Understanding, and any change to it agreed to by the parties, is incorporated into the collective agreements, and all renewals thereof. This Letter of Understanding will only cease to be part of the collective agreements, and all renewals thereof, if it is terminated by mutual agreement.

Dated this 6th day of June, 2022

FOR THE LIBRARY





FOR THE ASSOCIATION

