

LETTER OF UNDERSTANDING NO. 8 - AMENDED

between CUPE LOCAL 748
And

THE BOARD OF EDUCATION SCHOOL DISTRICT NO. 8 (KOOTENAY LAKE)

The above parties met regarding the global pandemic (COVID 19) and met again on June 21, 2021 and as a result the parties agreed on a without precedent and prejudice basis to the following one-time amendments to the collective agreement for the 2021/2022 school year only and will expire on June 30th, 2022.

As a result of these discussions, a zoom meeting, as well as a survey **distributed and completed** by custodians and those who hold the classification of custodian **was complied with by the majority in favor of the following amendments.**

- Start time will be 7:00 AM for dayshift assignments, 10:00 AM for Elementary sites, 12:00 pm for Secondary sites and 2:30 PM for four-hour shifts
- Accommodations will be made for members as per the accommodations process identified in the collective agreement.
- Variations for start times are to be in agreement with the Employer and the Union.
- Members who are not able to accommodate their life schedule to the new start times will be given the option of layoff.
- The Call out process will be revised to reflect the earlier start time, which will be completed by the call out Committee prior to September 7th 2021.

Originally the majority of the custodial hours were increased to eight (8) hours per day and the applicable start times changed from 2:30pm to earlier in the day to provide for proper cleaning and disinfecting. New hours listed above.

- 1) Shift premiums will be paid for all hours worked **the premium will be determined by the majority of hours worked in the shift in accordance with the article 10.02.**
- 2) Custodian In Charge of a one (1)-man school shall receive twenty-one cents (\$.21) per hour in addition to his regular rate of pay after 4:00pm.

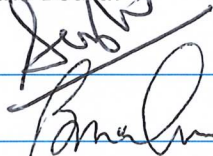
This agreement affects only those positions that are currently held and will not affect:

- 1) New postings.
- 2) Postings for reasons of:
 - A Long or Short term leave
 - A medical leave
 - A transfer to another position


After the positions are reassessed if it is determined that the positions will need to be increased by 18% or more they will be posted as per the Collective Agreement. If the start times are to remain earlier than 2:30pm this will constitute a significant change in assignment and the position will be posted as per the Collective Agreement.

Original signed on November 30, 2020 by: Amended Original signed on June 29, 2021 by:

For the Board:



For The Union:



Agreed Items
CUPE Local 748
SD#8 Kootenay Lake

June 29, 2021