

**MEMORANDUM OF UNDERSTANDING #12
VACATION CARRYOVER**

Between:

**AIM Roads Inc., Service Area 08
(‘the Employer’)**

And:

**BRITISH COLUMBIA GOVERNMENT AND SERVICE EMPLOYEES’ UNION
(‘the Union’)**

KNOWN AS ('the parties')

The purpose of this Memorandum of Understanding is to support the use vacation carryover in accordance with Article 18.6 *Vacation Carryover* of the Collective Agreement. This agreement is in full effect commencing the date of signature.

1. The Employer will conduct review of employees' vacation carryover on May 1 annually to identify circumstances where vacation carryover is above the 10 day maximum.
2. Employees in excess of the maximum allowable carryover amount shall have the option of scheduling the days as vacation days by mutual agreement, or receiving payout for the days at the rate in which they were earned.
3. The Employer shall meet with employees with an excessive carryover balance not later than May 8th, annually, to allow scheduling of excessive days, or to exercise the payout option.
4. Requests for vacation time will not be unreasonably withheld.
5. Once approved, vacation will not be changed unless in accordance with Article 18.3(h), and Point two (2) of this MOU shall be applied.
6. Should an employee be recalled to work, Article 18.7 will apply.

This Memorandum shall come into effect upon the date of signature and will expire at midnight on April 30, 2027.

Signed this _____ day of _____, 2021

DocuSigned by:

Michelle Pascoe

February 16, 2022

Michelle Pascoe
For the Employer

DocuSigned by:

Nathan Sharp

February 16, 2022

Nathan Sharp
For the Union