

LETTER OF UNDERSTANDING RE: 2022 - 2023 VACATION EXTENSION

Between

THE SALVATION ARMY VANCOUVER ISLAND RECYCLING CENTRE

And

(BCGEU)

This Letter of Understanding has been undertaken on a without prejudice basis and is specific to ongoing staffing shortages related to Covid-19. We acknowledge and recognize that the COVID-19 pandemic continues to put extraordinary pressure on staff, resulting in many people not being able to schedule vacation and take time off during the last year.

The Parties agree that all unionized employees working at the Salvation Army (Vancouver Island DRC) will now have the one-time option of extending the time period of their 2022 vacation up to **December 31, 2023**. In addition, vacation entitlement for 2023 must also be scheduled and taken on or before December 31, 2023, unless otherwise prescribed in the collective agreement.


The Parties agree that to facilitate this extension, the dates for scheduling and completion of vacations as outlined in Article 20.3 (a) will be extended until December 31, 2023.

The Parties further agree that the use of this extension is optional to the employee. Employees are encouraged to work with their manager to schedule vacation. Every reasonable effort will be made to accommodate each employee's vacation timing application, recognizing that operational demands may not allow the accommodation of all requests.

This Letter of Understanding shall take effect Monday, November 14, 2021.

Signed on November 14, 2021:

For the Employer



Gabriella Indra
Regional HR Advisor, West

For the Union

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Kim Shelley
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Kim Shelley, BCGEU Staff Representative