

MEMORANDUM OF AGREEMENT

Between

Island Community Mental Health

And

BC General Employees Union

Re: Mutual Agreement – Article 18.6 Vacation Entitlement Upon Dismissal

This memorandum is to set the parties' agreement regarding the payback of vacation time if it is taken before it is accrued and the employee is terminated/terminates employment for any reason. As well as an agreement regarding the payback of vacation time if it is taken and not accrued due to the employee taking unpaid time.

It is understood and agreed that:

1. If an employee is granted, and takes, vacation time that they have not yet accrued the employee will be required to reimburse the unaccrued portion back to the employer. Method of repayment will be determined by mutual agreement between employer and employee.
2. If an employee incurs unpaid time, and does not accrue the full vacation that they would have if they had worked all of their regularly scheduled hours but they take their full vacation accrual off in paid time, the employee will be required to reimburse the unaccrued portion back to the employer. Method of repayment will be determined by mutual agreement between the employer and employee.

This memorandum of Agreement is without prejudice and without precedent.

Signed on Behalf of the Union

Chad M. Quare

Name

Signed on Behalf of the Employer

[Signature]

Name

Staff Rep BCGEU

Position

Director of Finance

Position

June 15/23

Date