LETTER OF UNDERSTANDING

BETWEEN:

HER MAJESTY THE QUEEN IN RIGHT OF CANADA AS REPRESENTED BY THE STAFF OF THE NON-PUBLIC FUNDS, CANADIAN FORCES, CFB ESQUIMALT,
hereinafter referred to as the "Employer"

AND

UNITED FOOD AND COMMERCIAL WORKERS, LOCAL NO. 1518, Operational Category Employees
hereinafter referred to as the "Union".

Re: Recognition of Prior Service of Families of Canadian Forces members in the calculation of vacation entitlement.

The parties agree to the following:

1) **As of 1 December 2020, full time employees who are dependants of a CAF member and experience a break in service solely as a result of being posted from one location to another, will have their previous service counted for the purpose of their vacation entitlement outlined in their collective agreement.**

2) **As of 1 December 2020, any vacation entitlement credits will be applied to their future calculation of vacation entitlement outlined in their collective agreement.**

3) **Retroactivity: only employees currently on strength in the bargaining unit as of the date of this LOU and who qualify will be credited vacation leave entitlements for the time that was not previously counted.**

This Letter of Understanding shall not form part of the Collective Agreement which expires on 31 October 2020.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE DULY EXECUTED THIS LETTER OF UNDERSTANDING.

SIGNED THIS 11 **DAY OF** January **, 2021.**

FOR THE UNION:

FOR THE EMPLOYER: