LETTER OF UNDERSTANDING

BETWEEN:

HER MAJESTY IN RIGHT OF CANADA AS REPRESENTED BY THE STAFF OF THE NON-PUBLIC FUNDS, CANADIAN FORCES BASE AT SHILO, MANITOBA, hereinafter referred to as the "Employer"

AND

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL NO. 832, chartered by the United Food & Commercial Workers International Union, 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) **Effective December 1, 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) **Effective December 1, 2020, any vacation entitlement credits will be applied to their future calculation of vacation entitlement outlined in this Collective Agreement.**

3) **Active employees in the bargaining unit as of December 1, 2020 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 September 30, 2022.

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

SIGNED THIS 25th **DAY OF** January **, 2021.**

FOR THE UNION:

FOR THE EMPLOYER: