

LETTER OF AGREEMENT

BETWEEN

**FORT MCMURRAY ROMAN CATHOLIC SEPARATE SCHOOL DIVISION
(the “Employer”)**

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 2559
(the “Union”)**

WHEREAS the Province of Alberta is currently experiencing a global pandemic caused by the COVID-19 virus (the “Pandemic”); and

WHEREAS the Fort McMurray Roman Catholic Separate School Division and the Canadian Union of Public Employees, Local 2559 are parties to a collective agreement; and

WHEREAS there is a shortage of work as a result of the Pandemic and the parties wish to reach an agreement regarding layoffs and reassignment;

THEREFORE, the Parties agree:

1. This Letter of Agreement will be effective March 24, 2020 (the “Effective Date”).
2. On March 24, 2020, the Employer registered Supplementary Unemployment Benefit Plan (“SUB Plan”) with Service Canada.
3. Permanent and Probationary employees will be offered the option of accepting the temporary layoff and receiving the SUB Plan and Employment Insurance benefits or of reassignment at a school or work at home plans instituted by the Employer where available.
4. Notwithstanding Article 16 the employees who are temporarily laid off or voluntarily accept reassignment will not be allowed to exercise their right to bumping.
5. The Record of Employment for employees opting to be temporarily laid off will read “Shortage of Work”.
6. The SUB Plan will top up Employment Insurance payments to a maximum of 95% of the employee’s ~~normal weekly earnings~~ regular earnings for their scheduled hours including General Holiday Pay and Fort McMurray Allowance.
7. Laid-off Employees:
 - a. Will maintain their regular medical benefits as set out in Article 24 of the collective agreement between the parties, with the exception of the Pension Plan Article 24.6.
 - b. Retain their seniority;

- c. Will no longer accrue additional vacation or sick time;
- 8. The employer may opt to not layoff or may recall an employee or a group of employees at any time for operational reasons.
- 9. The duration of the plan is from March 26th to July 3rd, 2020. The Sub Plan will be paid for a maximum of 15 weeks.
- 10. The SUB Plan will not be in effect for the regular Spring Break or for the regular Summer Break.
- 11. Any Impacted Employees who are not currently eligible for Employment Insurance benefits or become ineligible will be paid an amount equivalent to 95% of the employee's regular earnings for their scheduled hours including General Holiday Pay and Fort McMurray Allowance less any other wage subsidy program such as the Canada Emergency Response Benefit Program for which they are eligible. These payments arise from an agreement between the Union and Employer and are not part of the SUB Plan. Impacted employees and are subject to the same general conditions of this agreement.

FOR THE EMPLOYER:



Francois Gagnon
Secretary-Treasurer

FOR THE UNION:
