

LETTER OF UNDERSTANDING

BETWEEN:

IRONWORKERS LOCAL 97 and IRONWORKERS
LOCAL 97 TRADE IMPROVEMENT COMMITTEE

(the “Employers”)

AND:

MOVEUP

(the “Union”)

WHEREAS the Employer wishes to move to an annualized employee vacation entitlement for all employees;

AND WHEREAS the Employer wishes to do so in a way that does not negatively impact any employees’ vacation entitlement;

AND WHEREAS the collective agreement between the Parties contemplates the above upon execution of a Letter of Understanding referencing same;


THE PARTIES HEREBY AGREE AS FOLLOWS:

1. Effective January 1, 2021, the Employers shall move to a January 1st common anniversary date for vacation entitlement purposes for all employees;
2. The effect on the employees shall be:
 - a. Molly Spencer - With a start date of April 3, 2006, Molly will have 15 years completed years of service as of April 2, 2021. Under the proposed change she will have 15 years of service as of January 1, 2021.
 - b. Jessica Reid - With a start date of December 5, 2011, Jessica will have 10 years completed years of service as of December 5, 2021. Under the proposed change she will have 10 years of service as of January 1, 2021.
 - c. Robin Manolson - With a start date of June 7, 2012, Robin will have 9 years completed years of service as of June 7, 2021. Under the proposed change she will have 9 years of service as of January 1, 2021.

- d. Linda Cunningham - With a start date of February 4, 2013, Linda will have 8 years completed years of service as of February 4, 2021. Under the proposed change she will have 8 years of service as of January 1, 2021.
- e. Stephanie Sum - With a start date of July 8, 2019, Stephanie will have 2 years completed years of service as of July 8, 2021. Under the proposed change she will have 2 years of service as of January 1, 2021.
- f. Trudy Yung - With a start date of October 2, 2013, Trudy will have 8 years completed years of service as of October 2, 2021. Under the proposed change she will have 8 years of service as of January 1, 2021.

Agreed to this 12th day of February 2021.

Authorized Representative
of the Employers



Authorized Representative of the
Union