

Letter of Understanding

BETWEEN: International Brotherhood of Electrical Workers, Local 258
AND: Canadian Office and Professional Employee's Union, Local 378
RE: SWP Days

This Letter of Understanding replaces the previous Letter of Understanding #3 between the parties re: Modified Work Week pursuant to Section 7.04 (09/11/91). *parties PS*

1. Pursuant to Article 7 and effective September 1, 2004, regular full-time employees shall be entitled to 17 SWP days per year with no loss of pay.
2. SWP days shall be scheduled by mutual agreement between the IBEW Local 258 and the employees involved and will be determined in advance for 4 month periods. *5 PS 2/10/11*
3. Subject to approval by the Employer, employees may trade days off or schedule alternate days off once the schedule is posted.
4. Employees are expected to schedule their medical/dental appointments on their days off and/or when they are not scheduled to work; the provisions of Article 10.04 do not apply to the employees at IBEW Local 258 who receive SWP days.
5. All other terms and conditions of employment pursuant to the Master Office Agreement – Trade Union Offices except as amended above continue to apply to the employees of IBEW Local 258.

[Signature]
IBEW Local 258, the Employer
20 May. 2015

[Signature]
COPE Local 378, the Union
20 May 2015