

## LETTER OF UNDERSTANDING

Between

Capilano University

and the

MoveUP (Canadian Office and Professional Employees' Union Local 378)

### **Re: Housekeeping Changes to the 2019-2022 Collective Agreement**

The parties agree to the following housekeeping amendments to the 2019-2022 updated collective agreement:

1. Notwithstanding the language change included in the memorandum of settlement signed off by the Parties on December 4, 2019 and subsequently ratified, it is recognized and agreed between the Parties that a drafting error occurred at that time and that the words 'full-time' should not have been included in the language change included in the memorandum of settlement. The Parties agree that it was the intent to include not only full-time but also part-time regular employees in the first sentence of clause 18.01. Therefore the Parties agree that the final draft of the 2019-2022 collective agreement should reflect this change and the wording should read as follows:

#### **18.01 SICK LEAVE ENTITLEMENT**

##### **(a) Sick Leave With Pay**

Regular employees shall be granted sick leave with pay for a maximum of thirty (30) continuous calendar days. Temporary employees whose length of appointment is less than 4 months shall have their sick leave entitlement pro-rated.

2. Notwithstanding the language change included in the memorandum of settlement signed off by the Parties on December 4, 2019 and subsequently ratified, it is recognized and agreed between the Parties that a drafting error occurred at the time and that 'HRIS Advisor' should not have been included in the language change under Appendix N included in the memorandum of settlement. The Parties agree that this should have been 'Human Resources Analyst'. Therefore the Parties agree that the final draft of the 2019-2022 collective agreement should reflect this change and the wording should read as follows:

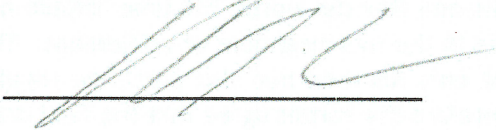
## APPENDIX N - EXCLUSIONS

...  
Human Resources Analyst  
...

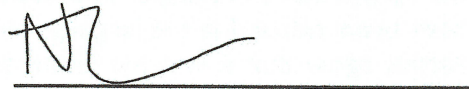
The Parties agree that these housekeeping amendments were made in order to reflect corrections in the drafting errors made in the memorandum of settlement and do not change the meaning or intent of the collective agreement language.

Agreed to:

On behalf of Capilano



On behalf of the MoveUP



On behalf of PSEA



Date: November 20, 2020