# Memorandum of Settlement

**Between**

**Superior Greenstone District School Board**
**"the Board"**

**And**

**SEIU Local 2 Brewery, General, Professional Workers' Union**
**"the Union"**

**THE PARTIES AGREE** to amend the collective agreement imposed by Order in Council dated January 2, 2013 as follows:

1. The items agreed to by the parties in local bargaining as set out in Schedule "A" are appended to and form part of the collective agreement;

2. The following provisions of the MOU entered into between SEIU and the Government of Ontario dated June 27, 2013 are appended to and form part of the collective agreement:

- Non-vested Retirement Gratuity for Employees
- Sick Leave/Short Term Sick Leave and Disability Plan
- Maternity Benefits
- Unpaid Leave Days
- Offsetting Measures for All Bargaining Units
- Specialized Job Classes
- Job Security for Support Staff

With the exception of the sick-leave provisions, which are retroactive to September 1, 2012, all other provisions are effective as of their incorporation into local agreements, unless a date is indicated otherwise in the Memorandum of Understanding.

The parties agree that where one of the provisions set out above addresses a matter that is also addressed in another part of the Collective Agreement, then the language of the applicable provisions set out above prevails.

Dated at Thunder Bay, Ontario this 30 day of September 2013.

For the Board

For the Union

## SCHEDULE "A" – Local Items Agreed – SGDSB and SEIU

1. Article 18.04 b) to read as follows: "forty (40) hours per week; **or**".

2. Article 22.03 - add 2nd paragraph as follows – "Every four years, three of the above articles of clothing may be substituted for a Board approved winter jacket."

3. Article 24.03 – Amend as follows: "The Employer shall compensate all employees for all regular hours worked including all hours worked in excess of 2080 hours per year."

4. Change all references from SEIU Local2.on to SEIU Local 2.

5. Renew the following Letters of Understanding: Full time Benefits (page 34), Six (6) Hour Employees (page 35), Twenty Minute Paid Lunch (page 36).

6. Delete the following letters of Understanding: PDT Implementation (page 37), Professional Development (Page 39).