



## *Important Settlement Reached Regarding the Vacation Scheduling Grievance*

In December, 2016 your Union filed a grievance regarding the Company's policy put in place in the 2016 vacation booking process for vacations in 2017 (the "Grievance"), and subsequently in the 2017 vacation booking process for 2018, whereby the Company did not allow employees to include deferred vacation along with their current vacation entitlement in their vacation booking bids, which was scheduled for arbitration on June 27, 2018.

**As of June 25, 2018, we have reached the following terms of settlement with the company:**

1. The Grievance is granted;
2. Going forward, the booking of vacation will revert to the process applied in years prior to the filing of the Grievance, in accordance with article 13, in that there shall be no distinction in the vacation bidding process between the ability of employees to request and have booked deferred vacation and current vacation entitlement, according to their seniority.
3. The Employer shall pay the Union \$4000 (four thousand dollars) in general damages for violation of the collective agreement;
4. An individual grievors requested vacation for the period June 26 – July 18, 2018 is approved. His existing booked vacation is unaffected.
5. An individual grievors requested vacation for the period October 2-8, 2018 is approved. His existing booked vacation is unaffected.
6. This resolution for the two individual grievors shall not adversely affect the existing scheduled vacation of other employees.
7. The arbitrator shall be seized with any issues arising from the interpretation and implementation of this settlement.

*Your Union At Work*