

## LETTER OF UNDERSTANDING

### BETWEEN:

**London District Catholic School Board**

(hereinafter referred to as 'the Board')

~ and ~

**Canadian Union of Public Employees, Local 4186**

(hereinafter referred to as 'the Union')

Re: Article 27.07 Compassionate Leave

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1. The parties agree that the Board has a past practice of interpreting the provisions of Article 27.07 to exclude reasons for absence related to family illnesses.
2. The Board is prepared to expand the interpretation of Article 27.07 to include the definition encompassed in the *Employment Standards Act* (ESA) as it relates to Personal Emergency Leave (PEL) as follows:

Death, illness, injury medical emergency or urgent matter relating to the following family members:

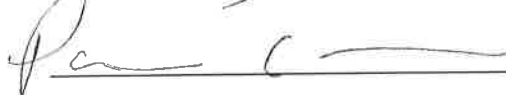
- spouse (includes both married and unmarried couples, of the same or opposite genders)
- parent, step-parent, foster parent, child, step-child, foster child, grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee's spouse
- spouse of the employee's child
- brother or sister of the employee
- Relative of the employee who is dependent on the employee for care or assistance

An urgent matter includes any of the family members outlined above and is defined by the ESA as an event that is unplanned or out of the employee's control **and** can cause serious negative consequences, including emotional harm if not responded to. The ESA provides more context and examples of what is and is not deemed urgent.

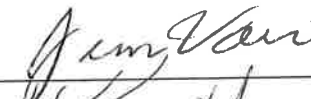

3. In accordance with the provisions of the ESA, employees are required to provide evidence to determine eligibility for the PEL.
4. This agreement applies to permanent employees.
5. The Board will retroactively review any employee's circumstances who were required to take a personal no pay day since January 1 of 2018 to determine their eligibility based on these terms.
6. Casual employees will be entitled to PEL in accordance with the provisions of the ESA.

**DATED** at London, Ontario this 9 day of May, 2018.

For the Union:

  
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For the Board:

  
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