

TEMPORARY MID CONTRACT MODIFICATION

MEMORANDUM OF AGREEMENT

BETWEEN THE

CAMOSUN COLLEGE

(REFERRED TO AS "COLLEGE")

AND

CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE)

(LOCAL NO 2081)

(REFERRED TO AS "UNION")

Re: Access to Sick Leave - Temporary Without Prejudice Agreement

As the result of the extraordinary and unprecedented disruption to operations caused by the COVID -19 pandemic, the College and the Union have agreed, on a without precedent and prejudice basis, to the following temporary "variance" to the terms and conditions of the current collective agreement:

1. Article 21 - Sick Leave Provisions

Article 21.01(a) is varied to allow an eligible regular employee to access their sick leave entitlement under Article 21, in addition to absences due to illness or injury, on the following conditions:

- Where an employee has been directed to self-isolate (quarantine) by a Public Health Official in writing or, if the directive was not provided in writing, the employee has confirmed the directive in the form and format required by the College; and
- Where the employee is unable to work remotely, as determined by the College.

2. Term

The term of this temporary LOU shall commence on April 8, 2021 and shall expire on December 31, 2021, unless extended by written agreement of the parties.

3. The Parties agree that this LOU as a "variance" to the terms of the collective agreement:

- Is subject to ratification/approval by PSEA;
- Is temporary and solely in response to the COVID-19 Pandemic;

