

Appendix A

Letter of Understanding (LOU) for Videoconferencing Specialists in Smith School of Business

The Parties agree that the provisions of the Collective Agreement are subject to this Letter of Understanding (LOU) for Video Conferencing Specialists, Videoconferencing Systems Specialists, and Systems Specialists in the Smith School of Business Videoconferencing Department (the ^ s ] c } v ( CE v ] v P ^ % . To the extent that a matter addressed in the Collective Agreement conflicts with this LOU, the provisions of this LOU on that matter will prevail. For clarity, for any matters not addressed in this LOU, the Collective Agreement provisions on the matter will apply.

Collective  
Agreement as per Article 20.05(a) Schedule Changes or in relation to compensation for  
Additional Hours of Work and Overtime as laid out in Article 20.21

For further clarity, the Videoconferencing Specialists do not fall under Article 20.05(b) or 20.23(a) or (b) of the Collective Agreement.

1. Hours of Work and Scheduling

- ~ It is understood that the normal work schedules outlined in Attachment A, based on three (3) Videoconferencing Specialists being employed is Z ^ u ] š Z ^ Z } } o } ( μ • ] v • • s ] } } v ( CE v % v PE š . u v š
- (i)

(iii)  $u\%o\} \zeta \cdot ]w ] \zeta \check{s} \check{s} Z ] \text{OE} \% \text{OE} ( \text{OE} v \cdot ( ) \text{OE} \acute{A} \acute{A} \} \text{OE} \% \text{OE} \} ] v P \check{s} .$   
 $\} \acute{A} \text{OE} o \% \% ] v P \acute{A} ] \check{s} Z \check{s} Z t ] v \check{s} \text{OE} X o \} \cdot ] v P \zeta K \check{s} \} \text{OE} \acute{i} \acute{i}$

$\& \} \text{OE} o \text{OE} ] \check{s} \zeta U \} v ] ( ( \text{OE} v \} ] v P \wedge \% ] o ] \acute{A} \cdot \check{s} \check{Y} \text{OE} v \langle \mu \mu \text{OE} \} ] v P \check{s} Z ] \text{OE}$   
 $\cdot Z \mu o \cdot Z ] L \sim \cdot \cdot \mu \text{OE} ] v P \check{s} Z ] \cdot \% \text{OE} ] \} U \cdot ] \acute{A} \check{Y} \} v Z ]$   
 $\cdot Z \mu o Z \} \mu \text{OE} \cdot ( ) \text{OE} \check{s} Z \cdot l \} ( \cdot \check{Y} \cdot ( \zeta ] v P \check{s} Z \} o ] P \check{Y} \} v \cdot$

t l v Z \cdot Z \mu o ] v P Z \langle \mu \cdot \check{s} \cdot

(c) In the event that as  $] \} v ( \text{OE} v ] v P \wedge \% ] o ] \cdot \check{s} ] \cdot \wedge Z \check{s} \mu \text{OE} \wedge \zeta \check{s} \} \text{OE} \acute{A} \} \text{OE} l$

$\cdot Z ] L v \check{s} Z \text{OE} \text{OE} v \} \% \text{OE} \} v P \check{s} Z \check{s} W \cdot \zeta \mu o$

(i)  $\check{s} \check{s} Z ] \text{OE} \text{OE} \langle \check{s} Z \check{s} \check{s} ] i \} \} ( ( \text{OE} v ] v P \wedge \% ] o ] \cdot \check{s} \cdot u \zeta \} \% \check{s} \check{s} \} \acute{A}$

$v \mu u \text{OE} \} ( \cdot Z \mu o \} \text{OE} Z \} \check{s} \text{OE} \cdot \text{OE} \check{s} Z \wedge \check{s} \mu \text{OE} ] v \zeta \check{s} \} \text{OE} ] \text{OE} Z \text{OE} \wedge \mu o \text{OE}$

$\cdot Z \mu o$  neither the Wednesday, or Thursday  $\acute{A} ] \check{s} Z ] v \cdot \check{s} Z \acute{A} \} \text{OE} l \acute{A} \} \text{OE}$

$\acute{A} E u \% o W \mu \text{OE} ] v P \acute{A} \} \text{OE} l \acute{A} v \mu ( \text{OE} \zeta \} \acute{u} \mu v \check{Y} o \zeta U \check{s} \mu \text{OE} \zeta : v$

$\wedge \mu v \zeta U : v \mu \text{OE} \zeta \acute{i} \} \mu o \text{OE} \langle \mu \cdot \check{s} \check{s} \} \text{OE} \cdot Z \mu o ( )$

$\check{d} U \} \text{OE} d Z \mu \text{OE} \cdot \zeta U : v \mu \text{OE} \zeta \check{n} X > ] l \acute{A} ] \cdot U \wedge \check{s} \mu \text{OE} \zeta : v \mu \text{OE}$

$\text{OE} \cdot Z \mu o ( ) \text{OE} t v \cdot \zeta U : v \mu \text{OE} \zeta \check{d} X \} \text{OE} d Z \mu \text{OE} \cdot \zeta U : v$

(ii)  $v \zeta \cdot \mu Z \text{OE} \acute{A} \} \mu o \cdot \check{s} ] v \acute{A} \text{OE} ] \check{s} v o P \acute{i} \check{s} \mu \cdot ] v \cdot \cdot ] v \zeta \cdot \acute{A} v U \mu \check{s}$

$v \} o \} v P \text{OE} \check{s} Z v \acute{i} u \} v \check{s} Z ] v \acute{A} v$

4. Shift Differential

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 ~ • u%o } Ç • ÁZ } • Z } μ CE • } ( Á } CE I CE P μ o CE o Ç P ] v š u ] v ] P Z  
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5. Overt me

~ • u%o } Ç • ÁZ } CE • • ] P v š } Á } CE I ] Ÿ } v o Z } μ CE Á ] o ] v Æ •  
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6. Vacat on

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 Ç š Z š š Z s ] } } v ( CE v ] v P ^%o ] Attachment A B I Á • Ÿ } μ š o ] v  
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 v Z } μ CE o Ç Á Ÿ } v oo } š u v š ( } CE Z s ] } } v ( CE v ] v P ^%o  
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 ^%o ] o ] • š ] • • Z μ o ( } CE } v š Z CE < μ • š Á Ÿ } v Ç X

7. Distribution of LOU to Videoconferencing Specialists

~ The normal work schedule, as outlined in Attachment A, will be provided to applicants for  
 Videoconferencing Specialist positions, at the time of their interview. } %o Ç } ( š Z ] • > K h  
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