

**Letter of understanding between Public Service Alliance of Canada Local 681 and the Staff of Non
Public Funds, Canadian Forces**

CFB Kingston (Operational Category)

The following letter of understanding is provided to address specific employees on lay off that will not be recalled in August 2021 due to construction that will begin in July 2021.

This letter of understanding applies to the following individuals:

- Worthy Machan, Chef FT, lay off date 16 August 2020
- Corneil Brown, Lead Cook FT, lay off date 16 August 2020

The language of Article 13.02 states that:

An employee will lose their seniority rights under this Agreement and their services will be terminated if the employee:

- c. has been laid-off for a continuous period of twelve (12) months;*

The Employer is waiving the application of Article 13.02 (c) for the above-mentioned employees to be replaced with the following:

The above-mentioned employees shall remain on their respective lay-off lists to be subject to recall within an additional period of six (6) months, and upon completion of construction at the Senior Staff Mess at the Royal Military College, which is anticipated between November 2021 and February 2022. In the event that the above-mentioned employees are not recalled during that period, they will lose their seniority rights under the Collective Agreement and their services will then be terminated accordingly.

This Letter of Understanding shall not form part of the Collective Agreement, which expired on June 30, 2019.

Signed this xxth day of May 2021

FOR THE UNION

FOR THE EMPLOYER

Brenda Shillington

Andrea Crawford