

## LETTER OF UNDERSTANDING

Between

THE PUBLIC SERVICE ALLIANCE OF CANADA  
("the Union")  
UNDE LOCAL 00683

-and-

THE STAFF OF NON-PUBLIC FUNDS, CANADIAN FORCES  
("the Employer")  
CFB TRENTON

(and collectively "the Parties")

**WHEREAS** the Employer sought clarity on the Union's position about the starting wage rate for new hires, to which the Union has provided clarity;

**WHEREAS** the Employer disclosed the names and circumstances of five (5) affected SNPF Employees at Trenton;

**WHEREAS** the Parties recognize there has been an error in the interpretation and application of the Collective Agreement with regard to the starting wage rate for new hires;

**WHEREAS** the Parties further recognize no affected Employee should be disadvantaged from the interpretation and application error;

**NOW THEREFORE**, the Parties agree to the following:

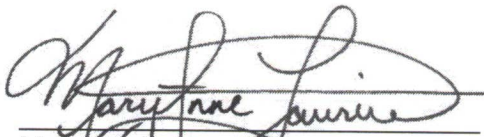
1. The following five (5) affected Employees shall continue, in accordance with their rate of pay, along the experience grid:
  1. MARANDA MCLEOD
  2. MELISSA GALLANT
  3. AMY WARD
  4. MELODI MUSTAFA
  5. KELSEY CULVER
2. The Employer has ceased its practice of hiring above the starting wage rate outlined in the Collective Agreement between the Parties.
3. This Letter of Understanding does not constitute any admission of fault or liability on the part of the Employer or the Union.

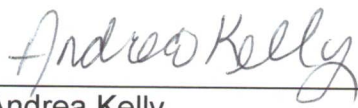
4. This Letter of Understanding is agreed to on a without prejudice or precedent basis.
5. Each Party hereto warrants that each of the signatories to this Letter of Understanding is authorized to bind its respective Party.

Dated this 21<sup>st</sup> day of December 2022.

For the Union:

For the Employer:

  
\_\_\_\_\_  
Mary Anne Laurico  
Regional Representative  
PSAC

  
\_\_\_\_\_  
Andrea Kelly  
Senior Labour Relations Officer  
SNPF