

LETTER OF UNDERSTANDING



Between: The City of West Kelowna (CWK)
And: The Association of Local Government Employees Union (ALGEU)
Date: August 12, 2024
Subject: **Article 21 - Annual Vacation**

This letter of understanding is to come to an agreement with the ALGEU on an understanding of how vacation carryover will be applied due to the transition of the changed/bargained language in Article 21 Annual Vacation.

At the bargaining table the parties agreed to the following:

“If the City’s proposal is accepted as presented, the maximum carryover for 2024 would be 140, 150 or 160 hours of vacation leave and the maximum carry over for 2025 would be 105, 112.5 or 120 hours of vacation leave due to the transition of changed language. Year 2026 and onward carryover will be as per Article 21.03 a maximum of 70, 75 and 80 hours of vacation leave. “

To maintain operational requirements throughout the City the parties agree to extend the carryover period to 4 years (2024-2027) instead of the agreed to carryover of 2 years (2024-2025). The maximum carryover balances will be as follows:

- 2024 & 2025 – 140, 150 or 160 hours of vacation leave
- 2026 & 2027 – 105, 112.5 or 120 hours of vacation leave

The parties also agree to provide a one-time payout of two weeks vacation to eligible employees. Eligible employees are those employees who accrued more than two weeks of vacation from 2023.

Employees will select one option from below: (combination will not be allowed)

1. One time pay out of two weeks vacation, or
2. Direct transfer to RRSP

Should an eligible employee choose not to take a one-time vacation payout they may be required to utilize vacation time during non-traditional times of year to ensure operational requirements are achieved and carry forward limits are met.

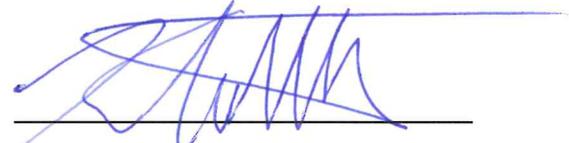
Payroll will communicate with eligible employees to confirm their preferred option.

CITY OF WEST KELOWNA



Trevor Seibel
Deputy CAO

ALGEU



Kyle Arsenault
ALGEU President