

**LETTER OF UNDERSTANDING NO. 26**

Between

BOARD OF EDUCATION OF SCHOOL DISTRICT #63 (SAANICH)

AND

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 441  
(SAANICH SCHOOL BOARD EMPLOYEES)

**RE: RECRUITMENT AND RETENTION COMMITTEE AND LABOUR MANAGEMENT MEETINGS**

**Duration**

This Letter of Understanding will remain in effect until June 30, 2022 and may be renewed only by mutual agreement of the parties. For the duration of this letter of Understanding the parties agree as follows:

**RECRUITMENT AND RETENTION**

The parties agree to establish a Recruitment and Retention Working Group (working group) within 120 days of ratification. The working group will meet following regularly scheduled labour management meetings or as otherwise agreed to by the parties and will be comprised of two (2) representatives of the Union and two (2) representatives of the Board.

The working group will identify and review potential barriers within the recruitment process and provide recommendations to the Board for process improvements that may be related to the inability to recruit support staff members.

**LABOUR MANAGEMENT**

**Current**

9.03 Meeting of Committee

Regularly scheduled labour management meeting shall take place three times per year; the dates to be agreed upon by January 15<sup>th</sup> of each year. Either party may also request that a special meeting be convened, in which case the Secretary-treasurer of the Board shall arrange a mutually agreeable date for such a meeting.

**Proposal**

9.03 Meeting of Committee

Regularly scheduled labour management meeting shall take place ~~three~~ **six** times per year; the dates to be agreed upon by January 15<sup>th</sup> of each year. Either party may also request that a special meeting be convened, in which case the Secretary-treasurer of the Board shall arrange a mutually agreeable date for such a meeting.

Agreed to:

\_\_\_\_\_  
School District 63 (Saanich)

\_\_\_\_\_  
CUPE Local 441

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date