

LETTER OF UNDERSTANDING #4

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 5209
(the "Union")

AND

YMCA-YWCA NATIONAL CAPITAL REGION
(the "Employer")

AND

RAMAZAN ERKILICOGLU
(the "Employee")

RE: Shift Schedules

Whereas the Employee was hired by the Employer approximately ten (10) years ago to work Saturdays, Sundays, and statutory holidays as a day shift employee;

And Whereas the Parties agree that a different form was being used at that time when hiring part-time employees, that did not specify specific shifts in the Letter of Offer that was made to the Employee;

And Whereas the Parties wish to resolve this matter.

Therefore, the Parties agree as follows:

1. The Employer agrees that the Employee may continue to work Saturdays, Sundays, and statutory holidays as a day shift employee.
2. This arrangement shall end if one of the following circumstances arise:
 - a) the Employee relinquishes his current weekend day position and posts into another position and therefore shall work the hours set out in that job posting;
 - b) the Employer quits or retires.
3. The Parties agree that this Letter of Agreement is done without prejudice or precedent and is only agreed to deal with this specific issue.

Signed this 16th day of July, 2021 (electronic signatures having the same force and effect as ink signatures)



For the Union



For the Employee


For the Employer