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April 10, 2017

RE: Calculation of the Annual Vacation Flatline

Dear Sirs,

It is agreed that the application of your respective Collective Agreements CTY Article 67 and LE Article 17, Letter Re: Annual Vacation Allotment, Letter Re: Annual Vacation dated November 13, 2004, and Appendix 13 of the 2007 MOS with respect to the calculation of the Annual Vacation Flatline is further clarified as follows, on a go forward basis:

- **Local Chairmen** vacation weeks shall be excluded from the flatline calculation.
- **Preretirement** vacation weeks shall be excluded from the flatline calculation.
- **Weeks A, B, C, and Z** shall be excluded from the flatline calculation.
- **Prime Time** vacation weeks that include the last week of June up to and including the first week of September shall not be used to reduce the flatline and will be over and above the established flatline.
- **Employees on off status**, for any reason, shall be considered as follows:
  - *Known Return to Work Date*: Will be included in the flatline calculation and allowed to bid their vacation as such.
  - *Unknown Return to Work Date*: Will be excluded from the flatline calculation.



Signed this the 10<sup>th</sup> day of, April 2017.

Dave Pezzaniti  
Manager, Labour Relations

I Concur:

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Greg Edwards  
General Chairman, TCRC LE West

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Dave Fulton  
General Chairman, TCRC CTY West

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John Campbell  
General Chairman, TCRC LE East

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Wayne Apsey  
General Chairman, TCRC CTY East