



Wayne Apsey  
General Chair – CTY East  
5334-361 Queen St  
Smiths Falls, ON  
K7A 0A6

John Campbell  
General Chair – LE East  
381 Queen Street  
Peterborough, ON  
K9H 3J7

Dave Fulton  
General Chair – CTY West  
101-10820 24 Street SE  
Calgary, AB  
T2Z 4C9

Greg Edwards  
General Chair – LE West  
101-10820 24 Street SE  
Calgary, AB  
T2Z 4C9

April 10, 2017

RE: Calculation of the Annual Vacation Flatline

Dear Sirs,

This has reference to our discussion today.

It is agreed that the application of the Annual Vacation Matrix in your respective Collective Agreements under the *November 13, 2004 Letter RE: Annual Vacation – Days Worked or Available*, was treated as voluntary until 2015 despite the plain language of the Collective Agreements. The Company will revert to the past practice on a go forward basis and treat this language as voluntary for the purposes of allowing employees with a choice to either take their entire AV allotment at a reduced rate or have their AV entitlement reduced according to the matrix.

The Company retains its right to cease this past practice and revert to the plain language of the Collective Agreements by providing notice of such during collective bargaining.

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

Dave Pezzaniti  
Manager, Labour Relations



I Concur:

---

Greg Edwards  
General Chairman, TCRC LE West

---

Dave Fulton  
General Chairman, TCRC CTY West

---

John Campbell  
General Chairman, TCRC LE East

---

Wayne Apsey  
General Chairman, TCRC CTY East