APPENDIX A

The following discussions, relevant to this round of negotiations, are provided to assist with the intent and interpretation of the proposals referenced.

The Library commits to discuss at Labour Management the following topics when the situations arise:

- Approved Leave of Absence during Vacation
- Lay-off and Recall Procedure
- Technological change
- Job Security
- Potential Regularization of Recurring Casual Hours
- Domestic and Sexual Abuse Leave application

Union Proposal 9.10 – The intent of Casuals cand Public Services Clerks carrying over their seniority hours when becoming a regular employee is for the purpose if recognizing all hours worked. Recognition of the carried over seniority for the purposes vacation approval will take effect January 3, 2027.

Union Proposal 10.4.3 & 10.5 – The Union is open to the Library testing multiple applicants concurrently. All supervisors, excluding Public Services Supervisors, will be treated as a specialized positions.

Union Proposal 17.11 – The Library will apply the ESA definition for the use of a day. The Calculation of pay will be based on an average of the last two pay periods.