

MEMORANDUM OF UNDERSTANDING

between

GLEBE PARENTS' DAY CARE
(the "Employer" or the "GPDC")

and

CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 2204

FOR the bargaining unit of:
Glebe Parents' Day Care Centre Inc. Unit 12
(the "Union")

(collectively, the "Parties")

RE: Voluntary Departure Packages

WHEREAS, The Employer is entering into an amalgamation agreement with Andrew Fleck Children's Services ("AFCS").

WHEREAS, the Employer has agreed to offer Voluntary Departure Packages ("VDPs") to employees who do not wish to work under AFCS ownership.

WHEREAS, such VDPs are not being offered as incentive for employees to not continue working with the employer.

WHEREAS, the Parties engaged in discussions in order to come to an agreement on the details of the VPDs.

NOW THEREFORE, Should the employee choose to accept a VDP, the Employer shall:

1. Indicate on the employee's Record of Employment (ROE) code K13 "change of ownership".
2. Pay the employee one (1) week's salary, less statutory deductions, for each year of employment with the GPDC (the "VDP Payment").
 - a. The VDP payment shall be paid out on a biweekly basis until the end of 2024. Any VDP payment balance shall be paid out on December 31 2024.
 - b. Biweekly payment of the VDP shall begin on the date of the employee's departure from the GPDC or December 31, 2024, whichever comes first.

3. Pay staff with at least ten years of seniority their Vacation Pay on Retirement (Article 20.04) pay from the GPDC; any such payments shall also be paid out on December 31 2024 and will be subject to statutory deductions.
4. Pay staff any accrued vacation; any such payments shall also be paid out on December 31, 2024, and will be subject to statutory deductions.

Electronically signed in Ottawa.

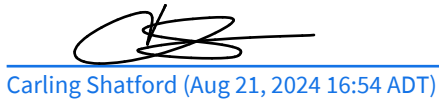
FOR THE UNION


[Donna Mortimer \(Aug 28, 2024 06:31 EDT\)](#)

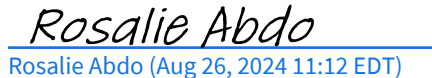
Donna Mortimer
CUPE Local 2204 President



Abhann Cupper Scott
CUPE Local 2204 Vice President


[Carling Shatford \(Aug 21, 2024 16:54 ADT\)](#)

Carling Shatford
CUPE Local 2204 Secretary Treasurer


[Rosalie Abdo \(Aug 26, 2024 11:12 EDT\)](#)

Rosalie Abdo
CUPE Local 2204 Recording Secretary


[Taylor Kociszewski \(Aug 26, 2024 11:12 EDT\)](#)

Taylor Kociszewski
CUPE National Representative


FOR THE EMPLOYER


[Patrick Saunder Hastings \(Aug 21, 2024 14:48 EDT\)](#)

Patrick Saunders-Hastings
Board Chair


[Wendy Hepburn \(Aug 21, 2024 16:43 EDT\)](#)

Wendy Hepburn
Board Vice-Chair

:BH-cope-sepb 491 

Cc: CUPE 2204 Office – cupe2204@gmail.com