

LETTER OF UNDERSTANDING

BETWEEN

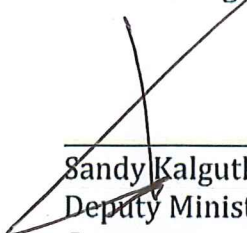
THE UNION OF NORTHERN WORKERS

AND

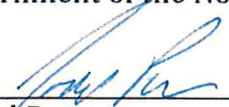
THE GOVERNMENT OF THE NORTHWEST TERRITORIES

The parties agree, without prejudice or precedent, that for the term of the 2016-2021 Collective Agreement:

1. Employees can take winter bonus days either immediately before or immediately after liquidating the required combination of five (5) consecutive annual leave days or annual plus designated statutory holidays.
2. Mandatory leave days are not counted when calculating the winter bonus day entitlement, but do not interrupt consecutive annual leave days or annual plus designated statutory holidays required for the entitlement to winter bonus days.
3. Winter bonus days can be taken in the first week of April, if they are preceded by the qualifying annual leave days or annual plus designated statutory holidays liquidated in March.
4. Winter bonus days can be taken in the last week of September, if they are followed by the qualifying annual leave days or annual plus designated statutory holidays liquidated in October.


Sandy Kalgutkar
Deputy Minister, Finance
Government of the Northwest Territories

Feb 2/2020
Date


Todd Parsons
President
Union of Northern Workers

Dec 19, 2019
Date