



Translation

Mistissini, June 10, 2022

Mr. Larry Imbeault, President
Association des Employés du Nord québécois (AENQ)
9405 Sherbrooke Est
Montréal, Québec H1L 6P3

**Subject: Application of Clause 5-1.01 (g) of the Collective Agreement
for Support Staff 2020-2023 (S8)**

Mr. Imbeault,

Considering that, under clause 5-1.01 of the Collective agreement, the Board grants each employee, without loss of salary including applicable premiums, if any, a maximum of 3 working days per year to cover any Act of God (disaster, fire, flood) which obliges an employee to be absent from work or any other personal reason which obliges the employee to be absent from work.

The Cree School Board hereby confirms that for the duration of this Collective agreement, and notwithstanding the limitation of the term "oblige" in the wording of the clause, that the employee may also use the 3 working days provided for annually in clause 5-1.01 (g) and may be absent for any other personal reason on the following conditions:

- a) By requesting a leave of absence as soon as the absence is known and at least 5 days before the scheduled date of absence and the notice is sufficiently early in order to minimize, if any, disturbances of schedules to ensure that students are not left unattended, etc.
- b) That the employee makes every effort to set his/her appointments and commitments outside the working hours.

This letter of intent will terminate upon expiry of the Collective agreement, at which time it will be deemed to have elapsed.

Best regards,

Caroline Mark,
Director General

