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Cree School Board
Commission scolaire Crie

203, Main Street, Mistissini (Quebec) G0W 1C0 Tel.: 418 923-2764 Email : ajolly@cscree.qc.ca

Mistissini, September 15, 2017

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 2015-2020 (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 oblige 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.

Please accept, Mr. Imbeault, the expression of my best regards.

CREE SCHOOL BOARD



ABRAHAM JOLLY

Director General



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