

MEMORANDUM OF SETTLEMENT

Between:

NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

(herein referred to as the "Board")

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1317

(herein referred to as "CUPE")

WHEREAS the respective bargaining representatives of the Board and CUPE have resolved all local issues between them with respect to the renewal of the collective agreement between the parties, subject to mutually agreed to errors and omissions.

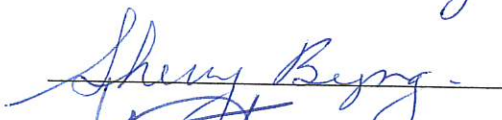
NOW THEREFORE, the Parties agree to the following:

1. The parties herein agree that the terms of the collective agreement shall be for the period of September 1, 2022 to August 31, 2026.
2. The parties herein agree that the said Collective Agreement shall include the terms of the previous Collective Agreement that expired August 31, 2022 provided, however, that the attached amendments are incorporated.
3. This Memorandum of Settlement is subject to ratification by the Canadian Union of Public Employees and the Board of Trustees. Both parties shall schedule ratification meetings to take place prior to June 23, 2023 or as otherwise agreed to by the Parties.
4. The parties agree to recommend acceptance of this tentative agreement to their respective groups.
5. The ratified local agreement (Part B), together with Part A: Central Terms shall form the collective agreement between the parties.
6. The parties agree that this Memorandum of Settlement addresses all issues agreed upon through local bargaining.
7. All locally agreed to articles are effective on the day following the date of ratification, unless otherwise specified in this agreement.
8. All centrally agreed to articles are effective on the date according to Part A Central Terms.
9. The Parties agree that the terms of the tentative agreement shall remain confidential until both Parties have ratified, save and except that the Parties may announce that they have

reached a tentative agreement, which is subject to ratification by the Parties. Nothing in this clause limits the Parties from informing their constituents of the contents of the agreement during the ratification procedure.

10. Any dispute arising between the Parties with respect to the interpretations, administration or application of this Memorandum of Settlement may be referred to arbitration pursuant to the arbitration provisions of the 2022-2026 Collective Agreement for final and binding settlement.

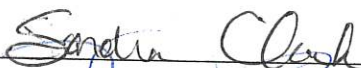
Dated this 8 day of June, 2023.

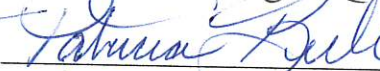




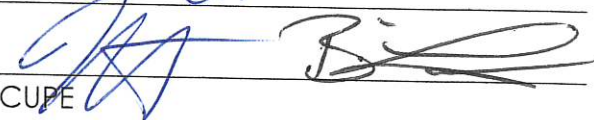
Niagara Catholic District School Board










CUPE

Agreed Items – June 8, 2023

All items from the Central LOU #2 will be incorporated into the Collective Agreement as necessary

C.U.P.E. Local 1317 Bargaining Unit and Niagara Catholic District School Board acknowledge agreement has been reached on the following articles:

4.04 - New

Employer will use discretion when determining whether to place a member on leave without pay during a workplace investigation.

All parties will use best efforts to complete investigations expeditiously.

10.08 Transfers

- a) An Employee under this Agreement who is a successful candidate to an external placement within this Board shall retain accumulated seniority for one (1) year within the bargaining unit. If the absence from the Union is longer than **one** (1) year, the Employee would lose their seniority. For the duration of the leave, the Employee is required to remit Union Dues directly to the Union in order to maintain bargaining unit seniority.

The employer will advise the employee in writing of this obligation; and notify the Union of the placement.

- b) Any vacancy related to the above external placement shall be posted within five (5) months of the external placement.
- c) An Employee may only be out of the bargaining unit for up to one (1) year. After one (1) year the Employee will lose all seniority rights or return to the bargaining unit.
- d) An Employee who initiates a transfer may move from one position to another within the system at any time provided the positions are of equal hours, wages and classification, with the mutual agreement of the Employees involved and the Administrator of Human Resources/or designate.

11.01

- a) In the event of a lay-off, a regular Employee who has completed their probationary period shall be laid off in the reverse order of their seniority.
- b) An Employee who is about to be laid-off may choose to bump an Employee with lesser seniority provided that they are capable and

qualified to perform the work, and the Employee shall be provided with two (2) weeks to become oriented with the new position provided they are able to perform the core responsibilities.

- c) No lay-off procedure shall take place when a portable(s) is removed from a site, and the Cleaner/**Caretaker** with the least seniority at that site receives a reduction in hours to a maximum of one-half hour per day. It is understood if work time is allocated as a result of an additional portable to a site, or an increase in cleaning frequency, the Cleaner/**Caretaker** with the most seniority will have their hours of work increased, not to exceed forty (40) hours per week.

12.05 Bereavement Leave

- a) An Employee shall be entitled to a leave of absence for five (5) consecutive working days, without deduction of salary or sick leave credit for reasons related to the death of a member of their "Immediate Family".
- b) Where for any reason the body cannot be interred within five (5) days of death, the leave shall not be more than four (4) working days. The Employee shall be granted an additional day to attend the interment of the deceased.
- c) The "Immediate Family" shall include a relative or a relative through legal adoption of either the employee or the employee's spouse: Husband, Wife, Son, **Son-in-law**, Daughter, **Daughter-in-law**, Father, Mother, Guardian, Brother, **Brother-in-law**, Sister, **Sister-in-law**, Grandfather, Grandmother, and Grandchild, Great Grandparent, Step-Child and Step-Parent.
- d) If the distance to the funeral is eight-hundred (800) kilometers or more (one way) from the Employee's residence, one additional day of bereavement leave shall be granted.
- e) An Employee shall be entitled to a leave of absence of one (1) day, without deduction of salary or sick leave credit to attend the funeral of a member of their "Non-Immediate Family" or to act as a pallbearer. The "Non-immediate Family" shall include the blood relative or relative through legal adoption of either the Employee or the Employee's spouse: niece/nephew, cousin, aunt/uncle, spouse's brother or spouse's sister's husband or wife.

Christmas Shutdown shall count as working days for bereavement purposes.

12.12 Personal Days

1. An Employee shall be granted **five (5) days** per calendar year for personal reasons for which the cost of a casual's wages shall be deducted. Such wages shall not be greater than the daily rate of the Employee taking the personal day. Replacement of the Employee shall be at the discretion of the Board; however deduction will occur either way.
2. The day will not be at the beginning or end of a holiday or holiday weekend.
3. Notification must be given by the Employee three (3) working days in advance, except in certain emergency situations. Where appropriate notice is not possible, the personal day may be granted at the discretion of the appropriate Human Resources Designate upon request for a stated emergency.

12.16 – Indigenous Short Term Paid Leave

Indigenous employees may use existing short term paid leave for the purposes of:

- a) **Voting in elections as indicated by a self-governing Indigenous authority where the employee's working hours do not otherwise provide three consecutive hours free from work; and**
- b) **Attendance at Indigenous cultural/ceremonial events**

Number of days of short term paid leave remains status quo at a maximum of five (5) days per school year, consistent with the Central Agreement.

14.02

Maintenance Personnel

Starting time **between Seven (7:00 a.m.) and Eight (8:00 a.m.)** - an eight (8) hour shift with a minimum of thirty (30) minutes unpaid lunch period

14.03

- a) For all Employees, the Board does not guarantee any hours of work, but before any **permanent** change is made in the stopping and starting times, or new and different shifts are established, there will be discussion with the Union prior to the change and **at least one week** prior notice to **the affected Employee**.

- b) Where a regularly scheduled shift starts or ends on a Saturday or Sunday, no overtime payment, as described under Article 15.01 Overtime, shall be paid.

For Catholic Education Centre Office staff, Computer Technicians, Information Technology Assistants and 12-Month Secretaries:

Regular 8:30 a.m. to 4:30 p.m. – 1 hour unpaid lunch

Summer and March Break

Monday through Thursday - 8:30 a.m. to 4:00 p.m. – ½ hour unpaid lunch,
Friday 8:30 a.m. to 1:00 p.m.

Alternate working schedules may be arranged by the **Executive Officer of Human Resources Services** in consultation with the Supervisor with the agreement of the Employee involved.

For all twelve-month groups cited above, summer hours will be paid as if the employee has worked their regular shift when in attendance for half-days on Fridays.

16.02

- a) (i) Vacations for Caretakers and Cleaners shall be granted at such time as the Board finds most suitable considering both the wishes of the Employees and the efficient operation of the Board or due to emergency conditions.

Vacation requests shall be submitted by February 28th of each year. If vacation is not submitted by February 28th, the Employer shall determine when vacation will be scheduled for the calendar year. If the Employee accepts another CUPE posting after February 28th, their vacation request is null and void and they must re-submit their request to **their Supervisor for consideration at the new location**, except when an Employee can illustrate pre-payment for their trip. A response will be sent to the Employee no later than thirty (30) calendar days.

ii) Maintenance personnel may take a maximum of three (3) weeks' vacation during the summer months provided that no two maintenance personnel of the same trade will be off at the same time; three weeks' vacation is not to be taken consecutively. Vacation shall not be granted at Spring Break, but may be taken throughout the year at times as the Board finds most suitable considering both the wishes of the Employee and the efficient operation of the Board or due to emergency conditions.

- ~~b) All 10 month Employees with eighteen (18) or more years of seniority shall be allowed to take two (2) weeks unpaid leave of absence on~~

~~the basis of seniority while school is in session. There shall be no more than fifteen (15) such leaves in total approved per calendar year.~~

- c) Catholic Education Centre Office and Clerical Employees may take their vacation at any time during the calendar year with the approval of their departmental Superintendents and providing it does not interfere with the operation of the Catholic Education Centre.

Vacation requests must be received prior to February 28th of the current school year, **and reported to Apply to Education-Easy Connect immediately upon Supervisor approval. A response will be sent to the Employee no later than thirty (30) calendar days.** If vacation is not submitted by February 28th, the Employer may determine when vacation will be scheduled for the calendar year.

- d) Once vacation entitlement has been approved, any request to alter said vacation entitlement shall be at the discretion of the Supervisor and the Administrator of Human Resources/or designate.

20.03 Retirement Gratuity

The retirement gratuity shall be directly deposited into the retirees choice of bank account (i.e. RRSP, Tax Free Savings Account etc.) within 60 calendar days of both the official notice of retirement and receipt of all required documentation by the Board.

The Board will send out a memo to all staff annually which outlines the documentation requirements. The board will also post the required documents on the Board Intranet

Article 21 - Notices

- a) All employees in the bargaining unit shall keep the Administrator of Human Resources/or designates Office informed of their current address and name change. Such list shall be provided to the Union on or before October 1st of each year. Such list shall include name, address, phone number and home work location.
- b) The Union shall be copied on all letters of hire for all Employees **and casuals** hired into the Bargaining Unit.

Letter of Understanding

Revise and Renew LOU- RE: CUPE Job Evaluation Program

The Board commits to commencing a Joint Job Evaluation program of bargaining unit positions with a view to satisfy Internal Equity and Pay Equity Maintenance in collaboration with CUPE, commencing

immediately following ratification of the **2022-2026 CUPE Local 1317 Collective Agreement**. A full review and maintenance update will be completed by the expiration of this Collective Agreement.

NEW

Agreement on Return to Work and Accommodation meetings

Members will be informed that they are able to request representation by the Union return to work designate.

Where a return to work meeting is scheduled the Union return to work designate will be in attendance.

Return to work and/or accommodation plans that are developed without including the Union return to work designate in the meeting will be copied to the Union return to work designate within one week.

Letter of Understanding

REVISED: Educational Assistant/Designated Early Childhood Educator Displacement

When an Educational Assistant/Designated Early Childhood Educator has been displaced from their location following the end of the school year, and there is a resulting increase in the Educational Assistant/Designated Early Childhood Educator complement position to the same location, no later than September 15th of the next school year, the displaced Educational Assistant/Designated Early Childhood Educator will be **offered** to return to their previous location.

There will be no subsequent movements resulting from this transfer. Note: There will be no more than three transfers as stated above in any school year.

NEW

Prior to any casual being assigned a Long Term Assignment, **the Board will offer the hours** to Regular Part-time Employees, **where feasible**, in order of Seniority at the school where the vacancy occurs. For clarity, the offer of increased hours is temporary until the next posting period.

~~Proposal relating to placement on wage grid when moving job classes and agree to 5 personal days. (Agree if part of Board bundle: LOUs on posting procedure 1&2 part of CBA, "New" Caretaking/Cleaners/Maintenance Posting Procedure LOU, the deletion of 16.02(b)).~~

Remove Finance Specialists from scope of bargaining unit.

One Secretary of Facilities position, currently assigned to Employee #22703 Junior Coordinator of Facilities. This position will also be excluded from the scope of the bargaining unit.

New Language – placement on wage grids

Any Employee moving from one job class or position to a similar job class or position, will be placed on the wage grid commencing at the closest equivalent or higher rate to their current rate of pay

No DECE should be required to supervise students **(other than their assigned class)** during instructional time, **except in the case of an emergency**. They should also not be required to supervise students during their uninterrupted unpaid lunch break, **except in the case of an emergency**.

NEW - Quarantine Leave

An employee, who is quarantined or otherwise prevented by an order of the Medical Health Authorities from attending their duties because of exposure to a communicable disease, shall be granted a leave of absence without loss of sick leave credit, loss of salary, or loss of seniority.

Inclement weather LOU modified as follows:

The Board agrees to comply with the applicable Board policy on inclement weather, as modified from time to time.

AND

New - Mileage LOU:

The Board agrees to comply with the applicable Board policy on mileage, as modified from time to time.

Posting Procedure:

Delete Articles 10.03 (b) (i), 10.03 (b)(ii), 10.03 (b) (v), 10.04 (f), 10.04 (g), 10.04 (h) and 10.07.

re-number 10.03 (b) (iii) and modify as follows:

10.03 (b) Notwithstanding any provision in this Collective Agreement, the Employer maintains its right to transfer according to system needs.

Custodial Staff (caretakers, cleaners, maintenance and building operator)

- 10.03 (c) (i) Transfers under Article 10.03 (b) will be made in reverse order of seniority at the school location, subject to the Board's assessment of system and school needs (eg. the duty to accommodate etc.) This is without prejudice to the Union's interpretation of Article 10.03 (b).
- 10.03 (c) (ii) The parties agree that the following process shall apply to the following job classifications:
- Building Operator, Caretakers, Cleaners, and Maintenance Personnel
- 10.03 (c) (iii) On or before June 5th each year, the Board will notify employees that are deemed surplus **in reverse order of seniority** at a school location, as a result of the change in system needs. The employees will be notified that **five (5)** rounds of postings will be provided and **that** they have the option to apply for placement or **the** Board will ensure no reduction in overall hours (existing school location plus additional location) or remain at school location with reduced hours.
- 10.03 (c) (iv) In addition, the Board will notify employees that will be transferred as per article 10.03 (b), subject to 10.03 (c) (i) above.
- 10.03 (c) (v) **The Board will post on the second Friday of June and November each year, except where mutually agreed by both parties, all vacant positions (including any temporary positions that will exceed 5 months but less than 24 months) to the system for application and fill as per Article 10.03 (a) in accordance with the Employee's preference.**
- 10.03 (c) (vi) **Second, third, fourth, and fifth round newly** vacant positions would then be posted to the system for application and filled as per Article 10.03 (a) in accordance with the Employee's preference.
- 10.03 (c) (vii) Following the **fifth** round, the Board will fill the remaining **vacancies** by preference in order of seniority **of the remaining surplus Employees who were not successful in obtaining a position in rounds 1, 2, 3, 4 or 5.** If no preference is given, the Board will place the individual.
- 10.03 (c) (viii) **After the final round, any permanent position(s) not filled will be assigned to a new Employee. However, should the requirement for the position continue, the location/position will be posted in the next posting period.**
- 10.03 (c) (ix) **In accordance with Articles 10.03 (c) (xii) and (xiii) below, where an Employee is successful in obtaining an initial vacancy, and in a subsequent round is awarded a different vacancy; the original vacancy shall be re-posted.**
- 10.03 (c) (x) **If applying to more than one position in any round, an Employee must specify their order of preference in the "location/posting number**

preference" field of the electronic application on the Board's intranet. Failure to submit preferences shall result in the Employee remaining in the position or being placed by the board (as described above) if the Employee was declared surplus.

- 10.03 (c) (xi) All placements shall be effective following the Christmas break for November postings.
- 10.03 (c) (xii) All placements shall be effective at the start of the school year or return to work date, as applicable, for June postings.
- 10.03 (c) (xiii) Board testing required for caretakers and cleaners will be scheduled once every three years. An acceptable grade, as predetermined by the Employer, shall remain on the Employee's file for three years from the date of testing.

Community Lease Clerk, Computer Technicians, Courier, Finance Specialist, Guidance Secretary, Head Secretary, Library Technician, Print Clerk/Switchboard Operator, Purchasing Budget Control Clerk, School Admin Support Officer, School Secretary, Secretary-Facilities Services, Secretary to Consultants, Secretary to Continuing Education, Secretary to Student Support Services

- 10.03 (d) (i) Transfers under Article 10.03 (b) will be made in reverse order of seniority at the school location, subject to the Board's assessment of system and school needs (eg. the duty to accommodate etc.) This is without prejudice to the Union's interpretation of Article 10.03 (b).
- 10.03 (d) (ii) The parties agree that the following process shall apply to the following job classifications:

Community Lease Clerk, Computer Technicians, Courier, **Finance Specialist**, Guidance Secretary, Head Secretary, Library Technician, Print Clerk/Switchboard Operator, Purchasing Budget Control Clerk, School Admin Support Officer, School Secretary, Secretary **Facilities** Services, Secretary to Consultants, Secretary to Continuing Education, Secretary to Student Support Services
- 10.03 (d) (iii) On or before June 5th each year, the Board will notify employees that are deemed surplus **in reverse order of seniority** at a school location, as a result of the change in system needs. The employees will be notified that **five (5)** rounds of postings will be provided and **that** they have the option to apply for placement or **the** Board will ensure no reduction in overall hours (existing school location plus additional location) or remain at school location with reduced hours.

- 10.03 (d) (iv) In addition, the Board will notify employees that will be transferred as per article 10.03 (b), subject to Article 10.03 (d) (i) above.
- 10.03 (d) (v) **The Board will post on the second Friday of June and November each year, except where mutually agreed by both parties, all vacant positions (including any temporary positions that will exceed 5 months but less than 24 months) to the system for application and fill as per Article 10.03 (a) in accordance with the Employee's preference.**
- 10.03 (d) (vi) Second, **third, fourth, and fifth round newly** vacant positions would then be posted to the system for application and filled as per Article 10.03 (a) in accordance with the Employee's preference.
- 10.03 (d) (vii) Following the **fifth** round, the Board will fill the remaining **vacancies** by preference in order of seniority **of the remaining surplus Employees who were not successful in obtaining a position in rounds 1, 2, 3, 4 or 5.** If no preference is given, the Board will place the individual.
- 10.03 (d) (viii) **After the final round, any permanent position(s) not filled will be assigned to a new Employee. However, should the requirement for the position continue, the location/position will be posted in the next posting period.**
- 10.03 (d) (ix) **In accordance with Articles 10.03 (d) (xii) and (xiii) below, where an Employee is successful in obtaining an initial vacancy, and in a subsequent round is awarded a different vacancy; the original vacancy shall be re-posted.**
- 10.03 (d) (x) **If applying to more than one position in any round, an Employee must specify their order of preference in the "location/posting number preference" field of the electronic application on the Board's intranet.** Failure to submit preferences shall result in the Employee remaining in the position or being placed by the board (as described above) if the Employee was declared surplus.
- 10.03 (d) (xi) All placements shall be effective following the Christmas break for November postings.
- 10.03 (d) (xii) All placements shall be effective at the start of the school year or return to work date, as applicable, for June postings.

Educational Assistants

10.03(e) (i) This posting procedure is applicable solely to Educational Assistants, Early Childhood Educator, Designated Early Childhood Educators, Classroom Assistant, Childcare Provider, SCOEP Assistant, Intervenors, Interpreters, Communicative Disorder Assistants and Child and Youth Workers.

10.03 (e) (ii) Transfers under Article 10.03 (b) will be made in reverse order of seniority at the school location, subject to the Board's assessment of system and school needs (e.g. specialized training familiarity with a student, and the duty to accommodate etc.)

The parties agree that the following process shall apply, except where expressly noted:

10.03 (e) (iii) On or before June 5th each year, the Board will notify employees that are deemed surplus **in reverse order of seniority at a school location**, as a result of the change in system needs. The Employees will be notified that **five (5) rounds** of postings will be provided and they are required to apply for placement **or remain at their school location with reduced hours**.

10.03 (e) (iv) In addition, the Board will notify Employees that will be transferred as per Article 10.03 (b), subject to Article 10.03 (e) (ii).

10.03 (e) (v) The Board will post on **the second Friday of June** each year all vacant positions (including any temporary positions that will exceed 5 months but be less than 24 months) to the system for application and fill as per Article 10.03 (a) in accordance with the Employee's preference.

10.03 (e) (vi) Second, **third, fourth and fifth** round vacant positions would then be posted to the system for application and filled as per Article 10.03 (a) in accordance with the Employee's preference.

10.03 (e) (vii) Following the **fifth** round, the Board will fill the remaining **vacancies** by preference in order of seniority **of the remaining Employees who were not successful in obtaining a position in rounds 1,2,3,4 or 5**. If no preference is given, the Board will place the individual.

10.03 (e) (viii) After the final round, any permanent position(s) not filled will be assigned to a new Employee. However, should the requirement for the position continue, the location/position will be posted in the next posting period.

10.03 (e) (ix) In accordance with Article 10.03 (e) (xi) below, where an Employee is successful in obtaining an initial vacancy, and in a subsequent round is awarded a different vacancy; the original vacancy shall be re-posted.

10.03 (e) (x) If applying to more than one position in any round, an Employee must specify their order of preference in the "location preference" field of the electronic application on the Board's intranet. Failure to submit preferences

shall result in the Employee remaining in the position or being placed by the board (as described above) if the Employee was declared surplus.

10.03 (e) (xi) All Placements shall be effective at the start of the school year or return to work date, as applicable.

Renumber 10.08 and 10.09 to 10.07 and 10.08 respectively.

ESL seniority list will be incorporated in regular seniority list. Collective Agreement will be amended accordingly.

New LOU Custodians:

For the 2022-26 Collective Agreement, the parties agree that notwithstanding the language in Article 10.03 (c),

The Board will post all vacancies as they occur throughout each calendar year, all vacant positions (including any temporary positions that are pre-scheduled to be 5 months but less than 24 months) to the system for application and fill as per Article 10.03 (a) in accordance with the Employee's preference. ~~In filling vacancies, the Board will only be obliged to post the initial vacancy and a maximum of five (5) vacancies that arise due to the filling of the initial vacancy.~~

When new jobs are created or vacancies occur, they will be posted electronically no later than 5 working days from the time the vacancy occurred and will be posted for a period of 3 working days. Electronic replies must be received by Human Resources by 4:30pm, 3 working days following the date of the posting. A decision will be made and communicated to the bargaining unit and the Union during the following week.

There will be no maximum of resulting vacancies posted in Article 10.03 (c) (iii).

Notwithstanding the language in Article 10.03 (c) (vii), placements shall be effective once the initial vacancy and first group of up to five (5) resulting vacancies are filled. Placement will be made within two weeks. Thereafter, placements shall be made following the filling of each group of up to five (5) resulting vacancies.

~~Following the fifth vacancy all vacancies that arises due to the filling of the initial vacancy, the Board will fill the remaining vacancies by preference in order of seniority of the remaining surplus Employees who were not successful in obtaining a position. If no preference is given, the Board will place the individual.~~

~~When new jobs are created or vacancies occur, they will be posted electronically no later than 5 3 working days from the time the vacancy occurred and will be posted for a period of 5 3 working days. Electronic replies must be received by Human Resources by~~

~~4:30pm, 5-3 working days following the date of the posting. A decision will be made and communicated to the bargaining unit and the Union during the following week.~~

This Letter of Understanding is operative until August 31, 2026.

Revise Letter of Intent

The parties agree that it is the spirit the May 27, 2008 Provincial Discussion Table (PDT) Agreement, to permit all school based staff a role in general supervision with the exception of school secretaries and custodial staff, unless there is an emergency.

Signed at Niagara on the Lake, Ontario this 8 day of June, 2023.

THE NIAGARA CATHOLIC DISTRICT

SCHOOL BOARD

Sherry Byrge
June Jones
Bill

CANADIAN UNION OF PUBLIC

EMPLOYEES LOCAL 1317

Sandra Carl
Tatiana Bell
Anne Mather
Bill
Jim Sub

Retirement gratuity 20.03 add pre-amble

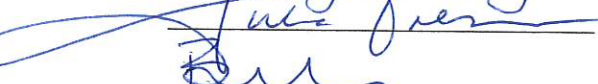
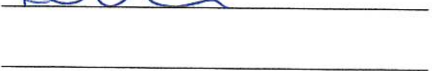
"Retirement Gratuities were frozen as of August 31, 2012. Employees are not eligible to receive a sick leave credit gratuity or any non-sick leave credit retirement gratuity (such as, but not limited to, service gratuities or RRSP contributions) after August 31, 2012, except a sick leave credit gratuity that the Employee had accumulated and was eligible to receive as of that day. The following language applies only to those employees eligible for the gratuity above."

Part C Historical Language:

Parties agreed to preserve the historical language as per Part C of the 2019-2022 Collective Agreement unaltered, outside of the Collective Agreement.

Signed at St. Catharines, Ontario this 8 day of June, 2023.

THE NIAGARA CATHOLIC DISTRICT
SCHOOL BOARD

CANADIAN UNION OF PUBLIC
EMPLOYEES LOCAL 1317