

**APPENDIX B
LETTER OF UNDERSTANDING**

WOODGREEN COMMUNITY SERVICES

("Employer")

and

UNITE HERE LOCAL 154

("Union")

RE: Bed Bugs

WHEREAS the Employer and Union executed a collective agreement on November 28th, 2007 (the "Collective Agreement");

AND WHEREAS the Employer wishes to assist Employees who have incurred bed bug infestations as a result of performing their duties for the Employer;

AND WHEREAS the Employer and Union have agreed to enter into the Letter of Understanding;

THE PARTIES HEREBY AGREE that if the residence of an Employee, as defined in the Collective Agreement, becomes infested with bed bugs and such infestation is reasonably attributable to the Employee's performance of his or her duties for the Employer, the Employer shall:

- (a) permit the Employee to use up to 5 days of Sick Leave, as defined in the Collective Agreement, to deal with such infestation, provided that the Employee has sufficient Sick Leave days available;
- (b) reimburse the Employee for spraying treatments of the Employee's residence, up to a total maximum of \$500, provided that the Employee submits an itemized invoice that clearly indicates that the Employee's residence was treated for bed bugs.

Each Employee will be entitled to make a claim for the benefits pursuant to this Letter of Understanding only once during the life of the Collective Agreement.

This Letter of Understanding is to be appended to and forms part of the Collective Agreement.

Signed this 28th day of November, 2007

FOR THE AGENCY

FOR THE UNION

