

BETWEEN:

DISABLED AND AGED REGIONAL
TRANSIT SYSTEM

(the "Employer" or "DARTS")

- and -

CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 5167
(INSIDE AND ATO UNITS)

(the "Union")

**LETTER OF UNDERSTANDING
RE: NATIONAL DAY OF TRUTH AND RECONCILIATION**

WHEREAS DARTS has considered the proclamation by the Federal Government which introduced a National Day of Truth and Reconciliation holiday for federally regulated workplaces ("the new holiday");

AND WHEREAS DARTS is prepared, on a without prejudice or precedent basis, to observe the new holiday, despite not being a federally regulated workplace nor required by provincial law to recognize the new holiday;

THEREFORE, the parties, subject to Article A11.03 of the INSIDE and Article 11.03 of the ATO agreement, agree to the following:

1. The new holiday which will be recognized by DARTS for the period between Christmas Day and New Year's Day.
2. The parties have agreed to this collective agreement amendment after DARTS' operational requirements and the service needs of its passengers were considered.
3. This Letter of Understanding will apply when obligations under Article B4.0 of this INSIDE collective agreement or Article 21.01 of the ATO collective agreement as interpreted.

DATED in Hamilton, this the 15th day of September, 2021.

CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 5167

DISABLED AGED REGIONAL
TRANSIT SYSTEM

Jay Bell

M. D. Maloney

James A. Hunt

[Signature]
