

# KAMLOOPS THOMPSON TEACHERS' ASSOCIATION

A LOCAL OF THE BRITISH COLUMBIA TEACHERS' FEDERATION

202 -1157 12th Street  
Kamloops, BC V2B 7L2  
Phone: 250-554-1223  
Fax: 250-554-1311  
Email: office@ktta.ca

September 14, 2016

DRAFT

Shayne Olsen  
Associate Superintendent – HR  
School District No. 73  
1383 Ninth Avenue  
Kamloops, BC  
V2C 3X7

Dear Shayne:

**Re: Grievance Settlement**

The parties agree to resolve the grievance as described below:

Union No.	Nature of Grievance
2016-023	Attendance Management

**2016-002:**

The parties agree to resolve the grievance regarding the Attendance Management Program as described in *School District No. 73 Policy 930.1* (May 9, 2016) and Attendance Management Meetings between administration and individual members as it related broadly and to a specific member in the following manner:

1. The parties agree that the Union reserves the right to file grievances for any breach of the Collective Agreement or Legal Statutes that affect the working conditions of KTTA members that derive from Policy 930.1 (May 9, 2016). [*For further clarity to the Union's position on Policy 930.1 (May 9, 2016), please refer to the letter dated September 9, 2016*]
2. Members are entitled to Union representation at Attendance Management Meetings pursuant to Article A.22.
3. The Employer agrees to consider individual circumstances and to act reasonably and fairly regarding the application of *School District No. 73 Policy 930.1* (May 9, 2016).
4. The Employer agrees that Attendance Management Meetings are not disciplinary meetings. Any letters to members that flow from the application of *School District No. 73 Policy 930.1* (May 9, 2016) will not be copied to the district Personnel File as described in Article E.21.
5. The Employer agrees that comparisons will not be made regarding sick leave usage between members at an Attendance Management Meeting.

6. The Employer agrees to handle employee personal and confidential information in accordance with the collective agreement, statutes and legal authorities.
7. This agreement is made without prejudice and without precedent to any other matter and to any other School District.

If you have any questions regarding these matters, please contact us at your earliest convenience.

Sincerely,



David Komljenovic  
President  
Kamloops Thompson Teachers' Association