The following proposal at Article 15.21 is applicable to the Unit 2 collective agreement and will form part of the Employer’s Schedule “C” which states:

**Schedule “C” to Memorandum of Settlement for A Renewal Collective Agreement**

**Other Proposals**

Agreement to all proposals in this Comprehensive Framework, including Schedules “A” and “B”, is subject to agreement to all items that **will be** contained in Schedule “C”.

# PROFESSIONAL EXPENSE REIMBURSEMENT

Effective September 1, 2017 the employer will allocate $275,000 for the distribution of a Professional Expense Reimbursement which will be made available to Unit 2 employees on the following basis: $375 for each type 1 or equivalent position (prorated for type 2 or “partial” appointments) to a maximum of $1,125 per year. At the end of each contract year the unexpended portion of these funds shall be rolled over for following years with the following condition: any individual PER allocations which remain unspent after 3 years of initial allocation will be reabsorbed into the fund. The criteria and procedures regarding the administration of the Professional Expense Reimbursement will be subject to the approval of the Labour/Management Committee.

1. Effective annually on September 1, 2024 the employer will allocate $275,000 $300,000 for the distribution of a Professional Expense Reimbursement (“PER”) fund (“PER Fund”).

2.  Employees in the Unit 2 bargaining unit will be eligible for a PER allocation at the rate of $375 for each type 1 or equivalent position (prorated for type 2 or “partial” appointments) held in the previous contract year from September 1 to August 30th to a maximum of $1125 per contract year.

3. By October 15th annually, the employer will inform employees of their individual PER allocation and any carry forward per 15.21.4 below.  Individual PER allocations as per Paragraph 2 above will be adjusted in the event that the PER Fund is not sufficient to cover the required allocations based on the number of assignments in the previous year.

4. An employee may carry forward PER funds for up to three years after which any unspent PER funds will be reabsorbed into the PER Fund.

5. The criteria and procedures regarding the administration of the Professional Expense Reimbursement will be subject to the approval of the Labour/Management Committee.

**Letter of Agreement**

The Employer agrees that before the expiry of the current Collective Agreement it will implement an automated system to allow members to check the current balance of their accrued Professional Expense Reimbursement funds online.

This Letter of Agreement shall be placed in the Unit 2 2023-26 collective agreement booklet and shall form part of the Unit 2 2023-26 collective agreement. It will expire with the expiration of the Unit 2 2023-26 collective agreement and shall be removed from the subsequent renewal collective agreement unless renewed by the parties.