

THIS AUXILIARY AGREEMENT made as of the 4th day of OCTOBER, 2016

BETWEEN

HANOVER SCHOOL DIVISION

(hereinafter referred to as the "Division")

-and-

**HANOVER TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY,**

(hereinafter referred to as the "Association")

WHEREAS pursuant to a certain collective agreement dated November 3rd, 2015, the parties have agreed to the following language to be included in said agreement.

Re: Alternate Religious Holidays

- a) A teacher under contract shall be given leave of absence up to a maximum of three (3) days per school year without loss of pay for major religious holy days observed by the employee and designated as a day of obligation by the teacher's religion. Teachers shall not absent themselves from duty for reasons of religious holy days without first notifying the Superintendent or designate.
- b) The following notification period shall apply:
 - i. Teachers on staff requiring religious holy leave days during the school year shall provide notice in writing in the electronic leave system as soon as possible after the start of the school year, however, no later than September 30th.
 - ii. In instances where religious holy leave days are required prior to September 30th in the school year, notice shall be given within ten (10) working days after the start of the school year, unless the holy day falls within the first ten (10) working days of the school year, in which case notice shall not be less than five (5) working days.
- c) Where appropriate notice has not been given, religious holy days leave will be provided and the teacher's regular salary will be deducted the substitute teacher rate for the day. The parties agree that this article constitutes reasonable accommodation for religious holy leave.

CONCURRING SIGNATORIES

Dated at STEINBACH, Manitoba this 4th day of OCTOBER, 2016

Signed and agreed on Behalf of the Division:

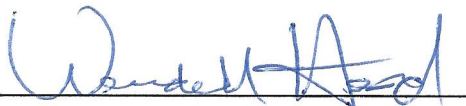


Chairperson



Secretary – Treasurer

Signed and agreed on behalf of the Association:



President



Collective Bargaining Chair