

The Durham Catholic District School Board ("The Board")

- and -

Durham Chapter of the Association of Professional Student Services Personnel (APSSP)

Appended to the 2012-2014 Collective Agreement between the Board and APSSP as an Addendum are the following provisions of the updated Memorandum of Understanding dated June 14, 2013 between the Minister of Education, and the Association of Professional Student Services Personnel (hereinafter "APSSP MOU Update"):

- Maternity Benefits;
- Offsetting Measures for all bargaining units;
 - Voluntary Unpaid Leave of Absence (VLAP) Days;
 - Attendance Recognition;
- Sick Leave/Short Term Sick Leave and Disability Plan;
- Job security for support staff;
- Specialized job classes (if applicable);
- Non-vested retirement gratuity (if applicable); and
- Unpaid Leave Days (not required as per Section G of the 2012 APSSP MOU).

Where there is a conflict between any term or provision of the collective agreement between the Board and APSSP, the terms and provisions of APSSP MOU Update shall supersede the collective agreement provision or provisions and shall govern.

Notwithstanding the foregoing, nothing contained in the original July 30, 2012 MOU or the June 14, 2013 MOU Update shall modify, abridge, diminish, or derogate from the denominational rights of the Board as a Catholic District School Board.

DATED at Oshawa, Ontario, this 12 day of September, 2013