

Letter of Understanding No. 4 Re: Employment Equity – Aboriginal Employees

Renew and Amend *Letter of Understanding No. 4 Re: Employment Equity – Aboriginal Employees* as follows:

Re: Employment Equity – ~~Aboriginal~~ **Indigenous** Employees

The parties recognize that ~~Aboriginal~~ **Indigenous** employees are underrepresented in the public education system. The parties are committed to redress the under-representation of ~~Aboriginal~~ **Indigenous** employees and therefore further agree that:

1. They will encourage ~~the employer~~ **local school boards** and the local **teacher unions** to make application to the Human Rights Tribunal under section 42 of the *Human Rights Code* to obtain approval for a “special program” that would serve to attract and retain ~~Aboriginal~~ **Indigenous** employees.
2. **To safeguard retention of Indigenous employees hired as a result of a “special program”, the parties will recommend that any such application to the Human Rights Tribunal contain layoff protections for Indigenous employees, such that a ‘below the line’ model of layoff would exclude the Indigenous employees.**
3. The parties will assist ~~the employer~~ **local school boards** and the local **teacher unions** as requested in the application for and implementation of a “special program” consistent with this Letter of Understanding.