

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA CIVIC MEMBERS' UNION – LOCAL 21 CUPE

Re: 10 Hour Shifts – Solid Waste Operations, Winter Months

CUPE Local 21 and the City of Regina agree that the following terms and conditions shall be applicable to CUPE Local 21 employees who work a 10-hour shift within the Solid Waste Operations Branch.

Nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the provisions of the Collective Bargaining Agreement except as specified.

As it pertains to the scheduling of 10-hour shifts in the Solid Waste Operations Branch during winter months (November to April inclusive), CUPE Local 21 and the City of Regina agree that the terms and conditions outlined in the 10-Hour Shifts Letter of Understanding contained in the Collective Bargaining Agreement are in force with the following exception:

- The earned day off will be scheduled on any day of the week. If operational feasible, the earned day off may be scheduled before or after the employee's scheduled day of rest.

This Letter of Understanding becomes effective on the date of signing and shall remain in effect until either party serves the other with 30 calendar days written notice to terminate the provisions contained therein.

Signed this 20TH day of SEPTEMBER, 2023.

Kelly Pihach

On Behalf of the City of Regina (Print)

GARY WILLIAMSON

On Behalf of the Regina Civic Members' Union – Local 21 CUPE (Print)

Kelly Pihach

On Behalf of the City of Regina (Signature)

[Signature]

On Behalf of Regina Civic Member's Union – Local 21 CUPE (Signature)