

“Without Prejudice or Precedent”

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA (City)

AND

REGINA OUTSIDE CITY WORKERS’ UNION CUPE LOCAL 21 (Union)

RE: WWTP Union Dues – Transition Period (June 1, 2014 to December 31, 2015)

In recognition of the fact that Project Co may initially require using non-CUPE Local 21 members on-site to perform the work of CUPE Local 21 members during the transition period, the City and CUPE Local 21 agree to the following:

1. The City will provide CUPE Local 21 with a lump sum payment of \$12,000 in lieu of dues during the transition period. This payment will be made by June 1, 2014;
2. Project Co will have the ability to have up to seven (7) non-CUPE Local 21 employees per day on-site performing the work of CUPE Local 21 employees;
3. Should Project Co have more than seven (7) non-CUPE Local 21 employees on-site performing CUPE Local 21 work, they will be required to pay to CUPE Local 21 a levy of \$100 per month for each additional employee;
4. Project Co will be encouraged to fill any vacancies in a timely manner and in accordance with the language of the Collective Agreement;
5. The lump sum amount covers the period June 1, 2014 to December 31, 2015;

- 6. CUPE Local 21 agrees not to file any grievances or Unfair Labour Practices (ULP's) as long as the terms and conditions identified in this LOU are met.

This Letter of Understanding becomes effective upon the date of signature by CUPE Local 21.

In witness hereof, the parties have caused these present to be executed this

21st day of MARCH, 2014, Regina, Saskatchewan.

John Juchschere
On behalf of the City of Regina

[Signature]
On behalf of the Civic Employees Union
Local 21