

**LETTER OF UNDERSTANDING**

**BETWEEN:**

**THE CITY OF REGINA**

**AND**

**CUPE LOCAL 21**

**Re: Leave for Grievance Meetings, Committees to be Heard and Collective Bargaining**

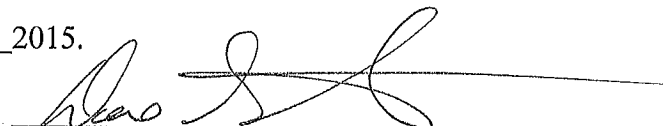
CUPE Local 21 and the City of Regina agree to the following terms and conditions:

1. The number of CUPE Local 21 representatives at Grievance and Committees to be Heard meetings will be limited to three members (exclusive of the CUPE National Staff Representative).
2. The number of CUPE Local 21 and City representatives during negotiations will be limited to eight (8) on each bargaining team. Five (5) CUPE Local 21 representatives shall be paid for by the City.

All provisions shall become effective the date of signing and continuance of this Letter of Understanding will be by agreement between the Parties.

Signed this 14<sup>TH</sup> day of MAY 2015.

  
On Behalf of the City of Regina

  
On Behalf of the Regina Outside City Workers, CUPE  
Local 21