

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION, LOCAL 21

Re: Hours of Work for Landfill Employees – Winter Shift

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.

HOURS OF WORK

Permanent Employees

Permanent employees designated by the Employer shall work:

- (a) Eight (8) shifts of ten (10) hours per day in a two (2) week period
or
- (b) Six (6) shifts of twelve (12) hours per day and one shift (1) of eight hours per day in a two (2) week period at straight time.

Casual Employees

Casual employees designated by the Employer shall work up to:

- (a) Eight (8) shifts of ten (10) hours per day in a two (2) week period at straight time
or
- (b) Six (6) shifts of twelve (12) hours per day and one shift (1) of eight hours per day in a two (2) week period at straight time

OVERTIME

Permanent Employees

A permanent fulltime employee who works in excess of the scheduled hours or in excess of eighty (80) hours in the two (2) week period shall be paid at the rate of double time for all extra hours so worked.

Casual Employees

A casual employee who works in excess of the scheduled hours or in excess of eighty (80) hours in the two (2) week period shall be paid at the rate of time and a half for all extra hours so worked.

STATUTORY HOLIDAYS

Permanent Employees

A permanent employee required to work on a statutory holiday, shall be paid, in addition to their regular salary for that day, in accordance with the appropriate provisions of the Collective Agreement, two (2) times his/her regular rate of pay for each hour or part of an hour he/she is required to work on that day.

If a statutory holiday falls on a permanent employee's scheduled day of work and the employee is not required to work, the employee will be paid his/her regular wage for the that day.

If a statutory holiday falls on a permanent employee's scheduled day off, the employee shall receive eight (8) hours at their regular rate of pay for the statutory holiday. The two (2) week period shall be reduced by eight (8) hours. Overtime is applicable for hours worked in excess of seventy-two (72) hours.

Casual Employees

A casual employee required to work on a statutory holiday shall be paid statutory holiday pay as per Labour Standards and one and one half (1½) times the regular rate of pay for each hour or part of an hour required to work on the statutory holiday.

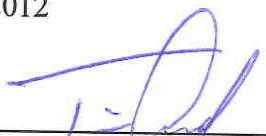
A casual employee not required to work on a statutory holiday, shall receive statutory holiday pay in accordance with Labour Standards. His/her maximum working hours will be reduced by eight (8) hours in the two (2) week period the statutory holiday occurs. In the event an employee's hours are not reduced in the two (2) week period, overtime provisions will be applied for all hours worked in excess of eighty (80) hours in that two (2) week period.

This letter of understanding becomes effective _____ and shall remain in force and effect until either party serves the other with thirty (30) calendar days written notice to terminate the provisions contained herein.

Signed this Nov 10 day of Nov 2012



On Behalf of the City of Regina



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