

Nov 17 1999

LETTER OF UNDERSTANDING

CITY OF REGINA

BETWEEN THE

AND

CUPE LOCAL 21

**RE: HOURS OF WORK – TEN HOUR SHIFT – Hydrant Specialist, Tradesperson I
Water Distribution Division**

The City of Regina and CUPE Local #21 agree that the following terms and conditions shall be applicable to the employees of the above referenced positions in the Water Distribution Division of the Public works Department.

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.

1. HOURS OF WORK

Notwithstanding Article 24(2) of the collective agreement, the daily hours of work shall be between the hours of:

- 6:00 a.m. to 4:30 p.m. Monday through Thursday (Hydrant Specialist)
- 6:00 a.m. to 4:30 p.m. Tuesday through Friday (Tradesperson I)

Note: The hours of work may be subject to change and notice will be provided.

The 5/5/4-work week shall not be applicable to these employees.

2. OVERTIME

All ten (10) hour shifts will be paid at straight time. Any hours worked beyond a ten (10) hour shift, or forty (40) hour week, will be paid at overtime rates in accordance with the appropriate provisions of the collective bargaining agreement; ie. Double (2X) the regular hourly wage if a permanent employee and one and one half times (1 1/2X) the regular hourly wage if a casual employee.

3. STATUTORY HOLIDAYS

a) Working on a Statutory Holiday

When an employee on ten (10) hour shifts is required to work on a holiday, the employee will be paid, in addition to their regular wage or salary for that day, in accordance with the appropriate provisions of the collective bargaining agreement, two times (2X) the regular rate of pay for each hour or part of an hour required to work if a permanent employee, or one and one half (1 1/2X) times regular rate of pay for each hour or part of an hour required to work if a casual employee.

b) Statutory Holiday Falls on a Scheduled Work Day

If the employee is not required to work on a holiday and the holiday falls on a regular workday, he/she will be paid for ten (10) hours. The workweek is reduced to thirty (30) hours. Overtime will be paid if the employee works in excess of thirty (30) hours in that week.

c) Statutory Holiday Falls on a Non-Scheduled Day

- i) When a holiday falls on a day, which an employee is not scheduled to work, the employee will be paid eight (8) hours at straight time.

The workweek is reduced to thirty-two (32) hours. Overtime will be paid

If

The employee works in excess of thirty-two (32) hours in that week.

- ii) At the discretion of the Director of the Department, or his/her designate, an employee may be given a day off in lieu of the statutory holiday. The employee will be paid for ten (10) hours on the day off in lieu. The workweek is reduced to thirty (30) hours. Overtime will be paid if the employee works in excess of thirty (30) hours in that week. Notice will be provided in accordance with The Labour Standards Act.

4. SICK LEAVE

Notwithstanding Article 10, Schedule B, Clause 14, of the Collective Agreement, the following shall be applicable regarding sick leave accumulation and usage:

One (1) day sick leave usage – 10 hours

Casual – First Day usage (without pay) - 10 hours lost time

5. VACATION LEAVE


Notwithstanding Article 15, the following shall be applicable regarding Vacation Leave accumulation and usage.

One (1) day annual vacation usage – 10 hours


6. TERM OF AGREEMENT

This Letter of Understanding becomes effective September 7, 1999, and will remain in force and effect until either party serves the other with thirty (30) calendar days written notice to renegotiate or terminate the provisions.

Signed this 17TH day of NOVEMBER 1999.



City of Regina



Civic Employees Union Local 21