

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS – CUPE LOCAL 21

RE: Engineering and Works, Underground Maintenance - Operations Hours of Work – 9 Hour Shift

The City of Regina and CUPE Local #21 agree that the following Terms and Conditions shall be applicable to the employees of the Underground Maintenance Division in the Engineering and 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.

Hours of Work

A Permanent employee will work eight (8) - nine (9) hour shifts and one (1) - eight (8) hour shift each two (2) week period. This is a Monday to Friday operation.

A casual employee can work up to nine (9) hours per shift and up to eighty (80) hours per two (2) week period.

Each lunch break shall consist of a one half (1/2) hour unpaid meal period.

Overtime

A permanent employee who is required to work in excess of a scheduled nine (9) hour or eight (8) hour work day or in excess of eighty (80) hours in each two week period will be paid at double time for all hours so worked.

A permanent employee who is required to work on their day off shall be paid at the rate of double time for each hour so worked.

A casual employee can work up to nine (9) hours per day and up to eighty (80) hours each two week period at straight time. Hours worked in excess of these thresholds shall be paid at the rate of one and one half (1½) times his/her hourly rate of pay for each hour 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, two (2) times his/her regular rate of pay for each hour or part of an hour required to work on the statutory holiday.

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

If a statutory holiday falls on a permanent employee's day off, he/she will receive eight (8) hours pay at straight time for the statutory holiday and the two week period will be reduced by eight (8) hours. If the two week period is not reduced by eight (8) hours, overtime is applicable for hours worked in excess of seventy-two (72) hours in that two week period.

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 week period the statutory holiday occurs. In the event an employee's hours are not reduced in the two week period, overtime provisions will be applied for all hours worked in excess of seventy two (72) hours in that two week period.

This letter of understanding will become effective June 13, 2007 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 29th day of May 2007.

Brad Bell

On Behalf of the City of Regina

[Signature]

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