

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION, LOCAL 21

Re: City Operations – Roadways Department – Hours of Work – 10 hour shift

The City of Regina and Regina, Outside City Workers' Union CUPE Local #21 agree that the following terms and conditions shall be applicable to the employees of the Roadways Department of the City Operations Division.

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 and Casual employees will be scheduled to work four (4) consecutive - ten (10) hour shifts. The employer may vary hours of work, working days or revert to a 5-5-4 8.5 hour shift at any time but will provide seven (7) days notice of intent to change.

OVERTIME

Permanent Employees

A permanent employee can work up to ten (10) hours per day and up to forty (40) hours each 7 day period at straight time. Hours worked in excess of these thresholds shall be paid at the rate of two (2) times the hourly rate of pay for each hour so worked.

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

Casual Employees

A casual employee can work up to ten (10) hours per day and up to forty (40) hours each 7 day period at straight time. Hours worked in excess of these thresholds shall be paid at the rate of one and one half (1½) times the 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/her regular wage for that day.

If a statutory holiday falls on a permanent employee's day off, he/she will receive ten (10) hours pay at straight time for the statutory holiday and the number of hours the employee is required to work in the 7 day period will be reduced by ten (10) hours. If the number of hours worked in the 7 day period is not reduced by ten (10) for each statutory holiday that occurs, overtime will be applied.

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 (1 ½) times the regular rate of pay for each hour or part of an hour required to work on the statutory holiday.

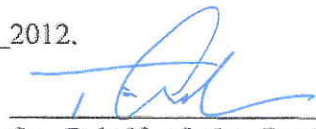
If a casual employee is not required to work on a statutory holiday, he/she will receive statutory holiday pay in accordance with Labour Standards.

TERM OF AGREEMENT

This letter of understanding becomes effective Dec 7/12 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 17th day of December 2012.


On Behalf of the City of Regina


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