

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS – CUPE LOCAL 21

**RE: Engineering and Works, Traffic Operations, Paint Crew and Crosswalk Crews
Hours of Work 10 Hour Day**

Notwithstanding the letter of understanding Traffic Operations Hours of Work – 9 Hour Shift, the following letter of understanding is applicable to the Traffic Operations Paint Crew and Crosswalk Crews:

Hours of Work

A permanent employee will work four (4) ten (10) hour shifts per week.

A casual employee can work up to ten (10) hours per day and up to forty (40) hours per week at straight time.

Each ten (10) hour shift is exclusive of a thirty (30) minute unpaid meal period.

This is a Monday to Thursday operation.

Overtime

A permanent employee who works in excess of ten (10) hours in one day or forty (40) hours in one week shall be paid at the rate of 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 all hours so worked.

A casual employee can work up to ten (10) hours per day and forty (40) hours per week straight time. Hours worked in excess of these thresholds shall be paid at the rate of one and one half (1½) times their hourly rate of pay for each hour so worked.

Statutory Holidays

For credit purposes of statutory holiday premium an employee whose shift commences on the statutory holiday shall be paid on the basis of a full shift. (i.e. An employee working night shift starting at 10 p.m. the night prior to the statutory holiday shall not receive statutory holiday premium pay. An employee working night shift starting at

10 p.m. the day of the statutory holiday shall receive statutory holiday premium pay for the entire shift).

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 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 work week will be reduced by eight (8) hours. (ie. work 32 hours - paid 40 hours) If the work week is not reduced by eight (8) hours, overtime is applicable for hours worked in excess of thirty two (32) hours for that week.

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. Their maximum working hours will be reduced by eight hours in the week the stat occurs. In the event an employee's hours are not reduced in that week, overtime provisions will be applied for all hours worked in excess of thirty two hours in that week.

Term

This letter of understanding will become effective February 13, 2006 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 13 day of February 2006.

Wayne Lapins
On Behalf of the City of Regina

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