

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' – CUPE LOCAL 21

**RE: Fleet Maintenance for the Purpose of Assigning Superior Duty**

The parties acknowledge that the subject of the LOU is currently under Judicial Review. This LOU does not prejudice the position of either party to the Judicial Review.

**1. Superior Duty**

The City of Regina and the Regina Outside City Workers', CUPE Local 21 agree that the following clauses shall be added to the existing clauses of Article 19(A) and shall be specific to only the Fleet Maintenance Branch of the Fleet Services Department.

5(a) Irrespective of Clause (3), superior duties for periods of three (3) weeks\*\* or fewer, shall be assigned based on seniority within the functional area. For periods greater than three (3) weeks and known or scheduled, superior duties will be offered to the Branch and commence from day 1.

Functional areas for this purpose are:

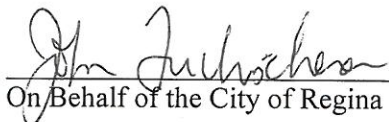
<u>BRANCH</u>	<u>FUNCTIONAL AREA</u>
Fleet Maintenance	Heavy Truck Shop
	Heavy Equipment Garage
	Light Equipment Garage


\*\*Note: Three (3) weeks shall mean three (3) regularly scheduled work weeks, as defined in Article 16 – Hours of Work

5(b) In determining the senior employee in the functional area, the assignment shall be made based on the employees working in the area at the point in time of the assignment. In addition, the employee must be available to work for the entire period of superior duty.

This Letter of Understanding shall become effective upon the date of signing and will remain in force and effect until either party serves the other with thirty (30) calendar days written notice to terminate the provisions as contained herein.

Signed this 10 day of May 2011.

  
On Behalf of the City of Regina

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