

LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF REGINA

AND

CUPE LOCAL 21

Re: Twelve (12) Hour Shifts

CUPE Local 21 and the City of Regina agree that the following terms and conditions shall be applicable to CUPE Local 21 employees who work a 12 hour shift.

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 16.1.1 of the Collective Agreement, employees under the 12 hour work day, shall work a maximum of 12 hours in a day and 320 hours during an eight (8) week period.

2. Overtime

All regular 12 hour days shall be paid at straight time. Any hours worked beyond a regular 12 hour day will be paid at overtime rates in accordance with the Collective Agreement. For permanent employees, any hours worked beyond 320 hours in an eight (8) week period will be paid at overtime rates. For casuals any hours over 80 in a biweekly period will be paid at overtime rates.

3. Statutory Holidays

3.1 Working on a Statutory Holiday

When a permanent employee is required to work on a statutory holiday, they will be paid their regular wage for that day and statutory holiday premium rates in accordance with the Collective Agreement.

3.2 Not Working When a Statutory Holiday Falls on a Scheduled Work Day

When a permanent employee is not required to work on a statutory holiday that occurs during a regular 12 hour day, they will be paid for 12 hours. Statutory holiday premium pay will count towards the employees overtime calculations.

Casual employees will be paid in accordance with the *Saskatchewan Employment Act*.

3.3 Statutory Holiday Falls on a Non-Scheduled Work Day

When the statutory holiday occurs on a day which coincides with the weekly day off and/or day of rest of a permanent employee, the employee shall be paid for eight (8) hours for the statutory holiday at straight time for such occurrence.

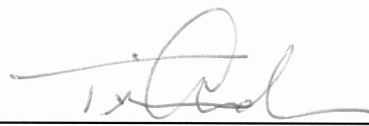
Casual employees will be paid in accordance with the *Saskatchewan Employment Act*.

4. Terms of Agreement

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

Signed this 23rd day of November 2017.


On Behalf of the City of Regina


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