

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS, CUPE LOCAL 21

RE: Permanent part-time Cleaners

Nothing contained within this Letter of Understanding will be construed as altering the existing rights and/or obligation of either party under the provisions of the Collective Agreement except as specified.

1. **Hours of work**

The normal hours of work for employees shall be from 4:30 p.m. until 8:30 p.m., Monday through Friday, for a twenty (20) hour work week.

2. **Overtime**

An employee shall receive overtime in accordance with Article 17 of the Collective Agreement for all hours worked in excess of eight (8) hours in a day or forty (40) hours in a week.

3. **Sick leave, holidays and annual vacation**

In regard to the above benefits, the relevant sections of the agreement will apply except that it is agreed that a day in respect of these employees means four (4) hours.

4. **Pay Schedule**

Effective January 1, 2007	Effective January 1, 2008	Effective January 1, 2009
\$ 13.70	\$ 14.25	\$ 14.82

5. **Spareboard**

Should a permanent part-time cleaner position become temporarily available, the senior qualified cleaner will have the option to temporarily assume the available piece of work.

Overtime will only be available once all permanent part-time cleaners have been offered the available piece(s) of work.

6. **Conversion**

When a four (4) hour permanent part time position becomes vacant and is required to be filled on a permanent basis, the position will be offered to the most senior permanent part time employee. If the employee accepts the offer, the position will become an eight (8) hour position, five days per week.

If a permanent part time employee does not accept the offer, the offer will be made to the next senior permanent part time employee. If there is no permanent part time employee that accepts the offer, the position will remain vacant and be assigned in accordance to spareboard language noted above. Once a second four (4) permanent part time position becomes vacant and is required to be filled, the position will be posted in the bargaining unit.

A complement of casual employees will be hired, if required.

7. **Term of Agreement**

This Letter of Understanding replaces Schedule F and will become effective May 1, 2007 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 or if there are no employees under the four (4) hour status.

Signed this 30th day of April, 2007.

Brad Bell
City of Regina

[Signature]
Regina Outside City Workers,
CUPE Local 21