

L21-LOU#2011-03

Letter of Understanding
Between
The City of Regina
and

Regina Outside City Workers – CUPE LOCAL 21

RE: Water and Sewer Services –Certification Incentive Program

The City Of Regina and the CUPE Local #21 agree that the following will apply to specific positions in the Water and Sewer Services Department.

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.

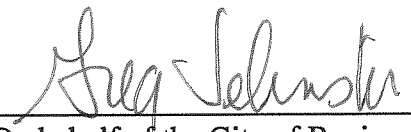
1. It is desired that the classification of Crew Lead and the Cross Connection Control Inspector in Water Operations Branch have a Level 3 certification and the Supervisors a Level 4 from the Saskatchewan Water and Wastewater Operator Certification Program. Employees in a Crew Lead and the Cross Connection Control Inspector position in Water Operations will receive an incentive equal to one (1) pay step within their classification when they successfully achieve a Level 3 and Supervisors when they achieve a Level 4 certification.
2. It is desired that the classification of Crew Lead of Lift Stations and Coordinators in Sewer and Drainage have a Level 3 certification and the Supervisors a Level 4 from the Saskatchewan Water and Wastewater Operator Certification Program. Employees in a Crew Lead of Lift Stations or Coordinator position in Sewer and Drainage will receive an incentive equal to one (1) pay step within their classification when they successfully achieve a Level 3 and Supervisors when they achieve a Level 4 certification.
3. It is desired that the classification of Crew Lead and Coordinator in Water and Sewer Construction have a Level 3 certification and the Supervisors a Level 4 in both Water Distribution and Waste Water Collection with the Water and Wastewater Operators Certification Program. Employees in a Crew Lead or Coordinator position in Water and Sewer Construction will receive an incentive equal to one (1) pay step within their classification when they successfully achieve one of the above Level 3 certifications and Supervisors will receive an incentive equal to (1) pay step within their classification when they successfully achieve one of the above Level 4 certifications. If Crew Leads or Coordinators successfully achieve Level 3 certification in the second certification program they will receive a second incentive equal to (1) pay step

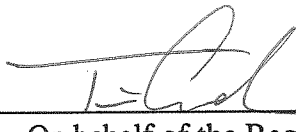
within this classification. If Supervisors achieve Level 4 certification in the second certification program they will receive a second incentive equal to (1) pay step within this classification.

4. Employees as per points 1 and 2 who are at the top step in their applicable classification and achieve the incentive will move to the top step of the next higher pay grade. For those employees in Water and Sewer Construction who achieve the second incentive as per point #3 of this LOU and are at the top step of the next higher pay grade will be paid the top step of the next higher pay grade.
5. On any promotion into a higher level position or if an employee moves to a position that certification is not required, the incentive step is removed except where the employee comes into the position with the appropriate certification level for incentive. Upon retirement, resignation or dismissal the incentive step is removed in the calculation of any vacation and/or sick leave payout.
6. Employees may voluntarily choose to attain certification levels beyond what is outlined in the above incentives however they will not receive additional incentives above what is outlined in points 1 through 3 above until they are acting in or permanently occupy the corresponding position within local 21.

This letter of understanding becomes effective March 22, 2011 and shall remain in force and effect until either party serves the other with thirty (30) calendar day's written notice to terminate the provisions contained herein.

Signed this 14th day of March 2011.


On behalf of the City of Regina


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