

LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF REGINA

AND

CUPE LOCAL 21

Re: Ten (10) 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 10 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 shall be scheduled to work four (4) consecutive 10 hour days per week and 40 hours during a one (1) week period under the following conditions:

- 1.1 Employees would receive an unpaid earned day off in every one week period;
- 1.2 The earned day off would be scheduled adjacent to the employee's day off and day of rest and predetermined on a yearly basis wherever possible; and
- 1.3 There shall be no banking of earned days off except under special circumstances and with the approval of the Director of the Department.

2. Overtime

All regular 10 hour days shall be paid at straight time. Any hours worked beyond a regular 10 hour day or beyond 40 hours in a one (1) week period will be paid at overtime rates in accordance with the Collective Agreement (ie double time for permanents and time and one half for casuals).

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 holiday premium rates in accordance with the Collective Agreement.

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

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 on a scheduled day of work, they will be paid for 10 hours. Statutory holiday hours pay will count towards the employee's overtime calculation.

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 the statutory holiday at straight time for such occurrence.

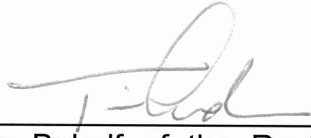
Casual employees will be paid in accordance with the *Saskatchewan Employment Act*.

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