

LETTER OF UNDERSTANDING**BETWEEN****THE CITY OF REGINA****AND****Regina Civic Members' Union CUPE Local 21**

Re: Dirty Work Pay for Sewer & Drainage Operations Branch

CUPE Local 21 and the City of Regina Agree that the following terms and conditions shall be applicable to employees of the Sewer & Drainage Operations Branch when working in certain jobs outlined below.

Nothing in this Letter of Understanding shall be construed as altering the existing and/or obligations of either party under the provisions of the Collective Bargaining Agreement (CBA) except as specified.

This Letter of Understanding was developed to establish the definition of dirty work performed, to be validated/approved by the Supervisor, Field Operations, Supervisor, Lift Station Operations, Coordinator, Water & Sewer Programming, Manager, Sewer & Drainage Operations, or designate. For this purpose, recognized Dirty Work will be defined as follows:

1. Work involving the cleaning out of domestic sewers, manholes, mains, and connections.
2. Work involving significantly contaminated storm systems.
3. Work at the sewage pumping stations.
4. Work where employees are encountering live sewage while working on a service connection.
5. Work where the majority of the employees assigned task is spent interacting directly with contaminants (excrement/fecal matter (human or otherwise), or any bodily fluids (blood, vomit, urine, etc.), diapers, or obnoxious biohazards (hypodermic needles, etc.)).

Dirty Work Pay

Sewer & Drainage Operations (SDO) Branch employees involved in the work listed above will be allowed to claim for the actual duration of the time taken to complete the work.

SDO Work and/or Jobs	Work Eligible for Dirty Pay	Applicable CBA Article and/or Notes
CCTV Camera Operator	Working with contaminated equipment while working on a service connection. (wastewater sewer – main or line to house).	Article 19.6.5 "... employees when encountering live sewage while working on a service connection..."
Crew Lead – Sewer Top Repairs	Working on a service connection. (wastewater sewer – main or line to house).	Article 19.6.1 "...cleaning out of sewers, manholes, mains and connections..."
Electrician/Instrumentation	Working in a domestic lift station wet well or dry well when	Article 19.6.4.1 and 19.6.4.2 "Working inside the ...wet wells";

	interacting directly with contaminated equipment.	"Working inside the inlet chamber at the sewage pumping station."
Industrial Mechanics	Working in a domestic lift station wet well or dry well when interacting directly with contaminated equipment.	Article 19.6.4.1 and 19.6.4.2 "Working inside the ...wet wells"; "Working inside the inlet chamber at the sewage pumping station."
Lead Operators	Working in a domestic lift station wet well or dry well when interacting directly with contaminated equipment.	Article 19.6.4.1 and 19.6.4.2 "Working inside the ...wet wells"; "Working inside the inlet chamber at the sewage pumping station."
Lift Station Supervisor	Working in a domestic lift station wet well or dry well when interacting directly with contaminated equipment.	Article 19.6.4.1 and 19.6.4.2 "Working inside the ... wet wells..."; "Working inside the inlet chamber at the sewage pumping station."
Operators	Working in a domestic lift station wet well or dry well when interacting directly with contaminated equipment.	Article 19.6.4.1 and 19.6.4.2 "Working inside the ...wet wells"; "Working inside the inlet chamber at the sewage pumping station."
Sewer Jet Operators & their Skilled Labourer helper	Working on a service connection. (wastewater sewer – main or line to house).	Article 19.6.1 "...cleaning out of sewers, manholes, mains and connections..."
Sewer Service Connection Servicing (Trouble Trucks)	Working with contaminated equipment while working on a service connection. (wastewater sewer – main or line to house).	Article 19.6.1 "...cleaning out of ... connections..."
Sewer Top Repairs	Interacting directly with contaminants	Article 19.6.1 "...cleaning out of sewers, manholes, mains and connections..."
Skilled Labourers (Lift Station Operations)	Working in a domestic lift station wet well or dry well when interacting directly with contaminated equipment.	Article 19.6.4.1 and 19.6.4.2 "Working inside the ...wet wells"; "Working inside the inlet chamber at the sewage pumping station."
Source Control Inspector	Interacting directly with contaminants	Article 19.6.1 "...cleaning out of sewers, manholes, mains and connections..."
Source Control Skilled Labourer	Interacting directly with contaminants	Article 19.6.1 "...cleaning out of sewers, manholes, mains and connections..."
Water & Sewer Construction Pipelayer	Working on a service connection. (wastewater sewer – main or line to house).	Article 19.6.5 "... employees when encountering live sewage while working on a service connection..."

All staff	Work involving significantly contaminated storm systems.	
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Terms of Agreement

This Letter of Understanding becomes effective at the date of signing and shall remain in force and effect until either party serves the other 30 calendar days written notice to terminate the provisions contained herein. The parties agree this will be tabled for negotiation at the next round of bargaining.

Signed this 03 day of February, 2026.



On Behalf of the City of Regina



On Behalf of the Regina Civic Members' Union – CUPE
Local 21

Alex Eskra

Printed Name

TYLER HUTCHINSON

Printed Name