

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA CIVIC MEMBERS UNION, CUPE LOCAL 21

Re: Full-time President - Cost Sharing Arrangement

The City of Regina and the Regina Civic Members Union Local #21 agree that the elected Union President Tyler Hutchinson shall take a leave of absence from his duties to assume the role as full-time Union President for the period June 11, 2025 - June 30, 2028. The City shall pay for thirty-five (35%) the cost of the regular wages (based on Step 2 the Casual Labourer hired after January 1, 2006 rate of pay) and benefits and the union shall pay sixty-five percent (65%) of the costs. This hourly rate of pay may be adjusted by any permanent promotions awarded to the employee during the LOU. Any 'top-up' provided by the Union to the President shall not be cost-shared by the City. The manner of cost sharing will occur as follows:

- The City agrees to continue in force payment of regular salary and the Union agrees to reimburse the City for its portion of the cost at the rate of 120% of the regular wage. Invoicing will be done on a monthly basis.
- The Union agrees to reimburse the City for 65% of the value of any outstanding vacation liability. Liability will be calculated by considering accrued time during the period June 11, 2025 – June 30, 2028, less time taken during the same. Invoicing will occur and be payable in July 2028.

This Letter of Understanding shall be in effective for the period June 11, 2025 - June 30, 2028 and is only applicable to the above-named elected President.

Signed this 10th day of July, 2025.

Maria Burns

On Behalf of the City of Regina (please print)

Maria Burns

On Behalf of the City of Regina

TYLER Hutchinson

Regina Civic Members Union Local #21 (please print)

Tyler Hutchinson

Regina Civic Members Union Local #21