

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA CIVIC MEMBERS' UNION, CUPE LOCAL 21

RE: APPRENTICESHIP PROGRAM – FLEET MAINTENANCE

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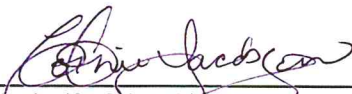
The City of Regina, Fleet Maintenance and the Union recognize the value of training to both the apprentice and the organization.

The following terms and conditions shall be applicable to Apprenticeship Program in Fleet Maintenance, which covers both Heavy and Light Fleet. Nothing in this Letter of Understanding shall be construed to altering the existing rights and/or obligations of either party under the provisions of the Collective Bargaining Agreement except as specified.

1. All individuals wishing to be considered for Apprenticeship in Fleet Maintenance will be required to first secure employment in a Tradesperson 1 position in Fleet Maintenance. The selection process for a Tradesperson 1 position will consist of the following:
  - a. The applicant must meet the minimum educational requirements
  - b. The Applicant must successfully pass ACCUPLACER ® Testing as administered by Saskatchewan Polytechnic (cost will be the sole responsibility of the applicant and is not reimbursable), if applicable.
  - c. The most qualified applicant who possesses the necessary qualifications shall be selected.
2. The Tradesperson 1 positions are designed only for employees who wish to progress to the apprenticeship program.
3. The hours accrued during the Tradesperson 1 position shall not be included towards the probationary period for the apprenticeship position.
4. Employees in the Tradesperson 1 permanent position shall serve a probationary period of twelve (12) months in which to demonstrate their capability to perform the duties of the position. If an employee does not prove themselves capable of performing the duties of the position, they shall revert to their home position (if applicable) without prejudice.
  - a. By mutual agreement between the Manager, Fleet Maintenance and the Union, the probationary period may be extended or reduced.
5. Once an apprenticeship opportunity arises, it will first be offered to the most senior Tradesperson 1 employee. If all the Tradesperson 1 employees decline the apprenticeship opportunity, the Manager, Fleet Maintenance shall appoint another candidate from the applicant pool based on overall suitability for the position.

This Letter of Understanding becomes effective immediately upon signature of both parties and shall remain in full force and effect.

Signed this 28<sup>th</sup> day of NOVEMBER 2025.

  
On behalf of the City of Regina

Cortnie Jacobson  
Printed Name

  
On behalf of Regina Civic Members' Union,  
CUPE LOCAL 21

TYLER HUTCHINSON  
Printed Name