

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION CUPE LOCAL 21

**Re: Full-time President – Cost Sharing Arrangement**

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The City of Regina and the Regina Outside City Workers' Union Local #21 agree that the elected Union President Laird Williamson shall take a leave of absence from his duties to assume the role as full-time Union President. The City shall pay for half the cost of the regular wages and benefits and the union shall pay half the costs. 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 50% of the value of any outstanding vacation liability. Liability will be calculated by considering accrued time during the period March 12, 2021 – March 11, 2022, less time taken during the same. Invoicing will occur and be payable in April 2022.

This Letter of Understanding shall be in effective for the period March 12, 2021 – March 11, 2022 and is only applicable to the elected President.

Signed this 19 day of APRIL, 2021.

Maria Burns  
On behalf of the City of Regina (please print)

LAIRD WILLIAMSON  
Regina Outside City Workers' Union Local #21  
(please print)

  
On behalf of City of Regina

  
Regina Outside City Workers' Union Local #21