

**Letter of Understanding****Between****The City of Regina****And****Regina Civic Members' Union - CUPE Local 21****RE: Water Distribution & Wastewater Collection Services – Certification Program Incentive**

The City of Regina and the CUPE Local 21 agree that the following will apply to employees working within water and sewer operational areas at the City of Regina.

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. The above-mentioned staff will receive the applicable incentive when they achieve the relevant certification outlined in the table below for their designated operating area (Water Distribution or Wastewater Collection) from the Saskatchewan Operator Certification Board.

**Certification Table**

<b><i>Operating Area</i></b>	<b><i>Certification</i></b>	<b><i>Incentive</i></b>
Water Distribution	WD2	\$0.75/hr.
Water Distribution	WD3	\$1.50/hr.
Water Distribution	WD4	\$2.25/hr.
Wastewater Collection	WWC2	\$0.75/hr.
Wastewater Collection	WWC3	\$1.50/hr.
Wastewater Collection	WWC4	\$2.25/hr.

2. If an employee has received an incentive due to certification and moves out of the relevant operating area, or does not maintain the certification, the incentive is removed.
3. Incentives will be added to an employee's pay and treated as regular pay for all salary administration and payroll purposes, including pension calculations and future payments.

This Letter of Understanding becomes effective on the date of signing and shall remain in effect until either party serves the other with thirty calendar days' written notice to terminate the provisions contained herein.

Signed this 17 day of October 2022.

Mandy McGregor

On behalf of the City of Regina (Print Name)

*M. McGregor*

On behalf of the City of Regina (Signature)

*GILD WICKHAMSON*

On behalf of the Regina Civic Members' Union – CUPE  
Local 21 (Print Name)

*[Handwritten Signature]*

On behalf of the Regina Civic Members' Union – CUPE  
Local 21 (Signature)