



P.O. Box 151
Saskatoon SK
S7K 3K4

October 4, 2013

NOTICE TO END PAST PRACTICE

Marno McCinnes
Manager, Labour Relations
City of Saskatoon

Dear Mr. McCinnes

Re: Notice to end past practice

Saskatoon Civic Middle Management Association (SCMMA) hereby gives notice that effective immediately, it will end its past practice of agreeing to damages of one month per year of service in instances in which the employer terminates a SCMMA member, and intends to seek compensation up to and including two months per year of service in appropriate situations. SCMMA reserves the right to grieve hereafter should the employer not make such payments on dismissals of SCMMA members.

Please do not hesitate to contact the writer should you wish to discuss this further.

Yours truly,

A handwritten signature in black ink that reads "Roger Bradley". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Roger Bradley, P.Eng
President, SCMMA