

## LETTER OF UNDERSTANDING

between

### THE SASKATOON CIVIC MIDDLE MANAGEMENT ASSOCIATION

(hereinafter referred to as "The Union")

and

### THE CITY OF SASKATOON

(hereinafter referred to as "The City")

#### Re: Engineering Underfills

Notwithstanding the Collective Agreement between the parties,

**WHEREAS;** the Parties are aware of a practice that dates back to January 1, 2010, where, as a result of the difficulties recruiting and retaining qualified engineers in 2010 the parties entered into an unsigned agreement for new engineer progressions;

**WHEREAS;** the Parties have negotiated a "threshold" or "sufficient ability" hiring or promotion clause in their collective agreement;

**WHEREAS;** the Parties acknowledge that the application of this unsigned practice may not have been consistent in the past; it is the Parties' desire to develop a clearly defined process for hiring "underfill" engineer vacancy. and;

**WHEREAS;** the Parties agree that this practice and LOU will become null and void with the expiry of the current collective agreement at which time the parties can renegotiate terms if the parties agree that there is still difficulties hiring qualified engineers.

#### **The City and the Union agree to the following:**

Engineers who are hired into a position and do not meet the required qualifications will be underfilled at one lower grade than the position. They will receive increments in the lower grade level till they reach the maximum of that range and stay at that salary until they receive their professional engineering designation.

If they are in the qualified range, they will receive a 3% increase upon written notification that they have been accepted as a professional engineer from the Association of Professional Engineers and Geoscientists of Saskatchewan (A.P.E.G.S.). Their anniversary date for increments will not change.

If they are not in the qualified range, they will receive 3% or base of qualified range, whichever is greater upon written notification from (A.P.E.G.S.).

Recent College of Engineering graduates who are hired into a position with no experience will be paid at 5% lower than the bottom of the lower grade. Upon completion of one year of service, they will move to the first step of the lower grade position.

Agreement is without prejudice and will not be used, produced or referred to by either party on behalf any employee in any future grievance, arbitration or any other matters undertaken by the parties subsequent to this date, except for the purposes of enforcing this Agreement or renegotiation.

Signed this 26 day of August, 2019

For The City of Saskatoon



Robert Kirby  
Labour Relations Manager

For SCMMA



Scott Theede  
SCMMA President