LETTER OF UNDERSTANDING
BETWEEN THE CITY OF WINNIPEG AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500

RE: SPECIAL WAGE ADJUSTMENTS #2

1. The City shall allocate the sum of one million dollars ($1,000,000.00), which shall be utilized to increase regular rates of pay of the following job classifications, effective January 1, 2024:

   a) 311 Customer Service Representatives
   b) Instructor Guards
   c) Recreation Technicians B/C
   d) Library workers
   e) and any other classification mutually agreed to between the parties.

2. A Working Group, consisting of two representatives from each of the parties, shall commence meeting after ratification of the new Collective Agreement and shall endeavour to reach agreement on how the one million dollars ($1,000,000.00) shall be distributed among the above noted classifications to effect increases in their rates of pay.

3. If the Working Group is unable to agree on how the one million dollars ($1,000,000.00) will be distributed within six months of commencing its work, they agree to appoint a sole arbitrator who shall be responsible for resolving the matter. The parties may, by mutual agreement, extend the time for the Working Group to complete its work.

4. At the arbitration, each party shall be entitled to make such presentations to the Arbitrator as it deems appropriate as to what job classification(s) ought to receive a special wage adjustment from the one million dollars ($1,000,000.00) remaining, once any agreed to distributions have been taken into account. After hearing such submissions, the Arbitrator shall render their decision on a special wage adjustment to such classification(s) as the Arbitrator deems appropriate. The decision of the Arbitrator shall be final and binding on the parties.

5. Each party shall be responsible for its own expenses. Expenses and fees of the Arbitrator shall be shared equally by the parties.

6. All increases to regular rates of pay, whether by agreement between the parties or as determined by the Arbitrator shall be effective retroactive to January 1, 2024 and shall be added to whatever regular rates of pay is applicable to those classifications as of that date.

AGREED THIS DATE: December 15, 2022

Allan Beach, for the Negotiating Committee of The City of Winnipeg

Alex McClurg, ~~for the~~ Negotiating Committee of The Canadian Union of Public Employees, Local 500