LETTER OF UNDERSTANDING #4

BETWEEN

THE MUNICIPALITY OF CROWSNEST PASS

AND

CUPE LOCAL 812

Re: Article 10.03 Overtime and Utility Operator II banking hours increase

Current
10.03
No employee shall be required to take time off in lieu of overtime but may do so at the applicable overtime rate. Fulltime Employees may accumulate a total of eighty (80) hours for outside employee and seventy (70) hours for an inside employee per calendar year and may take these days as the work schedule permits. However the balance of the overtime bank account as of the last pay period of the payroll year shall be paid out

New Language Agreed

No employee shall be required to take time off in lieu of overtime but may do so at the applicable overtime rate. Fulltime Employees may accumulate a total of eighty (80) hours for outside employee, **except Utility Operator II** and seventy (70) hours for an inside employee per calendar year and may take these days as the work schedule permits. However the balance of the overtime bank account as of the last pay period of the payroll year shall be paid out

Due to the additional hours worked for on call coverage in the Utilities department, employees in the Utility Operator II classification will have the ability to bank up to 160 hours annually.

Signed on Dec. 12, 2025.

On behalf of the Employer

On behalf of the Union