

Letter of Understanding
between
The PHS Community Services Society
(Hereinafter referred to as "the Employer")
and
Canadian Union of Public Employees, Local 1004
(Hereinafter referred to as "the Union")

RE: Maintenance Worker II Rate of Pay

This Agreement is made without prejudice and without precedent to the interpretation or application of the Collective Agreement, or any other agreements between the Parties, or to any similar dispute between the Parties.

The Parties have met and agree to the following terms:

1. All Maintenance Worker II employees shall be paid a rate of \$35.88/hour.
2. The Parties agree to amend Schedule A – Wages accordingly and shall do so at the next round of Collective Bargaining.
3. The Parties agree that the Maintenance Worker II rate shall not be less than \$35.88/hour in the next Collective Agreement.
4. This Letter of Understanding shall remain in force until the Parties ratify a new Collective Agreement.

The Employer and Union agree that these terms represent the full and final resolution of all matters addressed in this Letter of Understanding. No new grievances or complaints of any kind shall be filed concerning them, save and accept to enforce the terms of this Agreement.



On behalf of the Union

10/01/19
Date DD MM YY



On behalf of the Employer

10/01/19
Date DD MM YY

