

November 5, 2021

Ryan Graham, President
Canadian Union of Public Employees, Local 2011
#104, 3301 Douglas St.
Victoria, B.C. V8Z 3L2

Dear Mr. Graham:

**Re: Notice of Estoppel
Article 1:14 Continuous Operations**

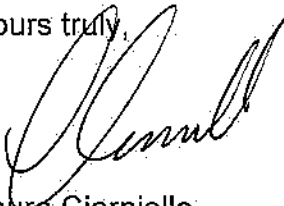
Please be advised that upon the signing of a new Collective Agreement the District of Saanich will be adjusting its mixed practice and will be reverting to the plain language of the collective agreement regarding Article 1.14 Continuous Operations - defined as those facilities, services or functions that operate on a continuous basis or at times outside the normal work day (work shift).

The Employer is expanding the definition of work areas to be covered under Article 1.14 beyond the existing Recreation Division and Police Department to include:

- Community Services Division
- Water Division
- Sewer Division
- Parks Division
- Information Technology Division
- Traffic and road network Division
- Legislative Services Division
- Facilities Division
- Parking Enforcement

Additionally, Article 16.07 will be used for the scheduling of staff in these continuous operations.

Yours truly,



Laura Ciarniello
Director of Corporate Services

Cc Bargaining Committee