

MEMORANDUM OF UNDERSTANDING

Between

HALIFAX REGIONAL WATER COMMISSION (the Employer)

And

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 227 (the Union)

WHEREAS the Employer has recognized a need within the organization to create a "Lead" position in various classifications that is different from the position of a Sub Foreman in the Metering and Construction roles but still requires the leadership skills that is required for the Sub Foreman positions;

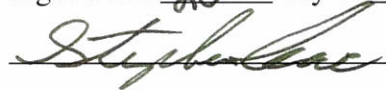
AND WHEREAS the use of the role of Lead is new, any additional positions will be brought to the Union for discussion prior to going through the JJE process;

AND WHEREAS the intent of the Employer is to fill these positions from within the bargaining unit wherever possible;

THEREFORE, the Employer and the Union agree that the following will be the process used in selecting a successful candidate in a 227-position identified as a 'Lead' position:

1. Lead position will be posted internally for 10 days per the collective agreement.
2. Candidates will be evaluated on the core minimum **qualifications** as stipulated in the job posting.
3. When there are candidates who possess the core minimum qualifications, the most senior of these will be interviewed for suitability based on established leadership criteria **as stated in the job description**. If they are successful in the interview (**meet the minimum threshold of 50%**) they will be awarded the position.
4. If they are not successful, or if they decline the position, the next most senior candidate who meets the core minimum **qualifications** will be interviewed for suitability using the same process as #3.
5. This process will continue until a suitable candidate has been identified.
6. In the event that no internal applicant meets the core minimum **qualifications** the employer may choose to interview those internal candidates most closely matching or post externally. The most qualified of these candidates will be offered the position.

Signed this 20 day of May, 2025:



For the Union



For the Employer