

Without Prejudice

Memorandum of Understanding

BETWEEN **Halifax Regional Water Commission (the 'Employer')**

- and - **CANADIAN UNION OF PUBLIC EMPLOYEES, Local 227
(the 'Union')**

- re: - **New Jobs**

- OT Cyber Security Technician
- Lead OT Technician
- Lead Industrial Electrician

The Parties agree as follows:

1. The new jobs and job descriptions of OT Cyber Security Technician, Lead OT Technician and Lead Industrial Electrician will be created to better reflect the required 227 work and duties in Technical Services.
2. These new positions will be added to the Collective Agreement between Halifax Water and CUPE Local 227. The Employees hired to fill these positions will have all the rights and benefits afforded to those Employees as per the Collective Agreement.
3. The new jobs of OT Cyber Security Technician, Lead OT Technician and Lead Industrial Electrician will be posted as permanent as per Article 17 and will be simultaneously posted internal/external, with internal candidates being evaluated first.
4. The OT Cyber Security Technician job does not require Standby and therefore, no HW truck will be provided. No regular, full-time access of an HW truck will be provided. The successful employee will be able to use a Halifax Water vehicle during work hours to go to remote locations or they may choose to use their vehicle and be paid mileage. If an internal candidate is successful, Standby will be phased out with agreed upon period if applicable and the candidate will maintain the use of their current use of a HW Truck until stand-by ceases.
5. The Lead OT (Operational Technology) Technician and Lead Industrial Electrician positions will remain on their Standby lists.
6. The final job descriptions were reviewed at the 227 job evaluation meeting.

Dated at the Halifax Regional Municipality, in the Province of Nova Scotia this day 20 of May, 2025.

Akendell
For the Employer

Stephen Shaw
For the Union