

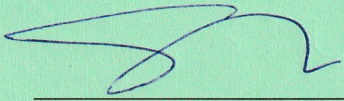
SIGN-OFF

18.13 New Employees

The City agrees to acquaint new employees with the fact that a Union agreement is in effect, and with the conditions of employment set out in the Articles dealing with Union Security and Dues Check-off. **New employees will be permitted to meet with the Union Representative during normal working hours at the employee's workplace within thirty (30) days of the commencement of employment, at a time mutually agreed to between the Union Representative and the Manager.**

Signed this 13 day of September, 2023.

BARGAINING REPRESENTATIVE
FOR THE CITY



BARGAINING REPRESENTATIVE
FOR THE UNION

