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City of Regina Corporate Services
Office of the City Manager & CFO

DEC 03 2013

Suite 601
1919 Saskatchewan Drive
Regina, SK
Canada S4P 4H2

November 29, 2013

Mr. Brent Sjoberg
Deputy City Manager & CFO
City of Regina
Queen Elizabeth II Court – 2467 Victoria Avenue
Regina, SK S4P 3C8

Dear Mr. Sjoberg:

**Re: Wastewater Treatment Plant Upgrade Project and Employee
Regina Civic Employees' Superannuation & Benefit Plan (the "Plan")
Registration No. 0268425**

Thank you for your letter of November 22, 2013, advising our office of the upcoming changes that will impact employees at the wastewater treatment plant as a result of using a public private partnership as the procurement model for the new facility.

In your letter, you note that *The Trade Union Act* and its successor act, *The Saskatchewan Employment Act* provide that a new entity will become the successor employer to the employees working at the wastewater treatment plant. You further note that the collective agreement and the City Bylaws that you referenced require the new entity to become a participating employer in the LTD Plan and the Regina Civic Pension Plan.

In light of the above statutory and contractual requirements governing the treatment of employees under a successor employer situation, there is nothing that would cause us to object to the new entity becoming a participating employer under the Plan or the LTD Plan.

If you have any questions, please do not hesitate to contact me at 306-787-7660 or at leah.fichter@gov.sk.ca.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Leah Fichter', with a stylized, cursive script.

Leah Fichter
Director, Pensions Division

cc: Jayne Krueger, Legal Council