

**LETTER OF UNDERSTANDING**

**WAGE PROTECTION**

The parties agree that no Employee who holds an appointment on the date that this Agreement comes into effect shall be subject to any reduction in their wage as a result of the implementation of the Agreement. These Employees shall retain their wage protection for as long as their wage is greater than that which is provided for in the Agreement, and until they accept an appointment in a different position (different job title and/or Hiring Unit) or they have a break in employment of more than four (4) months. These Employees shall still be entitled to all provisions as set out in this Agreement.