

LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF REGINA

AND

CUPE LOCAL 21

Re: Casual Employee Winter Employment (Pilot Project)

CUPE Local 21 and the City of Regina agree that the following terms and conditions shall be applicable to CUPE Local 21 employees who get laid off for the winter season.

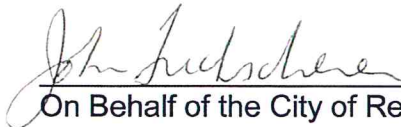
Nothing in this letter of understanding shall be construed as altering the existing rights and/or obligations of either party under the provisions of the Collective Bargaining Agreement and the following rules will be applied:

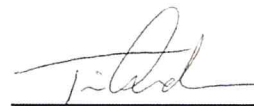
1. Branches will be required to exhaust their branch recall lists first;
2. The transfer list will not have any application to this opportunity;
3. If you participate in the Spare Board for the Rink Program you will forfeit your placement on this list;
4. Only staff who apply within the designated end date as identified in the Expression of Interest will be included in Program;
5. If you are offered a position/shift and you decline you will be moved to the bottom of the seniority list for this opportunity and will have to work your way back to your regular seniority placement by other employees declining offered shifts;
6. If you accept a placement/shift you will be required to work the entire length of the position as posted and only bid on additional positions that will start after your current placement ends;
7. In the event of an emergency, staff will be phoned for available shifts. If there is no answer it will not be deemed to be a decline however the caller will move on to the next employee according to seniority;
8. When there are shifts available that are not considered to be an emergency when the most senior employee is called they will have a maximum of 2 hours to confirm their availability;

9. If for some unforeseen occurrence an extension is required to complete a job the existing incumbent from this list can be extended for up to one additional day (24 hours). Extensions for longer than one day must be offered to the most senior employee that possesses the necessary skill on the list who isn't currently in an existing placement and the rules from point 4 to 7 will apply; and
10. All benefits, premiums, and other rights that casual employees currently receive will be in effect.

This Letter of Understanding becomes effective upon the date of signing between the parties and will remain in force and effect until April 30, 2018 or until either party serves the other with thirty (30) calendar days written notice to terminate the provisions contained herein. The Letter of Understanding will automatically end on April 30, 2018 and is subject to renewal for each subsequent year.

Signed this 22nd day of December 2017.


On Behalf of the City of Regina


On Behalf of the Regina Outside City
Workers, CUPE Local 21