

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' - LOCAL 21 CUPE

Re: Temporary Layoff & Redeployment of Employees During the Public Emergency

Temporary Layoff:

During the Public Emergency, layoffs due to temporary reduction in services will be managed in the following manner:

- 1) Casual employees in the Branch will be laid off in reverse seniority order, except where a casual employee has Critical Skills or training that cannot be practically replaced by another employee.
- 2) In an attempt to defer layoff, all employees will be asked to complete the electronic Critical Skills Inventory (CSI).
- 3) Redeployments of permanent staff will occur as follows, subject to the employee possessing the skill and ability to perform the work:
 - a. To a vacant permanent position in the department;
 - b. To a casual position in the department;
 - c. To a vacant permanent position in the bargaining unit;
 - d. To a casual position in the bargaining unit.
- 4) Permanent employees who cannot be redeployed will be laid off in reverse bargaining unit seniority order.
- 5) Permanent employees who are redeployed will be paid their home rate of pay.
- 6) If an employee is redeployed to a classification superior to their home position they shall be paid in accordance with Schedule A / Article 19 within the Collective Agreement.

Staffing:

During the Public Emergency, staffing needs will be addressed in the following manner. All assignments are subject to the employee possessing the skill and ability to perform the work:

- 1) Permanent employees within the bargaining unit without adequate workloads will be redeployed in accordance with the temporary layoff procedures (as listed above);
- 2) Casual employees who have been laid off from the Branch where the available work exists will be recalled in order of Branch seniority;
- 3) Casual employees who have applied for transfer as per Schedule B(10) via the transfer list will be recalled in order of seniority;
- 4) Casuals from the bargaining unit will be recalled in order of bargaining unit seniority.

- 5) The City of Regina shall submit in writing to the Union an inclusive list of employees that are to be redeployed along with their employee number, current Branch and classification, future Branch and classification, and rationale for the redeployment.

This Letter of Understanding (LOU) shall be in effect until the Public State of Emergency is removed or until August 31, 2020, whichever comes first.

Upon conclusion of this Letter of Understanding (LOU) all employees shall return to their home Branches and all required casual employees shall be recalled, in accordance with Schedule B / Article B5 of the Collective Agreement.

The purpose of this Letter of Understanding (LOU) is to maintain as much meaningful, critical, and safe work for the members of Local 21 as possible, while balancing the interests of the public and the members at large.

The specific provisions contained herein may be amended by mutual agreement or terminated by serving thirty (30) days written notice to either party.

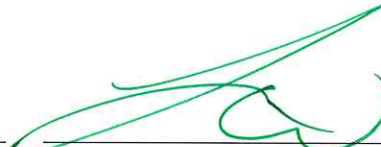
Seniority:

The parties mutually agree that Schedule A / Article 9.3.5 and Schedule B / B4.2.6 within the Collective Agreement shall not apply to employees who were not eligible for recall due to the Public Emergency or are laid off for periods exceeding twelve (12) months.

Signed this 29 day of APRIL, 2020 at Regina, Saskatchewan.



Signature on behalf of the City of Regina



Signature on behalf of the Regina Outside City Workers, Local 21 CUPE

MARCO DEIANA

Printed Name

GARRY WILLIAMSON

Printed Name