

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' - LOCAL 21 CUPE

Re: Article 8 – Grievances and Dispute Resolution - Pilot Language

The City of Regina and Local 21 CUPE recognize an opportunity to streamline the grievance process. As Article 8.1.5 within the Collective Agreement allows for grievances to be heard at Step Two (2) by mutual agreement, the parties agree to pilot the following approach to grievance management:

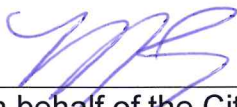
If the Union has met with the out-of-scope manager responsible for the operating area to discuss the alleged complaint(s) as part of the informal process and a satisfactory resolve could not be achieved, the parties agree that the Union may bypass Step One (1) and advance the grievance to Step Two (2) as outlined in the Collective Agreement.

It is acknowledged that to make this pilot successful, the informal process as outlined in Article 8.1.2 of the Collective Agreement shall be adequately utilized. This pilot shall remain in effect until December 31, 2021, at which point the parties shall meet to discuss its effectiveness.

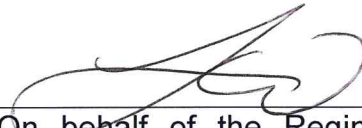
This Letter of Understanding (LOU) becomes effective on the date of signing and shall remain in force and effect until the sooner of:

- 1) the end date of the pilot, or
- 2) either party serving the other with thirty (30) calendar days' written notice to terminate the provisions as contained herein.

Signed this 5th day of November, 2020.



On behalf of the City of Regina



On behalf of the Regina Outside City Workers' Local 21 CUPE

Maria Burns

Printed Name

Gill Williamson

Printed Name