

LETTER OF UNDERSTANDING

BETWEEN:

THE CITY OF REGINA

AND

CUPE LOCAL 21

Re: Parks Maintenance Branch – Transfer Between Districts


In an effort to accommodate any transfer requests from senior casual labourers within the Parks Maintenance Branch, the City of Regina and CUPE Local 21 agree that a pilot project will take place in 2020. Details of this pilot project are as follows:

1. Prior to recall in Spring 2020, the twenty (20) most senior casual labourers within the branch, as part of their recall package, will be eligible to state in preferential order which districts they would like to work in for the upcoming season.
2. Management will review these preferences and will consider granting a transfer to a different district after having taken into consideration operational requirements, the various training that each employee has received, whether the transfer will create an undue hardship for other staff within the district, and any other factor that could create an imbalance within the districts.
3. Remaining casual labourers will be recalled to the district they worked in during the previous season where possible, recognizing that some employees may need to be recalled to a different district as a result of the transfer outcomes of the twenty senior labourers.
4. After the Spring 2020 recall process is complete, management will inform Local 21 of the number of transfer requests received and the number granted. Management will also inform Local 21 of the rationale for not granting any transfer requests received.

This Letter of Understanding becomes effective the date of signing and shall remain in force and in effect until either party serves the other with thirty (30) days' written notice to terminate the provisions contained within.

Signed this 5th day of February 2020.


On Behalf of the City of Regina


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