

November 28, 2025

**Without Prejudice and Without Precedent**

Tyler Hutchinson  
President  
Regina Civic Members' Union, Local 21

**Sent Via Email:** [local21@regina.ca](mailto:local21@regina.ca) and [recordingsec@local21.ca](mailto:recordingsec@local21.ca)

Dear Tyler:

RE: Proposed Grievance Resolve – G24.011.L21 – Attendance Support Program

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In response to the above-noted grievance, the employer is prepared to make the following offer on a without prejudice and without precedent basis to resolve this matter:

1. The City agrees to not terminate a Local 21 employee under the attendance support policy if their non-culpable sick usage is less than fifteen (15) days in the proceeding twelve months.
2. The City agrees that any formal meetings with a Local 21 employee in stage 3 or higher of the attendance support program shall include Local 21 union representation.
3. There is no admission of liability on the employer's behalf.
4. The grievance is considered fully resolved and the CUPE Local 21 further agrees and covenants that it will not and may not refile the grievance in any form.
5. This will remain in force and in effect until either party serves the other with thirty (30) calendar days written notice to terminate the provisions as contained herein with appropriate rationale for doing so. Reasons for doing so may include, but are not limited to, a change in provincial or federal legislation relating to sick leave for employees. In such a situation, both sides agree to discussions in good faith to reach an acceptable resolution in relation to any changes, interpretations, or otherwise, to the Attendance Support Program.

Upon concurrence from Local 21, the employer will proceed with enacting the details of this resolve and this matter will be considered closed.

Sincerely,



Tony Petrulias  
Human Resources Business Partner