

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION, LOCAL 21

Re: Administration of Discipline

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 except as specified.


The Union agrees that for alleged infractions related to:

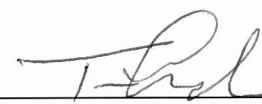
- Smoking in City of Regina vehicles or facilities,
- Failure to wear personal protective equipment (PPE),
- Failure to wear a seatbelt while operating City of Regina vehicles and equipment, and
- Use of a handheld cellphones while operating City of Regina vehicles and equipment.

Management may proceed with investigative and disciplinary meetings without union representation present. Any disciplinary letters given to employees in these situations will direct employees to talk to the Union if they have any questions.

This Letter of Understanding becomes effective upon the date of signing and will remain in force and in effect until either party serves the other with 30 calendar days' written notice to terminate the provisions as contained herein.

Signed this 2nd day of NOV. 2016.


On Behalf of the City of Regina


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