

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION, LOCAL 21

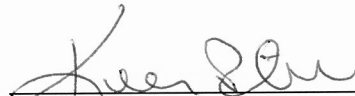
Re: Administration of Discipline – Aquatics Inservice

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 when discipline associated with Aquatics Inservice infractions is a verbal warning or a written reprimand, it will be administered by providing a disciplinary letter to the employee. Neither an investigative meeting nor a disciplinary meeting will be scheduled. 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 26th day of Oct 2016.



On Behalf of the City of Regina



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