

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

CUPE LOCAL 21

Re: Peak Season - Permanent Employees
Roadways and Transportation Department, Citizen Services Division
Roadways Seasonal Operations Branch

The City of Regina and the Civic Employees Union Local #21 agree that the following clauses shall be specific to only permanent employees in the Roadways Seasonal Operations branch.

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.

1. Outside of winter operations, management will assign permanent employees in the Roadways Seasonal Operations (RSO) branch to work in the branches of Roadways Capital Operations (RCO) and Roadways Maintenance Operations (RMO), or to remain in the RSO branch.
2. During the upcoming summer operations season, "peak season" shall be from Monday, April 27, 2020 to Thursday, October 16, 2020, or as mutually agreed otherwise. In subsequent years, "peak season" dates will approximate the dates used in 2020.
3. During "peak season" the RSO, RCO, and RMO branches will be broken down into the following work units:
 - Asphalt Maintenance (*Pothole Repair, Utility Cut Reinstatement, Asphalt Distress Repair*)
 - Concrete Maintenance (*Utility Cut Reinstatement, Trip Hazard Mitigation, Spot Concrete Repair*)
 - Asphalt Construction (*Cold Planing, Paving*)
 - Concrete Construction (*Slip Form Pouring, Full Block Concrete Repair*)
 - Alley Reconstruction (*Paved Alley Reconstruction, Gravel Alley Refresh*)
 - Seasonal Roadway Operations (*High-Grade Road Grading, Gravel Alley Maintenance, Summer Street Sweeping, Bridge Washing*)
 - Landscape Trades (*Utility Cut Reinstatement, Capital Landscape Repairs, Hard Scape Installs*)
 - Asphalt Production and Materials Engineering (*Asphalt Plant Operations, Granular Materials Yard Operations, Materials Testing Lab Activities,, Materials Yard Scale Activities*)

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4. During "peak season" these work units will be considered to be branches for the sake of determining superior duty assignment and administering other provision in the collective bargaining agreement.

5. The intent of this Letter of Understanding is for work assignment and is not intended to extend to training opportunities. Training opportunities will be provided on the basis of expression of interest and seniority in the home branch. These opportunities will be offered at the discretion of the branch and based on operational need. Work equipment training and supervisory training is considered to be special training as outlined in Article 20 of the Collective Bargaining Agreement.


6. Terms of Agreement

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

Signed this 10 day of FEBRUARY, 2020.


Signature On behalf of the City of Regina

MARCO DEIANA
Printed Name


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

GILLIAN WILLIAMSON
Printed Name