

LETTER OF UNDERSTANDING

between

THE REGINA PUBLIC LIBRARY BOARD,
hereinafter called the "Employer",

-and-

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 1594,
hereinafter called the "Union"

COVID-19 Pandemic – Personal Sick Time for Childcare

1 Preamble

This Letter of Understanding is made Without Prejudice and Without Precedent to the interpretation or application of the collective agreement, or any other agreements between the Parties, or to any dispute between the Parties.

Due to the unprecedented circumstances arising from the COVID-19 pandemic, the parties agree to the following one-time exception for the use of personal sick leave.

2 Guiding Principles

The following principles shall apply during the term of this Agreement:

1. As there is no precedent for this situation and the situation remains fluid, the Parties recognized that things are likely to change, and the Employer will adapt and make decisions based on the information reasonably available at the time. Prior to any changes being made, the Employer shall communicate the details of those changes to the Union.
2. Unresolved disputes will be subject to the normal grievance procedure.
3. The Employer and the Union shall meet periodically to share updates with each other and address any concerns that may arise given this fluid situation.

3 Term of this Agreement

This Letter of Understanding shall expire on April 30, 2021 or earlier if the Public Health Order is lifted. The Letter of Understanding may be extended beyond April 30, 2021 by mutual agreement of the parties.

4 Authorization to use Personal Sick Time


1. Employees may be permitted to use up to ten (10) days of personal sick leave for the purpose of providing care or supervision to a child or children for whom they have primary responsibility if the child or children are required by the Saskatchewan Health Authority to be isolated due to COVID-19. This will not apply to self-monitoring situations, or situations arising from discretionary action (e.g. inter-provincial, or international travel, etc.).
2. The granting of this exceptional use of personal sick leave requires the approval of the Library Director's Office. Requests for leave are to be submitted to the Human Resources Office. Requests shall not be unreasonably denied.
3. This may only be used if they have exhausted their family sick leave credits from their bank entitlements.
4. Leave with pay taken in accordance with this Letter of Understanding and/or Article 16.08 shall not exceed a total of fifteen (15) days of leave in a calendar year.
5. The Employer may require documentation from a health professional or school official in support of requests for use of personal sick leave in these circumstances.
6. Any other requests for sick time would follow the usual provisions of the Collective Bargaining Agreement under Article 16 – Sick Leave.

5 Other

All other provisions of the Collective Agreement will continue to apply except as outlined in this Letter.

SIGNED this 25 day of ~~October~~ ^{NOVEMBER}, A.D. 2020

The Regina Public Library Board


Signed
SEAN QUINLAN
Name
BOARD CHAIR

CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 1594


Signed
Dale Mitchell
Name
President