

**LETTER OF UNDERSTANDING  
BETWEEN THE CITY OF WINNIPEG AND  
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 500**

**RE: EDUCATION, TRAINING AND STAFF DEVELOPMENT AND EMPLOYEE  
WELLNESS**

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The City and the Union jointly affirm that it is to the mutual benefit of the employer and the employee to improve the educational, training, and developmental opportunities, and general wellness of the workforce.

With respect to education, the City's primary responsibility is to provide clear direction to employees with respect to the skills necessary for the future, to provide meaningful opportunities for employees to develop those skills and to provide assistance to employees in achieving those skills. The primary responsibility of employees is to determine their personal developmental objectives, take advantage of the opportunities offered and make the necessary commitment to achieving those objectives.

With respect to wellness, both the City and employees have an obligation to enhance and improve employee wellness.

To this end:

1. The City will create an Education, Training, Staff Development and Employee Wellness Fund of two hundred and fifty thousand dollars (\$250,000) **[2016]** related to CUPE rated employees per year. A Joint Committee with equal representation from the City and Union shall discuss and implement initiatives with respect to education, training, staff development, and employee wellness. Such initiatives Education, training and staff development will include, but not be limited to:
  - a) problem solving, effective communication, and conflict resolution for union stewards and supervisory personnel;
  - b) the issues of respectful workplace, no harassment and no discrimination for all City/CUPE workplaces;
  - c) organizational requirements identified as priorities in the City's Human Resource Management Strategic Plan and the departmental business plan process;
  - d) training requirements associated with the redeployment of CUPE members affected by organizational restructuring/technological change;
  - e) new or expanded training programs that are in the interests of both the employees and the City;
  - f) researching and providing opportunities to improve and enhance employee wellness.
2. A Senior Steering Committee comprised of the Chief Administrative Officer and the President of CUPE, Local 500, shall be formed.
3. The Joint Committee shall formulate a plan for Education, Training, Staff Development and Employee Wellness that will be presented to the Senior Steering Committee prior to

September 30, 2015. The Plan shall be updated and a report presented to the Senior Steering Committee prior to September 30<sup>th</sup> of each year of the Agreement.

4. The Joint Committee will continue to support:
  - E-learning (Centre)
  - Essential Skills Program
  - Foremanship Program
  - Respectful Workplace Training
  - Scholarships
  - Employee Wellness
  
5. The Joint Committee will ensure funds are allocated to support the communication and administration of funded programs. This would include but not be limited to:
  - the preparation of pamphlets and brochures
  - CUPE membership surveys
  - special events
  - program evaluations
  - staffing costs to provide direct coordination and support to Joint Committee programs.
  
6. In the event of a disagreement within the Joint Committee, the matter will be referred to the Senior Steering Committee for resolution.

AGREED THIS DATE: July 19, 2017



ROBERT KIRBY, FOR THE NEGOTIATING  
COMMITTEE OF THE CITY OF WINNIPEG



ALEX MCCLURG, FOR THE  
NEGOTIATING COMMITTEE OF THE  
CANADIAN UNION OF PUBLIC  
EMPLOYEES, LOCAL 500