

Letter of Understanding

BETWEEN:
THE CORPORATION OF THE CITY OF VERNON
(the "City")
AND

THE VERNON CIVIC EMPLOYEES' UNION, LOCAL 626
(the "Union")

RE: SHIFT SCHEDULING: PART-TIME HOURLY AQUATIC STAFF

Whereas the City and Union have reviewed the nature and extent of employment related to the operation of the Aquatic Centre;

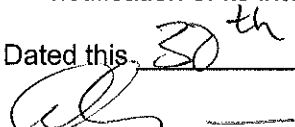
AND Whereas the City and Union have agreed that the hours of operation of the Aquatic Centre require shift scheduling beyond the Normal Work Day and Normal Work Week as set out in Article 13.01;


NOW THEREFORE, the parties agree as follows:

Shift scheduling of employees shall be drafted to meet the following requirements:

1. No period of work of less than two (2) hours duration shall be scheduled. In the event an employee is required for a period of less than two (2) hours, the employee shall nevertheless be paid for a full two (2) hours for that shorter period.
2. It is mutually agreed that split shift operations are to be avoided where possible; however, the nature of recreation duties is such as to necessitate recourse to this type of scheduling in a modified form:
 - a. No eight (8) hour period of scheduled work for outside employees shall spread over a period greater than twelve (12) hours.
 - b. No seven (7) hour period of scheduled work for inside employees shall spread over a period greater than twelve (12) hours.
 - c. No six (6) hour period of scheduled work shall spread over a period greater than eight (8) hours.
 - d. No four (4) hour period of scheduled work shall spread over a period greater than six (6) hours.
3. Where an employee is required to work a shift that has not been scheduled, it shall be by agreement with the employee and shall not be considered a condition of employment.
4. The Union agrees to promptly advise the City, in writing, of any concerns that arise in relation to the application or administration of this Letter of Understanding.
5. Either party may cancel this Letter of Understanding by providing not less than sixty (60) calendar days written notification of its intention to do so.

Dated this 30th day of MARCH, 2010


On behalf of the City of Vernon


CUPE, local 626
Vernon Civic Employees' Union