

Letter of Understanding

BETWEEN:

THE CORPORATION OF THE CITY OF VERNON

(the "City")

AND

THE VERNON CIVIC EMPLOYEES' UNION, LOCAL 626

(the "Union")

RE: STUDENT WORKERS - OUTDOOR POOLS

Whereas the Regional District of North Okanagan ("RDNO") has contracted out the Recreation Facility Management and Operation and the Delivery of Recreation Services (the "Services"), including the operation of the Lavington and Lakeview Outdoor Pools and the Polson Park Spray Pool (the "Facilities") to the City.


AND Whereas the City and Union have reviewed the nature and extent of employment related to the provision of the Services at the Facilities;

NOW THEREFORE, the parties agree as follows:

1. In order for the City to provide the contracted Services, the City will need to hire Lifeguard and Lifeguard/Instructors.
2. Notwithstanding Article 25.03(a) of the current Collective Agreement (the "Collective Agreement"), the parties agree that all Lifeguard and Lifeguard Instructors hired for the Facilities shall be hired as Student Workers: these Student Workers shall be employed pursuant to the terms set out in Article 25.03(b), (c) and (d) of the Collective Agreement.
3. The parties further agree that in order to accommodate the full operating season of these Facilities, the Student Workers may be hired between May 1 and Labour Day of each year.
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.

Dated this 29th day of September, 2009.


On behalf of the City of Vernon


CUPE, local 626
Vernon Civic Employee's Union