

Letter of Understanding

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

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

RE: ARENA ATTENDANTS – 10 HOUR SHIFTS

Whereas the Regional District of North Okanagan ("RDNO") has contracted out the Recreation Facility Management and Operation of the Wesbild Centre, Civic Arena, Priest Valley Arena and the Centennial Outdoor Rink (the Arenas) to the City (the Services);

AND Whereas the City and Union have reviewed the nature and extent of employment related to the operation of the Arenas;

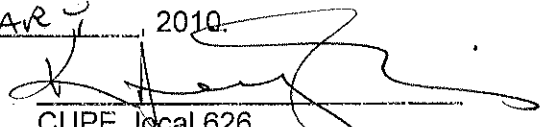
AND Whereas the City and Union have agreed that the hours of operation of the Arenas require shift scheduling beyond the Normal Work Day and Normal Work Week as set out in Article 13.01;

NOW THEREFORE, the parties agree as follows:

1. In order for the City to provide the contracted Services, Arena Attendants employed in the Arenas may be required to work a schedule of shifts which provide for a Ten (10) hour work day. Such shift schedule shall include three (3) consecutive days off.
2. All work in excess of ten (10) hours per day shall be paid for at time and one-half (1-1/2) the regular hourly rate for the first hour of overtime, and double the regular hourly rate thereafter. All time worked in excess of forty (40) hours per week shall be paid at double the regular hourly rate.
3. Both parties recognize that job opportunities should increase in proportion to length of service. Awarding of shifts will be made on the basis of seniority, provided the employee concerned possesses the necessary qualifications, skill, knowledge and ability to efficiently fill the job requirements.
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 3RD day of FEBRUARY, 2010.


On behalf of the City of Vernon


CUPE, local 626
Vernon Civic Employee's Union