

LETTER OF UNDERSTANDING

BETWEEN:

THE CORPORATION OF THE CITY OF VERNON

AND:

THE VERNON CIVIC EMPLOYEES' UNION, C.U.P.E. LOCAL 626

RE: PART TIME SENIORITY - RECREATION SERVICES AQUATICS STAFF

The parties hereto agree as follows:

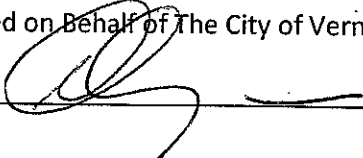
That with the operation and staffing of the Aquatic Centre with part time employees there exists an ongoing situation where given different circumstances including availability, staff can take anywhere from a few months to a few years to reach the 600 hours required to be entered on to the seniority list. In view of this and in order to create a more equitable system the following is agreed to.

The seniority date for part time Lifeguards, Lifeguard/Instructors and Instructors will be based on the date that an employee achieves their 600 hours. This date will then have 85 days deducted from it (600 hours / 7 hours per full time day = 85 days) and will be used to calculate an adjusted seniority date.

Aquatics staff that have already achieved their 600 hours and been added to the seniority list will be grandfathered into the system and their current seniority date will not change. Aquatics staff still in their probationary period after the signing and acceptance of this Letter of Understanding will have their seniority calculated using the new system.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signature hereto on this 23 day of April, 2009.

Signed on Behalf of The City of Vernon:



Signed on Behalf of The Union

