

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION CUPE LOCAL 21

Re: **Bathing Suit Allowance – Permanent and Casual Employees
Aquatics, Community Services, Community Planning & Development Division**

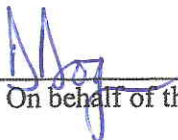
The City of Regina and the Regina Outside City Workers' Union Local #21 agree that the following clauses shall apply to employees in Aquatics as stated.

Nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the provisions of The Collective Bargaining Agreement except as specified.


1. Permanent and Casual Lifeguard/Instructors, after attaining 2080 hours of service will receive an annual \$60 bathing suit allowance paid during the first two weeks in January.
2. Following completion of 1040 hours of service during the current calendar year, Lifeguard/Instructors will be eligible to receive up to \$40 (cost shared 50% by the employee and 50% by the employer) to assist with the purchase of an additional bathing suit(s). Lifeguard/Instructors must verify that they have reached 1040 hours and provide their supervisor with an original receipt for the purchased bathing suit(s). Note that original receipts must be dated and provided, along with the claim form, prior to December 31 of the calendar and they must follow the corporate clothing guidelines. No carryover of bathing suit allowances are permitted.
3. Service is defined in accordance with Article 1(k) i.
4. Any alternative "in-water" attire (i.e. wet suit, neoprene warm-up shirt etc.) must be pre-approved by their Supervisor and will be reimbursed at the same rates as the bathing suits.

This Letter of Understanding becomes effective upon the date of signing by the parties and will remain in force and effect until either party serves the other with thirty (30) calendar day's written notice to terminate the provisions contained herein.

Signed this 31st day of Aug, 2012.



On behalf of the City of Regina



On behalf of the Regina Outside City Workers' Union, CUPE Local 21