

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA OUTSIDE CITY WORKERS' UNION CUPE LOCAL 21

Re: **Re-certifications – 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.

The City agrees to provide and/or reimburse Lifeguard/Instructors for the cost of re-certification as stated below:

1. Permanent and Casual Lifeguard/Instructors must be currently active and scheduled, or a current applicant for scheduling for lifeguard responsibilities. In case of limited space in re-certification courses offered by the City of Regina participation will be prioritized based on seniority of staff who are currently active and scheduled.
2. The re-certification must be through a program currently offered by the City of Regina or another approved outside provider.
3. If taking part in courses through an approved outside provider the Lifeguard/Instructor will receive reimbursement up to the same cost of an equivalent City of Regina program. Documentation of successful completion of the required recertification and a copy of the payment receipt are required.
4. Eligible courses are:
 - National Lifeguard Service
 - Water Safety Instructor
 - Lifesaving Society Instructor
 - Standard First Aid/CPR C/AED or equivalent
 - NLS Instructor
 - WSI Instructor
 - CPR and First Aid Instructor

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 days written notice to terminate the provisions contained herein.

*Letter of Understanding
Re: Re-Certification – Casual and
Permanent Employees
Aquatics, Community Services*

Signed this 31st day of Aug, 2012.

[Signature]
On behalf of the City of Regina

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