

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  
Parks, Recreation & Cultural Services Department**

The City of Regina and the Regina Outside City Workers' Union Local #21 agree that the following clauses shall apply to employees in the positions of:

- Casual/Permanent Lifeguard/Instructor I
- Casual/Permanent Lifeguard/Instructor II
- Casual/Permanent Aquatic Training Specialist

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. After attaining 2080 hours of service, employees will receive an annual \$100 bathing suit allowance paid during the first two weeks in January.
2. Following completion of an additional 1040 hours of service during the current calendar year, employees will be eligible to receive up to an additional \$40 (cost shared 50/50 by the employee and employer). Employees 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 1.14.1.
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 30 calendar days written notice to terminate the provisions contained herein.

Signed this 5 day of Nov, 2020

Maria Burns  
On behalf of the City of Regina (please print)

[Signature]  
On behalf of City of Regina

WILLIAMSON  
On behalf of the Civic Employees Union CUPE  
Local 21 (please print)

[Signature]  
On behalf of the Civic Employees Union CUPE  
Local 21