

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF REGINA

AND

REGINA CIVIC MEMBERS UNION, CUPE LOCAL 21

Re: Lifeguard Wages

The City of Regina and the Regina Civic Members Union Local #21:

- Acknowledge lifeguards are being asked to play a stronger role in delivering on community safety and well-being outcomes.
- Related to this, acknowledge that the job description of the Lifeguard/Instructor I & II, will include the administration of naloxone for employees 18 and older as part of their first aid duties (optional for anyone under the age of 18) once the City implements this.
- On a without prejudice or precedent basis agree that the parties will set aside consideration of whether this change represents a significant change to the job description and reclassify the rate of pay.
- Agree each lifeguard or employee working as a lifeguard will be required to take 150 hours of aquatic shifts per year unless they are on an approved leave of absence in accordance with the collective bargaining agreement or have written approval from the City. Hours will be calculated from June 1 – May 31 each year. Employees who have an approved leave of absence will have their expected hours prorated. Should this threshold not be met, the parties agree that it shall be deemed job abandonment and the employee will be terminated. Employees starting after September 1 will be exempt from this requirement until the following May 31.
- Employees who are not working as a lifeguard at the time of signing this LOU will be transferred to a casual recreation worker or cashier position without a loss of seniority. Only those in the lifeguard 'pool' may bid on aquatic shifts.
- Agree that the rate of pay shall be adjusted as follows (2021 rates):
 - Lifeguard/Instructor I - \$20.04
 - Lifeguard/Instructor II - \$21.04
 - Lead Guard - \$23.04
- Agree that this wage adjustment will become effective upon the date of the signing of this LOU and that wages will not be increased retroactively.


Signed this 12th day of March, 2023.

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

LAIRD WILLIAMSON
Regina Civic Members Union Local 21 (please print)



On behalf of City of Regina



Regina Civic Members Union Local 21