LETTER OF UNDERSTANDING #1

BETWEEN

THE MUNICIPALITY OF CROWSNEST PASS

AND

CUPE LOCAL 812

Re: Article 9.04- Hours of Work Community Services Operators

Current

9.04 For the period of August 16 to April 30th, the operation of many Recreation Facilities shall be on a seven (7) day basis, with normal work hours and shifts scheduled by the Employer.

Employees in Recreation Facilities shall have at least one (1) consecutive Saturday and Sunday off every second week and shall receive two(2) other consecutive days off each two (2) week period. Such, Employees whose hours of work commence prior to 7am or extend after 6pm shall be paid 9 hours regular pay for 8 consecutive hours, unless otherwise agreed by the Employee. Hours of work outside the period of August 1 to April 30 shall be as per Clase 9.02 Outside.

iii) The Employer agrees to:

1) Post schedules no later than Wednesday of the proceeding work week.
2) Schedules to rotate between days and evenings as equally as possible

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Trial

The parties agree to trial the proposed Community Services schedule for the 2024/2025 Winter beginning, September 14 and moving to 10-hour shifts starting October 12, 2024.

The proposed schedule is a collaboration that targets improving coverage and department, enhancing staff moral with no negative impact on service levels.

- **The Parties will trial 10-hour shifts totaling 80 hours biweekly.** ~~Employees in Recreation Facilities shall have at least one (1) consecutive Saturday and Sunday off every second week~~. **Employees will have one Saturday or Sunday off each week in their set of 3 days off.**

- ~~Such, Employees whose hours of work commence prior to 7am or extend after 6pm shall be paid 9 hours regular pay for 8 consecutive hours, unless otherwise agreed by the Employee.~~ **Employees will not be paid 9 hours instead of 8 for shifts that commence prior to 7am or after 6pm on the trial.**

- **All accruals and usage will be based on 10-hour days, including sick time, paid family and Emergency Leave, general holidays and vacation.**

- **Overtime will be paid on shifts that exceed 10 hours in accordance with Article 10.01**
- **General Holidays during the trial will be paid for 10 hours in accordance with Article 11.**
- **Requests shall be submitted to match hours off requests.**
- **Sickness benefits as per Article 13, based on hours not days.**

- **All Shifts will include a 30-minute unpaid lunch break. 15-minute paid breaks can be taken every 4 hours as needed.**
- **Casual Community Services Operator I's are not included on the 10-hour rotation schedule**
- **Shift start times can be modified for scheduled bookings and department needs.**
- **Shift selection will be offered in accordance with seniority.**
- **The trial can be canceled by consensus of the operator group or Management with 2 weeks' notice reverting to the previous year's 8-hour schedule.**

Signed on September 10, 2024.

On behalf of the Employer

On behalf of the Union

	04-Jan	05-Jan	06-Jan	07-Jan	08-Jan	09-Jan	10-Jan	11-Jan	12-Jan	13-Jan	14-Jan	15-Jan	16-Jan	17-Jan
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	3-7pm	3-7pm		x	x	x
			School		School		School			School		School		School

	18-Jan	19-Jan	20-Jan	21-Jan	22-Jan	23-Jan	24-Jan	25-Jan	26-Jan	27-Jan	28-Jan	29-Jan	30-Jan	31-Jan
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
					Ice Maint							Ice Maint		

	01-Feb	02-Feb	03-Feb	04-Feb	05-Feb	06-Feb	07-Feb	08-Feb	09-Feb	10-Feb	11-Feb	12-Feb	13-Feb	14-Feb
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm		x	x	x
			School		School		School			School		School		School

	15-Feb	16-Feb	17-Feb	18-Feb	19-Feb	20-Feb	21-Feb	22-Feb	23-Feb	24-Feb	25-Feb	26-Feb	27-Feb	28-Feb
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
					Ice Maint							Ice Maint		

	01-Mar	02-Mar	03-Mar	04-Mar	05-Mar	06-Mar	07-Mar	08-Mar	09-Mar	10-Mar	11-Mar	12-Mar	13-Mar	14-Mar
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	3-7pm	3-7pm		x	x	x
			School		School		School			School		School		School

	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar	21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar	28-Mar
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
					Ice Maint							Ice Maint		

	29-Mar	30-Mar	31-Mar	01-Apr	02-Apr	03-Apr	04-Apr	05-Apr	06-Apr	07-Apr	08-Apr	09-Apr	10-Apr	11-Apr
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm		x	x	x
			School		School		School			School		School		School

	12-Apr	13-Apr	14-Apr	15-Apr	16-Apr	17-Apr	18-Apr	19-Apr	20-Apr	21-Apr	22-Apr	23-Apr	24-Apr	25-Apr
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
					Ice Maint							Ice Maint		

Updated times to include lunch break as required by law 1*30 minute unpaid and (2) 15 minute breaks
Aligned pay cycle to payroll scheule
Area II course onsite
Work at both Arean and Complex
MDM Shift

Option 2 - 10 Hour Shifts

Start Of Season

	31-Aug	01-Sep	02-Sep	03-Sep	04-Sep	05-Sep	06-Sep	07-Sep	08-Sep	09-Sep	10-Sep	11-Sep	12-Sep	13-Sep
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	x	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
Brandon			x	7-3:30	7-3:30	1-9:30	7-3:30	x	7-3:30	1-9:30	1-9:30	1-9:30	1-9:30	
Brett			x	7-3:30	7-3:30	7-3:30	7-3:30	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	
Operator			x	7-3:30	7-3:30	1-9:30	7-3:30	x	x	1-9:30	1-9:30	1-9:30	1-9:30	1-9:30
Derek			x	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
Casual 1	as	as	x	1-9:30	1-9:30	1-9:30	1-9:30	as	as	1-9:30	1-9:30	1-9:30	1-9:30	1-9:30
Casual 2	as	as			x	x	x	as				x	x	x

	14-Sep	15-Sep	16-Sep	17-Sep	18-Sep	19-Sep	20-Sep	21-Sep	22-Sep	23-Sep	24-Sep	25-Sep	26-Sep	27-Sep
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
Brandon	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	x	x	12-8:30	12-8:30	12-8:30	x	x
Brett	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	x	x	7-3:30pm	7-3:30pm	7-3:30pm	x	x
Operator			12-8:30	12-8:30	12-8:30			3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30
Derek			7-3:30pm	7-3:30pm	7-3:30pm			7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as			x	x	x	as				x	x	x
			School		School		School			School		School		School

	28-Sep	29-Sep	30-Sep	01-Oct	02-Oct	03-Oct	04-Oct	05-Oct	06-Oct	07-Oct	08-Oct	09-Oct	10-Oct	11-Oct
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	8:30-5	8:30-5	8:30-5	8:30-5	8:30-5
Brandon	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	x	7-3:30pm	7-3:30pm	x	x	8:30-5	8:30-5	8:30-5	8:30-5	x
Brett	3-11:30	3-11:30	3-11:30	3-11:30	x	3-11:30	3-11:30	x	x	8:30-5	8:30-5	8:30-5	8:30-5	x
Operator	x		7-5:30pm	7-5:30pm	7-3:30pm	x	x	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm
Derek	x		3-11:30	3-11:30	3-11:30	x	x	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30
Casual 1	as	as	x	x	x	3-7pm	3-7pm			6-9pm		6-9pm		6-9pm
Casual 2	as	as		12-8:30	x	x	x	as	as			x	x	x
					Ice Maint							Ice Maint		

Start of 10 Hr Schedule

	12-Oct	13-Oct	14-Oct	15-Oct	16-Oct	17-Oct	18-Oct	19-Oct	20-Oct	21-Oct	22-Oct	23-Oct	24-Oct	25-Oct
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
Derek	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
Brett	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x
Brandon	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	3-7pm	3-7pm		x	x	x
			School		School		School			School		School		School

Option 2 - 10 Hour Shifts

Start Of Season

	14-Sep	15-Sep	16-Sep	17-Sep	18-Sep	19-Sep	20-Sep	21-Sep	22-Sep	23-Sep	24-Sep	25-Sep	26-Sep	27-Sep
	Sat	Sun	Mon	Tues	Thu	Thurs	Fri	Sat	Sun	Mon	Tues	Thu	Thurs	Sat
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 5	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	x	x	12-8:30	12-8:30	12-8:30	x	x
op 6	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	x	x	7-3:30pm	7-3:30pm	7-3:30pm	x	x
op 7			12-8:30	12-8:30	12-8:30			3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30	3-11:30
op 8			7-3:30pm	7-3:30pm	7-3:30pm			7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm	7-3:30pm
Casual 3	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 4	as	as			x	x	x	as				x	x	x

	09-Nov	10-Nov	11-Nov	12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov	19-Nov	20-Nov	21-Nov	22-Nov
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	3-7pm	3-7pm		x	x	x
			School		School		School			School		School		School

	23-Nov	24-Nov	25-Nov	26-Nov	27-Nov	28-Nov	29-Nov	30-Nov	01-Dec	02-Dec	03-Dec	04-Dec	05-Dec	06-Dec
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
					Ice Maint							Ice Maint		

	07-Dec	08-Dec	09-Dec	10-Dec	11-Dec	12-Dec	13-Dec	14-Dec	15-Dec	16-Dec	17-Dec	18-Dec	19-Dec	20-Dec
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	11-9:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
			School		School		School			School		School		School

	21-Dec	22-Dec	23-Dec	24-Dec	25-Dec	26-Dec	27-Dec	28-Dec	29-Dec	30-Dec	31-Dec	01-Jan	02-Jan	03-Jan
	Sat	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Mon	Tues	Wed	Thurs	Fri
Lead	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30	x	x	7-3:30	7-3:30	7-3:30	7-3:30	7-3:30
op 1	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm
op 2	1-11:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm
op 3	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x
op 4	x	1-11:30pm	1-11:30pm	1-11:30pm	11-9:30pm	x	x	x	7-5:30pm	7-5:30pm	7-5:30pm	7-5:30pm	x	x
Casual 1	as	as	x	x	x	3-7pm	3-7pm	as	as	x	x	x	3-7pm	3-7pm
Casual 2	as	as	3-7pm	3-7pm	x	x	x	as	as	3-7pm	3-7pm	x	x	x
					Ice Maint							Ice Maint		