

Aquatica Inclement Weather Policy

Aquatica's policy is to provide instruction to its members during all regular scheduled practices. The safety of its members and staff are of top priority to the club. Should there be severe weather conditions which cause unforeseen practice interruption or safety concerns the staff and board of Aquatica will adhere to the Aquatica Inclement Weather Policy as outlined below.

1) *Inclement Weather*

For the purpose of this policy, Inclement Weather shall be defined as winter storms, freezing rain, blizzards or any other major weather event which may cause one or more of the following:

- The closure of major roads, including but not limited to the Perimeter Highway
- An extreme decrease in driving visibility
- Ice covered roads leading to dangerous driving conditions

2) *Timing*

Every effort will be made to provide a minimum of three hours notice of cancellation to coaches, athletes and families prior to any class or practice noting that there may be situations which do not allow for three hours notice.

3) *Class Cancellation - prior to start of class/practice*

If inclement weather occurs on a day when there are scheduled practices, the Head Coach will determine if the Inclement Weather Policy is to be enacted. The Head Coach will be responsible for contacting all impacted coaches, athletes and their families. The Head Coach may delegate the communication responsibility to the coaches of each affected group and team. Communication can be made via text, email and telephone.

4) *Class Cancellation - after start of class/practice*

Should the weather be deemed dangerous during scheduled classes and practices the Head Coach will determine if the Inclement Weather Policy is to be enacted. Communication to impacted coaches, athletes and families is to be made as outlined above.

5) *City Pool Closure*

In the case where the City of Winnipeg closes the pool due to weather, the Head Coach will be responsible for contacting all impacted coaches. The Head Coach may delegate communication to impacted athletes to coaches.

6) *Pay Interruption*

Should the Aquatica Inclement Weather Policy be enacted, the following will be used to determine the pay of impacted employees:

- A) The employee will be paid their normal wage for virtual classes or practices they host due to cancelation. Note that the virtual class may be less than their scheduled shift and they will only be paid for the hours worked online.
- B) Should a cancelation occur once classes and practices have begun then the following will be used when calculating pay:
 - 1) Scheduled to work 3 or more hours but worked less than scheduled hours - - will be paid for 3 hours
 - 2) Scheduled to work 3 or more hours and worked more than scheduled 3 hours - - will be paid for all scheduled hours
 - 3) Scheduled to work less than 3 hours and worked less than scheduled hours - - will be paid for all scheduled hours

Should an employee decide that they are unable to come to work due to weather but Aquatica has not enacted the Inclement Weather policy, the employee will not be entitled to any pay, nor will they be penalized for their absence.

7) *Missed Classes & Practices*

A) In the event of a cancelation prior to commencement of the class/practice then the class/practice will be held virtually*

B) In the event of a cancelation which occurs after the the commencement of the class/
practice there will not be a virtual session

*virtual sessions may vary in duration and may not be the full length of normal in person practices