



**AQUATIC, FITNESS  
& SPA GROUP INC.**

5170A Timberlea Blvd.  
Mississauga, ON L4W 2S5  
(905) 501-7210  
www.pplgroup.com

## LIFEGUARD EMPLOYMENT AGREEMENT

Employee Name: \_\_\_\_\_

Below please find the terms of your employment with PPL – Aquatic, Fitness and Spa Group Inc., hereinafter called PPL.

1. You have been hired to work for us as a lifeguard up to **40** hours per week for a period from **June , 2021 to Sept 6, 2021** inclusive. Whenever possible, you will be assigned to work at a pool within thirty minutes from your residence. Your duties will include all necessary functions to ensure proper pool maintenance, cleaning and security at the pool.
2. You have certified that you possess a valid NLS and Standard First Aid-CPR C that will remain valid through the term of this agreement, and that in the event the award will expire prior to the completion date of this agreement, that you will re-certify and provide us with proof.
3. You have certified that you were born on \_\_\_\_\_, making you \_\_\_\_\_ years of age at the projected first day of employment with us, thereby meeting the minimum age requirement of 16.
4. PPL will provide the necessary extra training, (above and beyond that taught at the course(s) outlined in #2 necessary for the proper understanding of the various lifeguarding and maintenance requirements of your position.
5. You understand that most of our pools are open seven days per week. As a result, you may be required to work five or six days per week based on rotating schedules, which are prepared by PPL. Each schedule will be available online at least one week before the beginning of the schedule. All lifeguards are expected to work a majority of weekends and holidays- **In the event that you are unable to work at a time scheduled to you, it is your responsibility to ensure that another qualified PPL employee covers your shift.**
6. If you are scheduled to work at an outdoor pool and PPL cannot provide you with full hours as a result of poor weather or repairs, the following policy will apply.
  - 6(a) In the event that weather or repairs necessitates a decision by PPL management to close the pool on any day on which you are scheduled to work, you will be paid your regular wages for each hour that you worked at the pool on the day up to the time of closing. If you worked at a pool for less than three hours, or if the pool was closed before you arrived at the pool, you will be paid for a minimum of 3 hours wages provided that you call our office every 2 hours for the remainder of the day to determine whether the pool will be re-opened, and, that if notified to re-open the pool, you will return within 1 hour of being notified.
  - 6(b) In the event that the weather or repairs necessitates the closing of the pool on any day on which you are scheduled to work, and you are given reasonable notice before the beginning of your shift that you will not be required for the entire day, you will not be paid any wages, including wages for the minimum 3 hours, but you will not be expected to call our office for the remainder of the day.
7. You agree to follow the company policies and regulations for lifeguards which are detailed in the PPL training manual, some of which are listed on the reverse side of this agreement.
8. You agree to actively promote and participate in PPL's annual company charity fundraiser event.
9. You agree to buy a uniform from PPL at a discounted cost and you hereby authorize PPL to deduct the discounted cost of the uniform from your wages. The cost will be deducted in equal installments from your first pay cheques. Specific details on costs are given to you during your training.
10. PPL has allowed a potential **\$16.50** per hour for your lifeguard time, payable in three components.  
**Component 1:** Every two weeks, PPL will pay regular wages of **\$14.50** for every hour worked during the previous pay period.  
**Component 2:** If you complete the specified term, you will be paid a bonus of ONE DOLLAR (\$1.00) for every hour worked over the agreement period.  
**Component 3:** If you complete the specified term and, if in the opinion of PPL Management, you were punctual, in attendance, maintained your schedule obligations, completed your daily duties, successfully completed your special obligations such as organizing swimming lessons, fun days, or charity fundraising events, and have overall performed above and beyond the expectations outlined during your interview process and outline in the employee manual, you will be paid an additional bonus of up to ONE DOLLAR (\$1.00) per hour worked for a total potential of TWO DOLLARS FOR EVERY HOUR WORKED during the agreed period.
11. You authorize PPL to deduct from the wages owing to you and from any bonus or vacation pay the amount of any expenses incurred by PPL or by it's customers as a result of your irresponsible or negligent actions, or not following the training manual, staff policies, regulations and rules. Examples of irresponsible or negligent actions include: losing the security keys, making long distance or directory assistance calls on the emergency phone, etc.
12. In the event that unforeseen circumstances necessitates the need for you to quit your employment with PPL prior to the completion of your agreement, you agree to provide written notice of your last day of employment and reasons for quitting at least three weeks in advance. You also agree to find a suitable replacement for all remaining scheduled shifts. In the event that you do not find a suitable replacement, PPL will have the option of deducting from any owed wages or vacation pay up to **\$400.00** to cover the cost of administration, staff training and/or customer reimbursement caused by the disruption of service as a result of your failure to fulfill this agreement.
13. You understand that if you are, or become employed by PPL as a lifeguard in the winter, the position could be part time only and could result in you only working 2 or 3 shifts a week. You are still responsible for fulfilling all of the terms of this agreement.
14. You understand that in the event that you fail to perform your duties as required in this agreement, PPL will have the option of terminating your employment without notice to you.

If the foregoing is satisfactory to you, would you please signify your acceptance by signing one copy of this form in the space set out below and return the same to us for our files.

Sincerely,

PPL – Aquatic, Fitness and Spa Group Inc.

The undersigned hereby acknowledges having read and understood this agreement and agrees to be bound by and to fulfill the terms and conditions of this agreement.

Employee Signature \_\_\_\_\_

Date: \_\_\_\_\_