

**LETTER OF UNDERSTANDING**

Agreement Between the Corporation of Delta and  
The Canadian Union of Public Employees Local 454,  
of Delta - The Establishment of a Modified Work  
Week for Sweeper Operators

It is agreed that the two Sweeper Operators will begin a four day work week in accordance to the schedule listed below. The schedule will be in effect for a six month trial period and shall be reviewed by both parties and shall be extended by the mutual agreement of both parties. In the event that the review indicates that the modified work week should be terminated, the Sweeper Operators will revert to their previously established shifts, i.e. one sweeper Monday to Friday and one sweeper Thursday through Monday.

1. The modified work week schedule will have one sweeper working Wednesday through Saturday and working 6:00 A.M. to 4:30 P.M. Wednesday and Thursday, and 3:30 A.M. to 2:00 P.M. Friday and Saturday. The second sweeper will work Monday through Thursday, working 3:30 A.M. to 2:00 P.M. Tuesday and Thursday and 6:00 A.M. to 4:30 P.M. Monday and Wednesday.
2. It is agreed that vacation and sick leave credits will be calculated on the basis of hours of entitlement. An example is that an employee with two weeks vacation will be credited with 80 hours and will be deducted 10 hours for each days vacation taken. Sick Leave will be treated similarly.
3. It is further agreed that Statutory Holidays shall be treated as 10 hour days. In the event that a Statutory Holiday falls on a regular day off for the Sweeper Operator, it shall be observed on the first normal work day immediately following the employees normal rest days.
4. Shift premiums will be paid in accordance with the Collective Agreement.
5. This modified work week applies only to regular fulltime Sweeper Operators. Any part time or relief operators shall be shifted to work a regular Monday to Friday, 8:00-4:30 shift, or a Thursday through Monday 8:00-4:30 shift.

Dated at Delta, British Columbia, this 23<sup>rd</sup> day of December 1993.

Canadian Union of Public Employees  
Local 454, of Delta

The Corporation of Delta

ADDENDUM TO

LETTER OF UNDERSTANDING

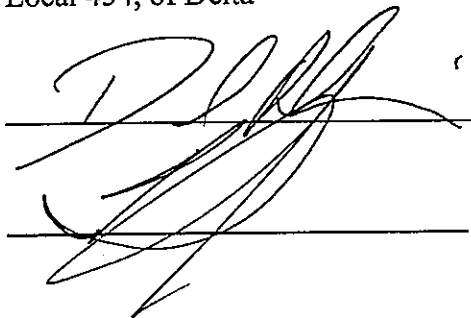
Agreement Between the Corporation of Delta and  
The Canadian Union of Public Employees Local 454,  
of Delta - The Establishment of a Modified Work  
Week for Sweeper Operators

The following paragraph will replace paragraph 1 of the letter dated December 23, 1993.

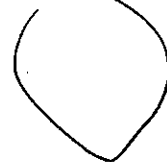
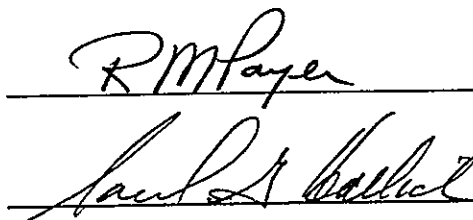
- 1) The modified work week schedule will have one sweeper working Monday 6:00 A.M. to 4:30 P.M. and Tuesday through Thursday 3:30 A.M. to 2:00 P.M. The second sweeper will work Tuesday through Friday 6:00 A.M. to 4:30 P.M.

Dated at Delta, British Columbia this 29th day of May, 2001.

Canadian Union of Public Employees  
Local 454, of Delta



The Corporation of Delta



ADDENDUM TO  
LETTER OF UNDERSTANDING

between

THE CORPORATION OF DELTA  
(hereinafter called "the Employer")

and the

CANADIAN UNION OF PUBLIC EMPLOYEES – LOCAL 454  
(hereinafter called "the Union")

ENTITLED "The Establishment of a Modified Work Week for Sweeper Operators",  
DATED December 23, 1993

It is hereby agreed between the parties that item #5 of the Letter of Understanding dated December 23, 1993 is deleted.

The intention is that any Sweeper Operators shall be eligible to work a modified work week as outlined in the original Letter of Understanding, and the addendum dated May 29, 2001.

Signed this 19<sup>th</sup> day of Jan., 2004.5

ON BEHALF OF THE EMPLOYER:

G. J.  
Z. J.

ON BEHALF OF THE UNION:

J. H.  
Richard Co.