

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")

Preamble

As stated in the Memorandum of Agreement that renews the 2015 Collective Agreement, the parties agreed to discuss health benefit re-enrollment for temporary employees who return to work following termination due to end of assignment. This Letter of Understanding outlines the agreement between the Employer and the Union and as authorized by the Chief Administrative Officer.

BENEFIT RE-ENROLMENT FOR SEASONAL TEMPORARY STAFF

Seasonal Temporary Employees who have served the qualifying period as shown below for Medical (MSP), Extended Health, Dental and Pension Plan benefits and are terminated due to the end of a seasonal program assignment will be eligible to re-enrol in those benefits without the qualifying period if rehired within 6 months:

Benefit	Previous Qualifying Period	
Basic Medical (MSP)	6 months	
Extended Health	6 months	
Dental	12 months	
Pension	12 months	Re-enrolment subject to the rules of the Municipal Pension Plan

Any benefit that a temporary full-time employee did not achieve prior to being terminated will require the employee to serve the full qualifying period for that benefit upon rehire.

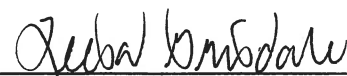
This letter shall remain in force until the renewal of the 2016-2020 Collective Agreement.

Signed this 14 day of February, 2017.

ON BEHALF OF THE EMPLOYER:



Chief Administrative Officer



Human Resources Advisor

ON BEHALF OF THE UNION:



President, CUPE Local 454



CUPE Local 454 Representative