

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")

PUBLIC (STATUTORY) HOLIDAY BANKING

The Employer and the Union mutually agree to banking, usage (time-off) and payout of the public holiday bank by August 31st of each calendar year as outlined below.

General:

All hours earned between January 1st of a calendar year and December 31st of the same calendar year is to be used (with the approval of their supervisor) or paid-out by August 31st of the following calendar year.

Except, all CUPE Local 454 members with 200 hours or more of statutory (public) holiday time banked as of January 2006 shall have all hours grand-parented. Those with less than 200 hours shall use the time or have all hours paid out by September 30, 2006.

Rates of Pay:

The rate of pay for statutory holiday bank hours shall be the rate of pay in effect at the time the bank is either used as time off or paid out.

Any request for time off shall be at the approval of the supervisor, who will consider both the wishes of the employee to take time off and the operational needs of the facility and/or position.

Grand-Parenting:

1. All grand-parented hours will be identified by their classification and pay grade or regional level as of January 1, 2006.
2. All grand-parented hours will be paid at the identified January 1, 2006 classification and pay grade or regional levels.
3. All grand-parented hours taken as time-off will be at the employees' rate in effect at that time.
4. Any hours earned from January 1, 2006 and onward will be subject to the 'general' payout rules.

Those identified as having 200 hours or more carried forward from 2005 and previous years are the only employees considered Grand-Parented. The classifications indicated will determine the rate of pay at the time of pay-out as follows:

Corkran, Peter	Icemaker Maintenance Worker 3	Pay Grade 17.5 Step 5
Drover, John	Icemaker Maintenance Worker 3	Pay Grade 17.5 Step 5
Dyck, Mike	Icemaker Maintenance Worker 3	Pay Grade 17.5 Step 5
Gallagher, James	Sub-Foreman	RL 123.1
Johnston, Kelly	Icemaker Maintenance Worker 3	Pay Grade 17.5 Step 5
Kinch, Tom	Icemaker Maintenance Worker 3	Pay Grade 17.5 Step 5
Parhar, Harjit	Equipment Operator 3	RL 119.1
Wiseman, Linda	Cashier/Receptionist	Pay Grade 12 Step 5
Wiseman, Robert	Icemaker Maintenance Worker 3	Pay Grade 17.5 Step 5

This Letter of Understanding shall remain in force until December 31, 2006 and shall remain in force thereafter until either party serves written notice to cancel it during a period of bargaining. Such cancellation shall only be effective at the conclusion of such bargaining if no other arrangements are mutually agreed.

Signed and Dated at Delta this 20th day of FEB, 2006

ON BEHALF OF THE EMPLOYER:

GEORGE V. H.
[Signature]

ON BEHALF OF THE UNION:

[Signature]
[Signature]

LETTER OF UNDERSTANDING

Between

THE CORPORATION OF DELTA
(the Employer)

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 454
(the Union)

PAYOUT OF BANKED PUBLIC HOLIDAY TIME


Upon the request of an employee, payout of banked public holiday time will be in accordance with the provisions of Overtime Banking, Article 9 Section 2 of the Collective Agreement. The payout for banked public holiday time will be made after June 30th. Application for payout of banked public holiday time will only be received between May 1st and June 30th. Such payments will be made as soon as possible following the 30th of June.

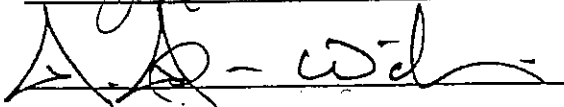
The employer agrees that every effort will be made to provide the opportunity for employees to utilize their banked public holiday time prior to any payout date subject to operational requirements.

This letter shall remain in force until either Party serves ninety (90) days written notice to cancel it.

DATED at the Delta Municipality in the Province of British Columbia this
5th day of July 1991.

REPRESENTATIVE FOR THE EMPLOYER





REPRESENTATIVE FOR THE UNION

