

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")

LABOURER POSTINGS – ENGINEERING OPERATIONS

It is agreed that:

Vacant regular full time labourer positions in Engineering Operations will be posted in accordance with the terms of the Collective Agreement, specific to Operations or Parks.

Candidates signify their interest in the position by applying within the time frames specified by Collective Agreement and Policy.

If regular full time staff bid on the posting, the provisions of article 14.3 of the Collective Agreement will prevail through a competition.

If no regular full time employee applies for the labourer posting, the position will be awarded to the person highest on the appropriate Recall list (Operations or Parks), who bid on the posting.

It is recognized that the successful candidate must successfully complete a ninety (90) day probationary period. If the candidate is unsuccessful during the probationary period, he/she will return to the formerly held status on the recall list.

Either party (Employer or Union) may cancel this Letter of Understanding by providing at least thirty (30) calendar days' written notice to the other party.

Signed this 28th day of April, 2006.

ON BEHALF OF THE EMPLOYER:

Georges V.D.
[Signature]
[Signature]

ON BEHALF OF THE UNION:

[Signature]
[Signature]
[Signature]