

2007 MEMORANDUM OF AGREEMENT
DELTA – CUPE 454 (cont'd)

This is the Letter of Understanding referred to in item #20 of this Memorandum of Agreement.

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")

BOOT ALLOWANCE

The Employer agrees to reimburse Regular Full-Time Employees who are assigned to the paving crew on a year-round basis, and employees on the capital construction crew who regularly work with asphalt, up to \$100 every twelve (12) months towards the purchase of work boots upon presentation of receipts.

This Letter shall continue to remain in force until 2011 December 31 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 this 30th day of July, 2007.

ON BEHALF OF THE EMPLOYER:

Georgios V. D.
[Signature]

ON BEHALF OF THE UNION:

[Signature]
[Signature]