

LETTER OF UNDERSTANDING

between

THE CITY OF DELTA

(hereinafter called the "Employer")

and

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 454

(hereinafter called the "Union")

(collectively the "Parties")

EOCP Certification Premiums (Sub-Foreman, Engineering Operations)

The Parties agree that effective October 27, 2022:

Employees in the position of Sub-Foreman, Engineering Operations (Class Specification No. 036) who are encouraged by the Employer to hold an Environmental Operators Certification Program ("EOCP") Water Distribution and/or Wastewater Collection Level I Certification shall be paid a premium (the "Premium") in accordance with the certificate(s) held by the employee as follows:

EOCP Water Distribution Level 1 or Wastewater Collections Level 1 \$0.60 per hour

EOCP Water Distribution Level 1 and Wastewater Collections Level 1 \$1.20 per hour

The Parties also agree that:

1. An employee who holds a higher level of certification than Level 1 will not receive an additional premium.
2. The Premium will only be paid to an employee if the employee's certification is in good standing.
3. This Letter of Understanding forms part of the Collective Agreement.

4. The Premium is payable during an employee's regular hours of work and overtime hours.

Signed this 3 day of November, 2022

SIGNED AND DATED:

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE UNION

Michelle Poole
Authorized Signatory (Print Name)

Sam Abudail
Authorized Signatory (Print Name)

m. poole
Signature

[Handwritten Signature]
Signature