

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")

MATERNITY AND PARENTAL LEAVE – VACATION ENTITLEMENT

The Employer and the Union agree to amend Article 13.4(c) of the Collective Agreement by removing the last sentence to read:

"13.4(c) Maternity and Parental Leave - Return to Work

On resuming employment an employee shall be reinstated in the employee's previous or a comparable position and for the purposes of pay increments and benefits, referenced in (e) herein, and vacation entitlement (but not for public holidays or sick leave) maternity and parental leave shall be counted as service.

This agreement is on a without prejudice basis. The amendment as outlined is effective on a go forward basis; and will be applicable to all employees currently on maternity and parental leave.

This letter shall remain in force until the renewal of the 2012-2015 Collective Agreement.


Signed this 24 day of NOV, 2016.

ON BEHALF OF THE EMPLOYER:

ON BEHALF OF THE UNION:



Chief Administrative Officer



President, CUPE Local 454



Director of Human Resources  
& Corporate Planning



CUPE Local 454, Secretary