

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")

Sick Leave Bank Retention

Effective on the date of ratification of the renewal of the 2007 – 2011 Collective Agreement, the Employer and the Union agree that in order to preserve an employee's sick leave bank in the event that they convert from Regular Full-Time, Regular Part-Time or Temporary Full-time employees to Auxiliary status, the following shall occur:

This letter will provide for the retention of an employee's sick leave bank for a period of two years for Regular Full-Time, Regular Part-Time or Temporary Full-Time employees who convert to Auxiliary status within one month of the end of their regular or temporary employment. The Employee will not have access to the sick bank as an Auxiliary employee however, if the employee subsequently reverts back to Regular Full-Time, Regular Part-Time or Temporary Full Time, within that two year period, the sick leave bank as frozen will be restored. After two years of exiting the Regular or Temporary employment, the sick leave bank will dissolve.

If adopted by Delta Municipal Council AND the Membership of CUPE Local 454, this Letter of Understanding shall remain in force 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 14 day of January, 2013.

ON BEHALF OF THE EMPLOYER:

Gull
[Signature]

ON BEHALF OF THE UNION:

[Signature]
[Signature]