

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")

SNOW AND ICE CONTROL (TD3) – NIGHT SHIFT

This agreement will generally apply to outside employees who work in Engineering Operations. This is an expansion of Article 8.1(f) and will apply to those who work a non-standard shift for Snow and Ice Control.

The Employer and the Union agree that between the months of December and March, a non-standard shift may be added for Snow and Ice Control.

The primary function of this shift will be to patrol roadways within Delta for black ice or snow. When not engaged in this work, staff may be assigned other work, of a lower or equal nature, as required. When black ice and/or snow are present, Truck Drivers will be required to sand, salt, and/or plow roads. The non-standard shift will be in effect from 10:30 pm to 7:00 am, Monday through Sunday. This temporary, non-mandatory shift will attract the Truck Driver 3 rate of pay.

An Expression of Interest will be posted on an annual basis. Candidates will be selected based on possession of a 'clean' class 3 drivers' license with air, provided they are qualified to perform the work. Preference will be given to those with a Snow and Ice Control Training and/or demonstrated previous experience.

The parties agree that the Shift Premium provision of the Collective Agreement applies to this night shift, seven days a week.

This Letter of Understanding shall remain in force thereafter until either party serves ninety (90) calendar days written notice to cancel it. Upon being cancelled the Employer and the Union shall be bound by the hours of work provisions of the Collective Agreement.

Dated this 14th day of December, 2010

Signed on behalf of:

The Corporation of Delta:



George V. Harvie – CAO




Dave Halliday – Manager of Eng Ops

CUPE Local 454:



John Gibson – Union President



Lance Renyk
executive - inside
Lance Renyk