

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

This is the Letter of Understanding referred to in item #21 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")

TELECOMMUTING

The Corporation and the Union agree to the following on a trial basis with the intention to limit it to a small number of employees during the trial period.

- (a) The Corporation may designate employees or positions eligible for telecommuting on the basis of:
- (a) the nature of the work is such that it can be performed off-site;
  - (b) it will not create coverage issues;
  - (c) work productivity is maintained; and
  - (d) the length of an individual's commute to work.
- (b) Telecommuting arrangements may be initiated by the employee or suggested by the Corporation or Union. The maximum number of days that an employee may telecommute is two (2) days per week. Each telecommuting arrangement approved by the Corporation shall be described in a Letter of Understanding which shall include a provision for the telecommuting arrangement to be cancelled at any time by the employee or the Corporation."
- (c) The Corporation will agree to pay for internet charges and equipment required by the Employer for the telecommuting assignment.

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.

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DELTA – CUPE 454 (cont'd)

Letter of Understanding – Telecommuting (cont'd)

Signed this 30<sup>th</sup> day of July, 2007.

ON BEHALF OF THE EMPLOYER:

GEORGE V. D.  
[Signature]

ON BEHALF OF THE UNION:

[Signature]  
[Signature]